

LeadBoston Pre-work

April Program Day Data Gathering

Try to obtain the following information about your organization (web resources or HR might be helpful places to search):

Educational/Degree Requirements

1. Do any of the positions at your organization have specific educational/degree requirements (ex. Bachelors and Masters, specific majors, certification, trainings)?
2. If yes, why? Does the educational/degree requirement represent necessary skills, knowledge, and/or experience?
3. Are there any positions for which degree requirements may not be necessary to be successful and effective in the position, in your opinion? Which ones? Why?
4. Who/what determines educational/degree requirements? Has this changed over time?
5. Other than educational/degree requirements, what are other ways that a candidate could demonstrate the skills/knowledge/experience needed to perform the role?
6. What are some ways yours or other organizations could be more inclusive in this area?

Staff Education Information

1. Did staff attend K-12 schools in Boston/BPS? If so, where? Was it an exam school?
2. Did staff attend college in Boston? If so, where?
3. Does your organization actively recruit at any Boston schools? If so, where?
4. Does your organization have any partnerships, internship programs, or other opportunities with any local K-12 schools and/or colleges?