



The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement.

### **Vision**

---

Communities committed to success for ALL students!

### **Mission**

---

To Provide an Exemplary Education that Inspires and Prepares All DoDEA Students for Success in a Dynamic, Global Environment.

### **Guiding Principles**

---

Productive citizenship is embedded in the Guiding Principles and is an inherent core value of all CSP goals for all DoDEA stakeholders.

- **Success for All Students**
- **Trust and Respect for Others**
- **Uncompromising Advocacy for Students**
- **Development of Lifelong Learners**
- **Equal Access to Quality, Rigorous Education**
- **New and Motivating Challenges to Inspire Excellence**
- **Teaching with High Expectations**
- **Safe and Stable Learning Environment**

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**For period covering October 1, 2009 to September 30, 2010.**

<b>PART A</b>  Department or Agency Identifying Information	<b>1. Agency</b>		<b>1. DoDEA</b>	
	1.a. 2 <sup>nd</sup> level reporting component			
	1.b. 3 <sup>rd</sup> level reporting component			
	1.c. 4 <sup>th</sup> level reporting component			
	<b>2. Address</b>		<b>2. 4040 North Fairfax Drive</b>	
	<b>3. City, State, Zip Code</b>		<b>3. Arlington, Virginia 22203</b>	
	<b>4. CPDF Code</b> DD16	<b>5. FIPS code(s)</b>	<b>4.</b>	<b>5.</b>
<b>PART B</b>  Total Employment	<b>1. Enter total number of permanent full-time and part-time employees</b>			<b>1. 10,504</b>
	<b>2. Enter total number of temporary employees</b>			<b>2. 5,369</b>
	<b>3. Enter total number employees paid from non-appropriated funds</b>			<b>3. 0</b>
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>			<b>4. 15,873</b>
<b>PART C</b>  Agency Official(s) Responsible For Oversight of EEO Program(s)	1. Head of Agency Official Title		<b>1. Marilee Fitzgerald</b> Acting Director, Department of Defense Education Activity	
	2. Agency Head Designee		<b>2.</b>	
	3. Principal EEO Director/Official Official Title/series/grade		<b>3. Alina Doreste-Johnson</b> Chief, Diversity Management and Equal Opportunity (DMEO), GS-260-15	
	4. Title VII Affirmative EEO Program Official		<b>4. Theodore Agnew</b> Diversity Program Manager	
	5. Section 501 Affirmative Action Program Official		<b>5. Charles Montanez</b> Disability Program Manager	
	6. Complaint Processing Program Manager		<b>6. Allison Kennedy</b> Complaints & Compliance Program Manager	
	7. Alternative Disputes Resolution (ADR) Program Manager		<b>7. Jeanne Galindo</b> ADR Program Manager	
	8. Other Responsible EEO Staff		<b>8. Deborah Cannon, Deputy Chief, DMEO</b> William Suddeth, DMEO Program Manager, DoDDS-Europe Area Steve Vojtecky, DMEO Program Manager, DoDDS-Pacific Area Albert Ware, DMEO Program Manager, DDESS Area	

EEOC FORM  
**715-01**  
 PARTS A - D  
**U.S. Equal Employment Opportunity Commission**  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

<b>PART D</b>	<b>Subordinate Component and Location (City/State)</b>	<b>CPDF and FIPS codes</b>		
List of Subordinate Components Covered in This Report				

EEOC FORMS and Documents Included With This Report			
*Executive Summary [FORM 715-01 PART E], that includes:	X	*Optional Annual Self-Assessment Checklist Against Essential Elements [FORM 715-01PART G]	X
Brief paragraph describing the agency's mission and mission-related functions	X	*EEO Plan To Attain the Essential Elements of a Model EEO Program [FORM 715-01PART H] for each programmatic essential element requiring improvement	X
Summary of results of agency's annual self-assessment against MD-715 "Essential Elements"	X	*EEO Plan To Eliminate Identified Barrier [FORM 715-01 PART I] for each identified barrier	X
Summary of Analysis of Work Force Profiles including net change analysis and comparison to RCLF	X	*Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities for agencies with 1,000 or more employees [FORM 715-01 PART J]	X
Summary of EEO Plan objectives planned to eliminate identified barriers or correct program deficiencies	X	*Copy of Workforce Data Tables as necessary to support Executive Summary and/or EEO Plans (Encl 2)	X
Summary of EEO Plan action items implemented or accomplished	X	*Copy of data from 462 Report as necessary to support action items related to Complaint Processing Program deficiencies, ADR effectiveness, or other compliance issues (Encl 3)	X
*Statement of Establishment of Continuing Equal Employment Opportunity Programs [FORM 715-01 PART F]	X	*Copy of Facility Accessibility Survey results as necessary to support EEO Action Plan for building renovation projects	
*Copies of relevant EEO Policy Statement(s) and/or excerpts from revisions made to EEO Policy Statements (Encl 1)	X	*Organizational Chart (Encl 4)	X
Demographic Analysis of DoDEA Permanent Full-time Teachers FY09 – Provided to DoDEA Administrator during Conference Presentation (Encl 5)			

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL  
EEO PROGRAM STATUS REPORT**

---

**Department of Defense Education Activity  
October 1, 2009 to September 30, 2010.**

---

## **EXECUTIVE SUMMARY**

### **INTRODUCTION**

The Department of Defense Education Activity (DoDEA) MD-715 EEO Program Status Report for FY2010 and EEO Plan for 2011 addresses the required elements of EEOC's Management Directive-715 toward building and sustaining a Model EEO Program. DoDEA is a civilian agency of the U.S. Department of Defense (DoD) and its Director oversees all functions from DoDEA Headquarters (HQ) in Arlington, Virginia.

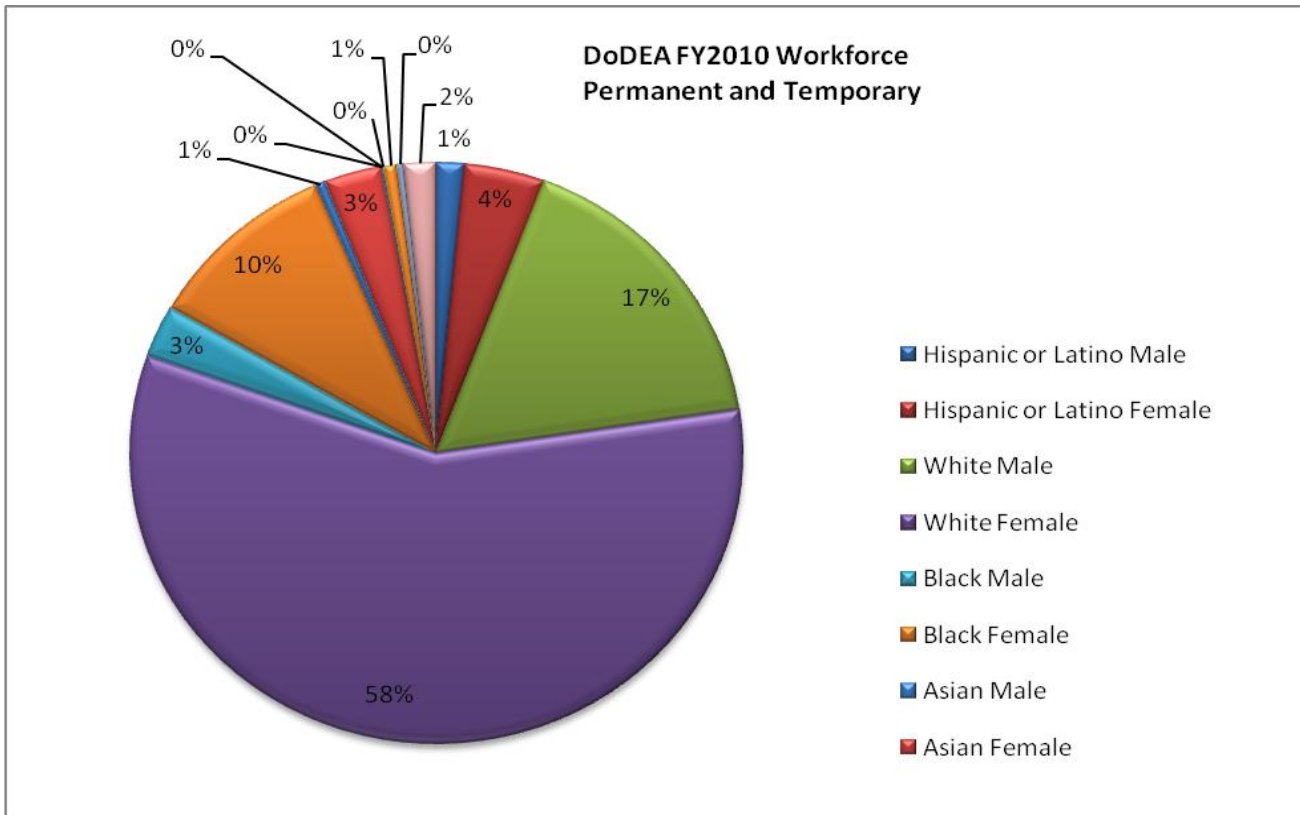
DoDEA consists of two school systems: (1) the DoD Dependents Schools (DoDDS, hereinafter referred to as DoDDS-Europe and DoDDS-Pacific), which is the overseas school system located in Europe and the Pacific, and (2) the DoD Domestic Dependent Elementary and Secondary (DDESS), the domestic school system. DoDEA's mission is to provide exemplary educational programs in military communities to military and DoD civilian dependents worldwide. The schools are divided into three areas, each managed by an area director. Within each of the three areas, schools are organized into districts headed by superintendents. DoDEA operates 194 schools in 14 districts located in 11 foreign countries, 7 states, Guam, and Puerto Rico. Schools within DoDEA are fully accredited by U.S. accreditation agencies. Approximately 8,700 educators serve more than 86,000 students.

The Diversity Management and Equal Opportunity (DMEO) office is responsible for enforcing EEO laws and policies, performing diversity management functions, advising management and employees on the facilitation of reasonable accommodations for persons with disabilities, and providing EEO alternative disputes resolution services for DoDEA. DMEO provides these services through its Administrative Management and four functional components: (1) EEO Complaints and Compliance Program; (2) Diversity Management Program; (3) Disabilities and Reasonable Accommodations Program; and (4) Alternative Disputes Resolution Program. Each component has independent strategies with integrated functions.

### **WORKFORCE COMPOSITION**

DoDEA's total workforce is 15,873 (Table A1, Encl 2, p. 1) and predominantly female at 12,349 (78%). White females are the largest female group at 9,179 (58%) of the total workforce. The total male population is 3,524 and represent (22%) of the total workforce. White males are the largest male group at 2,676 (17%). White employees at 11,855 represent 75% of the total workforce. The remaining 25% of our workforce is: 4% (677) Hispanic or Latino female, 2% (235) Hispanic or Latino male; 10% (1,625) Black or African American female, 3% (458) Black or African American male; 3% (490) Asian female, 1% (81) Asian male; 1% (107) American Indian or Alaskan Native (AI/AN) female, and 0.1% (18) AI/AN male; and 2% (271) Two or More Races female and 0.4% (56) Two or More Races males. Additional information addressing low male participation can be found under the Barrier Analysis paragraph of this report.

Educator pay plans for teachers (TP) (See Table A4-2P, Encl 2, p. 28 and Table A4-2T, Encl 2, p. 33) and Administratively Determined (AD) positions (See Table A4-2P, Encl 2, p. 24, and Table A4-2T, Encl 2, p. 29) makeup 77% of DoDEA's workforce. These pay plans are our school-level positions stateside and overseas and include classroom teachers, counselors, media specialists, administrators, and other school-level staff. Permanent/full-time classroom teachers (70%) are the majority of the permanent TP and AD pay plans.



**PLAN TO ACHIEVE MODEL EEO PROGRAM (Parts G and H)**

DoDEA has made significant progress in FY2010 toward becoming a Model EEO Program in accordance with EEOC’s six essential elements. DoDEA’s DMEO mission is to create and sustain a workplace free of discrimination and harassment through commitment, integration, management accountability, proactive prevention, efficiency, and responsiveness. This mission is encapsulated in DoDEA’s Community Strategic Plan (CSP), Goal 3, which states: “the DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement.”

To accomplish Goal 3, objectives and strategies are identified in DoDEA’s five-year (2008-2010) CSP.

**Objective 1** - In order to retain a highly motivated, committed and diverse workforce in support of student achievement, DoDEA will continually recruit, hire, support, evaluate, reward and/or recognize employees.

- o Participate in and develop diversified and culturally responsible recruitment.
- o Implement an employee tracking system.
- o Design and implement processes that support, evaluate and reward employees.

Status:

- DoDEA improved its process for selection of administrators by elevating the process to the Cabinet at headquarters (HQ) level and convening diverse selection panels.
- DoDEA improved the accuracy of demographic data on its workforce through the use of MyBiz functionality. DoDEA annually hosts diversity recruitment fairs, and human resources (HR) recruitment and staffing specialists, along with the Diversity Program Manager, in FY10 attended the Educator Diversity Recruitment Fair in New York City.
- HR staff attended numerous Hire the Hero/Wounded Warrior recruitment fairs to increase the agency’s number of veterans and persons with disabilities.
- DoDEA established a database for targeted disabilities through the Employment Application System (EAS).
- The DoDEA EAS has been in place for Headquarters, Europe and Pacific areas for some time; however, in FY10, EAS was expanded to DDESS to provide DoDEA-wide capability to track recruitment.

**Objective 2** - Develop a systemic and sustained professional development program to promote individual effectiveness to achieve organizational goals.

- Develop equitable ongoing professional development systems that are aligned to the mission and to DoDEA's priorities.
- Develop leadership development curriculum.

Status:

- The DoD-wide Enterprise Staffing Solution initiative for tracking applicant data has been suspended. Alternatives are being evaluated by DOD. In accordance with acquisition laws, DoDEA is prohibited from acquiring a unique personnel staffing system that provides this type of tracking capability.
- DoDEA developed an exit survey and the pilot was implemented at Headquarters in FY10.
- The Administrator Performance Appraisals task group implemented Multidimensional Administrator Performance Appraisal (MAPA) in FY09, and the first evaluations were completed in FY10.
- Teachers of the Year, Principal of the Year, and Assistant Principal of the Year were recognized by cash awards and official personnel actions to document recognition permanently in DCPDS.
- The Center for School Leadership Plan, which will assist in building leadership capacity, is in progress.
- Financial resources have been dedicated to the development of the aforementioned Center.

## **MODEL EEO PROGRAM**

### **Demonstrated Commitment by Agency Leadership**

**Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.**

- **EEO policy statements are up-to-date.**
- **EEO policy statements have been communicated to all employees.**
- **Agency EEO policy is vigorously enforced by agency management.**

### **Accomplishments**

- Annually issue three policy letters: EEO Policy; Anti-Harassment Policy; Reasonable Accommodations Policy. In addition, the Notification and Federal Employee Antidiscrimination and Retaliation Act (NoFEAR Act) is issued and distributed each year to all employees.
- In FY2010, the Diversity and Inclusion policy was issued (April 21, 2010).
- DoDEA leadership informs employees of policy statements and posts policies on official bulletin boards in accordance with 29 CFR 1614.102(6) where employees have easy access to the information and where it can't be obscured from viewing; supervisors are responsible for monitoring the bulletin boards. Policies have been placed on the DoDEA Regulations link and DMEO office web pages. In addition, during new employee orientation, DMEO policy notices are discussed and employees are provided the link to access the policies online.
- Disseminated to DoDEA management the DMEO annual Diversity Program status report with a summary of salient demographic data findings.
- The DoDEA Director attended the Diversity Day event in DDESS on October 29, 2009, where the EEOC's Director of Federal Sector Programs was a keynote speaker.
- Commemorative messages for all Special Observances are distributed throughout DoDEA and placed on the DoDEA web site.

### **Integration of EEO into the Agency's Strategic Mission**

**Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.**

- **The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.**
- **The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.**
- **The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.**
- **The agency has committed sufficient budget to support the success of its EEO Programs.**

## Accomplishments

- In FY09 the DMEO staff issued its first five-year strategic plan (revised in 2010). The DoDEA DMEO office is comprised of its Headquarters Office (four program managers: Alternative Dispute Resolution Manager (ADR), Complaints Manager, Diversity Manager, and Disability Program Manager) and three Area offices: DoDDS-Europe (one area program manager and one full-time counselor); DoDDS-Pacific DMEO (one area program manager and one full-time counselor), and DDESS (one area program manager and one full-time counselor). The area program manager administers the formal complaint process, ADR, disability, and diversity programs. The full-time counselor manages the pre-complaint process, including ADR, during the informal stage. The plan has been strategically aligned with DoDEA's CSP and the MD-715 plan.
- In May of 2010, the DMEO Chief participated in the updating of DoDEA's CSP ensuring integration of EEO goals and outcomes for the agency. The agency vacancy projections, succession planning strategies and achieving a diverse motivated workforce have been included in the DoDEA CSP. Goal 3 reads in part "The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement." Outcome A of the CSP dictates that administrators at all levels will continually recruit, hire, retain, train, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated and committed workforce. To this end, the DMEO Chief has provided relevant statistics to all superintendents regarding their districts and schools.
- Successful implementation of the CSP is an Agency responsibility, as well as creating symbiotic partnerships with senior management officials. Goal 3 of the CSP sets out timelines and a strategy, with regular monitoring by senior management officials, to include EEO and HR participation in all regularly scheduled meetings. For FY09, the Agency established a collaborative tentative plan with DMEO, management, and HR to ensure that Goal 3 is fully realized. For FY10, a Diversity Employment Plan based on the FY09 MD-715 analysis further enhanced DoDEA's ability to achieve Goal 3 and measure the effectiveness of its Diversity program. Through continuous collaboration with HR and management officials in FY09 and 10, DMEO is analyzing recruitment strategies and the expansion of special hiring relationships with colleges and universities, and veterans' programs to address low participation identified in prior MD-715.

## Management and Program Accountability

**This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.**

- **EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.**
- **The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]**
- **When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.**

## Accomplishments

- Our Resource Management Division (Manpower) is responsible for reviewing vacancies throughout the organization. DoDEA uses staffing standards to calculate estimated staffing requirements. Staffing standards are subject to periodic review and revision, based on DoDEA experience, comparison to U.S. public school systems, shifts in educational priorities, and pertinent educational research. The Director, DoDEA, establishes the primary staffing guidance. The Education Directorate and the Management Analysis Branch initiate changes, conduct reviews, and coordinate approval. Each year staffing reviews are conducted for upcoming School Year position requirements. Enrollment dictates the need for school level positions. Since DoDEA schools are located on military bases, stateside and overseas base closures impact DoDEA position needs. DMEO needs to initiate dialogue with Resource Management to get involved in the yearly review of position requirements.
- DMEO has developed a strategic five-year plan for persons with disabilities. DMEO's Disability Program Manager administers the reasonable accommodation program. Although DoDEA still remains significantly below the federal government standard goal of 2% in the area of participation of persons with targeted disabilities (PWTD), this year the number of PWTD has increased by more than 27% from FY09. In FY09, DoDEA had 41 PWTD and this year DoDEA had 52 PWTD. This FY, the Disability Program Manager partnered with HR Staffing and exceeded their goal to hire one person with a targeted disability; 2 permanent employees with a targeted disability and 10 temporary employees with a target disability were hired in FY10. The five-year goal is to hire 12 more persons with a targeted disability by FY14.
- For the last two years, DMEO has continued to encourage employees to use their MyBiz (employee web-based personnel database) accounts to update their disability status. Because of the partnership between the Disabilities Program Manager and the staffing specialist in HR, these efforts contributed to the 27% increase of employees who have identified a targeted disability.

- In partnership with HR staffing, the Disability Program Manager has streamlined the Schedule A process and developed an on-line database to identify and monitor the status of Schedule A authority applicants. DMEO's strategic plan calls for the establishment of a DoDEA Diversity Council to address recruitment, hiring, retention, mentoring, and promotion of persons with disabilities next FY.
- DMEO and HR collaborated with Human Resources to develop strategies for eliminating barriers to equal opportunity; continues to market the Schedule A program to management; continues to monitor workforce database to ensure employee records are accurate; and develop recruitment and retention initiatives.
- The DMEO staff has participated and collaborated with other agencies and departments' committees and councils to share information on regulatory developments, current trends, and best practices.
- The DMEO ADR Program Manager is expected to issue and distribute the EEO ADR policy in FY11. In addition she is developing for issuance a standard operating procedure for the EEO ADR process. Flow charts showing the ADR process were developed and implemented in FY10.

**Proactive Prevention of Unlawful Discrimination**

**Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.**

- **Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.**
- **The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.**

**Accomplishments**

- *True Colors*, a diversity training tool, is an interactive, entertaining and easy-to-remember personal success seminar, providing new tools to employees to understand themselves and those with whom they work. The Diversity Program Manager, DMEO staff's certified trainer, has rolled out *True Colors* to two schools in FY10, and plans to implement throughout DoDEA. Evaluations of the training have been more than favorable and demonstrated that the *True Colors* training has been effective. Word has spread, and DMEO is being requested to provide the training in other schools, to administrators, and students.
- Provided continuous Diversity training to all administrators, to include demographic data on their respective districts and schools for effective recruitment, mentoring & succession planning.
- DMEO Chief provides demographic analysis of DoDEA Permanent Full-time Teachers to Administrators during their annual conference. This analysis compares the demographics of DoDEA to the Educational Industry Civilian Labor Force (EICLF) and specifies the four generations within the workforce. During the presentation the unique traits that each generation brings to workforce is discussed. See enclosure 5 – Sample from FY2009.
- DoDEA's Center for Early Dispute Resolution (CEDR), Office of General Counsel, was launched in FY10. The DMEO office collaborated with General Counsel in the development of this program. CEDR is not a part of the DMEO office but DMEO channels non-EEO issues to CEDR for resolution efforts. CEDR is a neutral, confidential resource that assists DoDEA and its employees in addressing non-EEO issues and managing conflicts and disputes constructively.
- CEDR provides education and training to help employees obtain the skills and knowledge they need to talk productively with each other, with parents, and with anyone with whom they interact.
- CEDR provides confidential, impartial assistance to address and resolve concerns and differences encountered at DoDEA, both by working with individuals and through processes involving impartial third-party mediators or facilitators.
- CEDR is currently conducting pilot projects at various DoDEA sites. It will use information gained from those pilots to develop plans for providing services to DoDEA schools and offices worldwide.
- DMEO staff review ADR procedures and the benefits of using ADR at all training sessions.

ADR Outcomes		
	FY09	FY10
Completed	27	19
Resolved (%)	63%	74%

DoDEA's EEO ADR program has had an extremely positive impact on the efficiency of DoDEA's worldwide EEO program. This process improvement estimates are that early resolution translates into an estimated \$1,495,000 or more in annual cost avoidance.



## Efficiency

- **Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.**
  - **The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.**
  - **The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.**
  - **The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.**
  - **There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.**
  - **The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.**
  - **The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.**

## Accomplishments

- In FY10, the DMEO office held its 3<sup>rd</sup> worldwide conference "From Vision to Mission" to ensure efficiency in all its functional areas by providing training in part as follows: Data input in iComplaints, EEO law update, writing of procedural determinations, EEO counselor boot camp.
- The DMEO staff uses iComplaints to effectively track and monitor its complaints and compliance program. The system also tracks the ADR process, both at the pre-complaint and formal process.
- The DMEO staff establishes training modules that provide a synopsis and objectives of the training presented. DMEO staff requests evaluations to score a value of the training and receive feedback to see if objectives were met and if further training may be necessary.
- Sufficient Staffing: According to the Office of Diversity Management and Equal Opportunity from the Office of the Secretary of Defense, an analysis of all DoD components showed the staffing ratio of the Equal Employment Opportunity Specialists (0260 Series) to be 1:750 for the 4<sup>th</sup> Estate. DoDEA's ratio is 1:1323 for DMEO. Army's ratio is 1:610; Navy, 1:1060; and Air Force is 1:1090. Obviously, DoDEA's DMEO office is understaffed and explains part of the reason why it is challenged to meet the objectives of a model EEO program. Although DMEO has been able to staff the area DMEO offices with a staff of two, DMEO would benefit from having three more FTEs:
  - (1) An Organization Psychologist (An organizational psychologist (OP) contributes to an organization's success by improving the performance and well-being of its people. An OP researches and identifies how behaviors and attitudes can be improved through hiring practices, training programs, climate surveys and feedback systems.);
  - (2) Training Program Manager (Identifies and assesses DMEO training needs within DoDEA; confers with managers and supervisors or conducts surveys; and evaluates training effectiveness.); and
  - (3) An Administrative Assistant (AA) (now with more and more administrative responsibilities to accommodate RM and Procurement requirements, among other tasks, an AA is very necessary).

## Responsiveness and Legal Compliance

**This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.**

- **Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.**
- **The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.**
- **Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.**

## Accomplishments

- DoDEA made a slight improvement in its timeliness of investigations, from 87% in FY09 to 92% timeliness in FY10. However, the improvement in FY10 is a 68% increase from FY08 where DoDEA processed investigations in a timely manner only 26% of the time. The increase from FY08 to FY10 is a

result of closely monitoring the investigation process, contracting out investigations, and the FY08 realignment of DMEO resources to add a full-time complaints manager to oversee the complaints process, which includes investigations, and improving communication between DMEO and DoD's Investigations and Resolutions Division (IRD). Additionally, to ensure timeliness of investigations, the Complaints Program Manager established a complaint processing flow chart which provides stringent timelines to follow from the date a formal complaint is filed through the completion of the investigation and distribution of the report. This flowchart ensures that specialists who are assigned formal complaints maintain follow-up throughout the investigation period and request extensions, as necessary, to ensure DoDEA meets the 180-calendar-day investigation timeframe. DMEO's objective for FY11 is to have 100% timely investigations. Although DoDEA has a unique challenge in that over 70% of its workforce are educators who are out of work during recess periods, DoDEA DMEO personnel continue to ensure that complainant contact information is updated and that individuals who have ongoing complaints at the investigation stage during its longest recess period, the summer, remains in contact with DMEO specialists.

- In FY10, 93% of DoDEA Final Agency Decisions (FADs) were timely issued (14 out of 15). This is a 68% improvement from 25% in FY09. After an analysis of its FAD process, DMEO is establishing a standard operating procedure for FY11. DMEO's analysis of its FAD process found that among contract FADs, writers were taking more time than the 30 calendar days required in the contract's statement of work. In addition, the analysis found that DMEO's internal review process was taking more time than necessary. To improve DMEO's timelines for FADS, the Complaints Manager developed a FAD flowchart to establish strict timelines for each step of the FAD process to ensure completion within 60 calendar days of the FAD request. Additionally, changes in the internal coordination process to a mandatory 3-day review improved timeliness of issuance. The DMEO Complaints Program Manager has imposed stricter timeframes for the FAD writers, modifying contracts, to ensure that FAD writers deliver the FADS within 2-3 weeks. The FAD flowchart includes a standard of issuance within 53 days from the FAD request. With the Complaints Program Manager and the assigned specialist focusing closely and monitoring the FAD process, the expectation is more improvement of the timelines. Through close tracking and following the FAD flowchart, DMEO personnel are making FAD timeliness a priority.
- The Civilian Personnel Management Services (CPMS), Investigations Resolution Division (IRD) is the DoD component responsible for investigating DoDEA formal EEO complaints. IRD promotes electronic case file submissions to their office to assist with quicker processing. Hard copy Reports of Investigation (ROI) are no longer provided to agencies. IRD submits the completed ROI on FileX (automated web-based case file tracking system), so agencies have access to the ROI in real time. This process has improved the efficiency and timeliness of investigations and issuance of ROIs.

## **BARRIER ANALYSIS**

In performing the barrier analysis for DoDEA, DMEO identified three primary triggers that focus on low participation in the workforce as compared to the national Civilian Labor Force (CLF).

### **Lower Participation Rate of the Male Teacher Population**

Review of the FY10 workforce data tables indicated a lower participation rate of the male teacher population. DoDEA female teachers rank 8% above the average EICLF demographics; DoDEA male teachers rank 8% below EICLF demographics – As compared to the 31 points below and above the gender differential when compared to the national CLF. Over the four-year period, DoDEA has a low participation of males in educational occupations – as do the schools outside the gate.

### **Objective for FY11:**

- In collaboration with HR, DMEO will provide proactive training, marketing, recruitment and succession efforts.
- DoDEA will create a diversity council to develop innovative ideas to bolster recruitment efforts for men and minorities to educational positions and collaborate with recruitment and staffing to implement those ideas. The DMEO Diversity Program Strategic Plan will include as an objective the active recruitment of men; develop training sessions for selecting officials on preconceived gender issues; advertising in publications read by men; using word of mouth. The council will also develop nurturing long-term relationships with educational institutions, including Historical Black Colleges, to create a pipeline of qualified male teacher applicants.

### **Declining Participation of Overall Rate of Persons with Disabilities**

For FY10, the identification rate of people with disabilities is 3.14% and the rate of PWTB is .5%. For FY09, the identification rate of persons with disabilities was 3.36% and the rate of PWTB was .4%. This equates to a rate of change of -0.22% of employees identifying disabilities from FY09 to FY10 and a .27% increase of PWTB from FY09 to FY10. For FY10, people with no disability represented 97.18% of all new hires; however, PWTB represented 0.37% of all new hires, compared to FY09 where .21% of new hires were PWTB.

DoDEA had two PWTB permanently hired during FY10, and one PWTB who voluntarily separated from a permanent position. There were two PWTB who applied under the Internal Competitive Promotions, but they were not selected. Under the mid-level (Grades 13-14) officials/managers category, DoDEA has one PWTB in the position. These conditions are recognized as a potential barrier because they represent a significant deviation from the agency's no-disability population, which is the majority at 97.18%. Also, the percentage of PWTB among the workforce is significantly lower than the government goal of 2%.

A significant outcome of the initiatives set in place by the Disabilities Program Manager is his dedication and enthusiasm for assisting applicants with the Workforce Recruitment Program, is a recruitment and referral program that connects federal and private sector employers with highly motivated postsecondary students and recent graduates with disabilities who are eager to prove their abilities in the workplace through summer or permanent jobs. In FY09 DoDEA filled 5 Workforce Recruitment Program (WRP) positions; during the summer of FY10, DoDEA filled 17. Of those 17, DoDEA is working on filling three permanent positions with WRP students.

**Objective for FY11:**

- The HR and DMEC Chiefs will work in partnership to expand recruitment efforts, improve screening and hiring processes; continue to provide training to management and employees on reasonable accommodations and Schedule A hiring authorities. Diversity and Disability Program Managers will collaborate with HR personnel to target ads, events, and develop working relationships with educational institutions; encourage workforce via advertisement and training; utilize MyBiz to more accurately account for persons with disabilities employed with DoDEA.
- DoDEA will continue to increase the number of persons hired utilizing the Workforce Recruitment Program and the Student Temporary Employment Program (STEP) for hiring individuals with disabilities.
- DMEC will establish a DoDEA Diversity Council to address the barriers of hiring persons with disabilities and create innovative ideas by collaborating with recruitment and staffing personnel. For example, having persons with disabilities attend recruitment fairs with HR personnel and fortifying recruitment efforts for all employees, not just for educators, but also General Schedule (GS) employees. The council will also develop retention criteria, initiate a mentoring program, as well as monitor awards, training, and individual developmental plans.

**Lower Participation Rate of Minority Males and Females in the Officials/Managers Category (Grade Disparity)**

A review of the FY10 workforce data tables indicated a lower participation rate of the minority males and females in the officials/managers category. Minority males and females in specific groups are not represented or are underrepresented in the occupational groups of executive/senior level officials and managers, mid-level officials/managers, and first-level officials/managers, professionals and administrative support workers. There is either low participation (below agency total workforce participation) or no participation of certain minority male and female occupational groups.

**Objective for FY11:**

- The Diversity Program Manager will serve as an advisor to the DoDEA's Diversity Council to establish an official mentoring program and an agency succession plan for teachers and non-educators to increase available qualified candidates for upward mobility. Our workforce is largely composed of educators who receive longevity increases and additional increases based on education. To advance into management from the educational field, you must go into administration. This is accomplished through the Educator Career Program (ECP), which provides internal and external candidates an opportunity to be considered for principal and assistant principal positions. Of the 78 principals and assistant principals hired through the ECP, DoDEA hired 20 minority principals and assistant principals in FY10: one Asian male, 12 Black females, two Black males, two Hispanic females and three Hispanic males. DoDEA hired 58 White applicants. Minority selection rate is 25.64% compared to the majority rate of 74.36%. In the education industry, minority principals and assistant principals are 28.30% of the education population and Whites are 71.70%. Therefore, the application rate for all minority applicants (25.64%) is -2.66% below the national average of principals and assistant principals.
- Investment in career development among the entire workforce, to include non-educator positions, is needed to keep up with the rapid growth in knowledge and the rate of change of our workplace environments. DoDEA has a wide variety of GS support positions throughout the organization, and GS employees make up about one-third of the workforce.

## **SALIENT DEMOGRAPHIC FINDINGS IN DODEA WORKFORCE**

The following identifies areas DoDEA has exceeded or are below the 2000 Civilian Labor Force (CLF):

Table A1, Encl 2, p. 1 [Total Workforce (females)]. DoDEA is above the CLF participation of total females by 31.03% (CLF 46.77%, DoDEA 77.80%). DoDEA is below the CLF in Hispanic or Latino females by -0.26% (CLF 4.52%, DoDEA 4.26%); above the CLF in White females by 24.09% (CLF 33.74%, DoDEA 57.83%); above the CLF in Black or African American females by 4.58% (CLF 5.66%, DoDEA 10.24%); above the CLF in Asian females by 1.38%, (CLF 1.71%, DoDEA 3.09%); below the CLF in Native Hawaiian or other Pacific Islander (NHOPI) females by -0.05% (CLF 0.05%, DoDEA is 0.00%); above the CLF in AI/AN females by 0.35% (CLF 0.32%, DoDEA 0.67%); and above the CLF in Two or More Races females by 0.95% (CLF 0.76%, DoDEA 1.71%).

Table A1, Encl 2, p. 1 [Total Workforce (males)]. DoDEA is below the CLF participation of total males by 31.03% (CLF 53.23, DoDEA 22.20%). DoDEA is below the CLF in Hispanic or Latino males by -4.69% (CLF 6.17%, DoDEA 1.48%); below the CLF in White males by -22.17% (CLF 39.03%, DoDEA 16.86%); below the CLF in Black or African American males by -1.95% (CLF 4.84%, DoDEA 2.89%); below the CLF in Asian males by -1.41% (1.92% CLF, DoDEA 0.51%); below the CLF in NHOPI males by -0.06% (CLF 0.06%, DoDEA 0.00%); below the CLF in AI/AN males by -0.23% (CLF 0.34%, DoDEA 0.11%); and below the CLF in Two or More Races males by -0.53% (CLF 0.88%, DoDEA 0.35%).

Table A3-1P, Encl 2, p.6, and B3-1P, Encl 2, p. 63. (Occupational Categories - Distribution by Race/Ethnicity & Sex). DoDEA's three largest occupational groups are (1) Professionals (9,131); (2) Officials/Managers [536 (Executive/Senior level, Mid-Level, First-Level and Other officials and managers)]; and (3) Administrative Support Workers (479). In the Officials/Managers group, DoDEA has no participation of NHOPI and less than 1% participation of AI/AN, and Two or more races. Also, the Officials/Managers group has one official/manager who has identified having a targeted disability.

Table B1, Encl 2, p. 54 [Total Workforce by Disability (OPM Form 256, Self Identification Codes)]. Although DoDEA still remains significantly below the federal government standard goal of 2% in the area of participation of persons with targeted disabilities (PWTd), this year the number of PWTd has increased by more than 27% from FY09. In FY09, DoDEA had 41 PWTd and this year DoDEA had 52 PWTd. Of the 15,873 total employees, 15,229 (95.94%) reported no disability, 145 (0.91%) did not identify a disability, 499 (3.14%) identified a disability, and 52 (0.33%) identified a targeted disability.

Within the total workforce for temporary employees in Table B1, but not indicated, the Disabilities Program Manager's Workforce Recruitment Program (WRP) data identified that DoDEA employed 17 summer interns with disabilities from the WRP. Of those 16 interns, 6 identified having a targeted disability. DoDEA converted three WRP students to permanent positions and one had a targeted disability.

DoDEA is working to improve data collection in the following areas:

Table A7P and A7T (by RNO/gender), Encl 2, pp. 44-45, and B7P and B7T (by disability), and Encl 2, pp. 97-98 (Applicant Flow Data for Major Occupations - Permanent & Temporary).

DoDEA has two applicant tracking systems, Educator Application System (EAS), and Applicant Tracking System (ATS). These tracking systems monitor our educator application process. DoDEA documented 70,691 teacher applications through the EAS database; only 68,427 applicants voluntarily identified an RNO. ATS had 2,200 applicants. The following groups are applying for jobs at a rate below the CLF: total male applicants (28.69%) are below the CLF (53.23%) by -24.54%; Hispanic or Latino males (1.85%) are below the CLF (6.17%) by -4.32%; White males (22.81%) are -16.22% below the CLF (39.03%); Black or African American males (2.79%) are -2.05% below the CLF (4.84%); Asian males (0.96%) are -0.96% below the CLF (1.92%); AI/AN males (0.29%) are -0.05% below the CLF (0.34%); NHOPI and Two or More Races teachers did not apply through the EAS application process. The number qualified of those voluntarily identified or the number selected of those identified was not captured on this table. As a result, DoDEA cannot report that data this year.

Of the 72,891 applicants from both tracking systems, 53,820 (73.84%) identified having no disability, 17,620 (24.17%) did not wish to identify their disability status, 1,451 (1.99%) identified having a disability and of those 118 (0.16%) identified having a targeted disability. The targeted disability application rate is 1.84% below the government goal of 2%.

Tables A8-1 and A8-2, Encl 2, pp. 46-47, and B8-1, Encl 2, pp. 99-100 (New Hires by Type of Appointment). DoDEA hired 910 permanent and 2,354 temporary employees. The total permanent male hire rate (23.05%) is -28.18% below the CLF (53.23%) and the total permanent female hire rate (74.95%) is 28.18% above the CLF (46.77%)

Of the 910 permanent new hires, 882 (96.92%) identified having no disability, 1 (0.11%) did not wish to

identify their disability status, 27 (2.97%) identified having a disability, and of those, 2 (0.22%) identified having a targeted disability. The targeted disability permanent hire rate is 1.78% below the government goal of 2%.

Tables A9, Encl 2, p. 48, and B9, Encl 2, p. 101 (Selections for Internal Competitive Promotions for Major Occupations).

There were 293 total applications received, of which 33.79% were male (-19.44% below the CLF of 53.23%) and 66.21% were female (19.44% above the CLF of 46.77%). In Table B9, over 2% of total applicants identified a disability, and 2 applicants identified a targeted disability. No data provided from HR on either the number of applicants qualified or number selected from applicant pool.

Tables A10, Encl 2, p. 49, and B10, Encl 2, p. 102 (Non-Competitive Promotions - Time in Grade). DoDEA is unable to track non-competitive promotions.

Tables A11, Encl 2, p. 50, and B11, Encl 2, p. 103 [Internal Selections for Senior Level Positions (GS13/14, GS15, and SES)]. DoDEA is unable to track applicant flow data.

Tables A12, Encl 2, p. 51, and B12, Encl 2, p. 104 (Participation in Career Development). DoDEA does not have a Career Development Program. Training Data (career-development training programs only): DoDEA personnel attended six leadership training programs: (1) Leading with Integrity course was attended by 1 White female (GS-13); (2) Leadership/Democratic Society course was attended by 1 White female (GS-15); (3) Leading High Performance Teams course was attended by 1 White male (GS-13); (4) Virtual Leadership course was attended by 1 Black male (GS-15), (5) Leadership Conflict/Negotiations attended by 1 White female (GS-15); and (6) the National Training Leadership Conference was attended by 1 White female (GS-15). No employees reported a disability.

DoDEA continues to foster partnerships with Human Resources (HR) to improve the manner in which it collects data so that DoDEA can meet all reporting requirements. All DoDEA employees have access to input their RNO and disability information into MyBiz (an automated employee information data tracking system). This year, in conjunction with HQ HR, a letter encouraging employees to update their RNO and disability information through My-Biz was issued to the workforce. This has improved the accuracy of our RNO and disability workforce reporting data for this year's MD-715 Report. Last year (FY09) DoDEA reported 41 PWTDT. As a positive result of employees utilizing MyBiz, this year DoDEA reported 52 PWTDT, an increase of 27%.

Online advertising is used in outreach to educators, specialists, and administrators. The web-based Employment Application System (EAS) is effective and easy to use and has significantly increased the educator-applicant pool. Plans are in place to develop and implement an applicant tracking system for non-educator employee positions. The two diversity recruitment events attended by HR recruitment personnel this FY were: the National Minorities in Education Expo and the DoDEA Educator Interview Event, both in March 2010.

For FY10, 53 minority student teachers applied to the Student Teacher Program, of which 20 were approved for student teacher placement within the agency. For this reporting period, 18 minority student teachers applied for teaching positions in the agency and 13 (14%) were hired among the 90 applicants who applied for employment with DoDEA.

Tables A13, Encl 2, p. 52, and B13, Encl 2, p. 105 (Employee Recognition and Awards).

Of the 125 employees who received time-off awards for FY10, 47 were male (37.6%) or -15.63 below the CLF (53.23%) and 78 were female (62.4%) or 15.63% above the CLF (46.77%). Of the 767 employees who received cash awards for FY10: 269 were male (35.07%) or -18.16 below the CLF (53.23%) and 498 were female (64.93%) or 18.16% above the CLF (46.77%). Of the 36 employees who received a QSI for FY10: 9 were male (25%) or -28.23 below the CLF (53.23%) and 27 were female (75%) or 28.23% above the CLF (46.77%).

Of the 125 employees who received a time-off award, 118 (94.40%) identified having no disability, 1 (0.8%) did not wish to identify their disability status, six (4.8%) identified having a disability and of those one (0.8%) identified having a targeted disability.

Of the 767 total employees receiving cash awards: 731 (95.31%) identified having no disability, 16 (2.09%) did not wish to identify their disability status, 20 (2.61%) identified having a disability and of those three (0.39%) identified having a targeted disability. Of the 36 employees who received a QSI, 34 (94.44%) identified having no disability, one (2.78%) did not wish to identify their disability status, one (2.78%) identified having a disability and of those no employees identified having a targeted disability. The targeted disability rate in all three recognition and award categories is well below the government goal of 2%.

Tables A14, Encl 2, p. 53, and B14, Encl 2, p. 106 (Separations by Separation Type).

The total separation rate for FY10 is 813. Voluntary separations (749) account for 92% of the total separations and involuntary separations are 8% of the total. The total separation rate for males (21.4%) is -31.83, which

is well below the CLF (53.23%) and the total separation rate for females (78.6%) is +31.83% above the CLF (46.77%).

Of the 813 total separations, 764 (93.97%) identified having no disability, 11 (1.23%) did not wish to identify their disability status, 39 (4.80%) identified having a disability and of those one (0.12%) identified having a targeted disability. The targeted disability permanent hire rate is 1.88% below the government goal of 2%.

### **THE CONTINUOUS IMPROVEMENT PLAN**

DoDEA is pleased to present this MD-715 Diversity Plan as a living roadmap to guide our efforts in eradicating barriers to equal opportunity, diversity, and inclusion in DoDEA. In FY11, DoDEA will continue to provide proactive training, marketing, and inclusive recruitment efforts; deploy new *EEO, Diversity & Inclusion, True Colors, and Conflict Management* training for all managers and supervisors; implement a DoDEA Diversity Council; establish a collaborative plan with DMEO, HR, and management to discuss diversity, recruitment, retention, promotions, training, vacancy projections, and succession planning; complete the standard operating procedures to identify track, and improve present case investigation and FAD processing procedures.

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Alina Doreste-Johnson, Chief DMEO, GS-15, am the

Principal EEO Director/Official for the Department of Defense Education Activity (DoDEA).

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

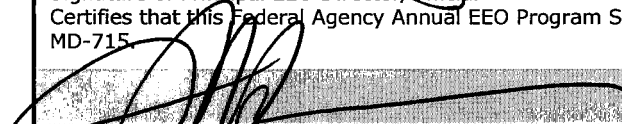
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715



Date







Signature of Agency Head or Agency Head Designee





Date

**EEOC FORM  
715-01 PART G**

*U.S. Equal Employment Opportunity Commission*  
**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**  
AGENCY SELF-ASSESSMENT CHECKLIST MEASURING ESSENTIAL ELEMENTS





<b>Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP</b> <b>Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.</b>				
 <b>Compliance Indicator</b>		<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>	<b>EEO policy statements are up-to-date.</b>			
	Was the EEO policy Statement issued within 6 - 9 months of the installation of the Agency Head? If no, provide an explanation.	X		
	During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.	X		The EEO policy statement was issued in November, 2009, for FY10.
	Are new employees provided a copy of the EEO policy statement during orientation?	X		New employees are provided information on access to all EEO policy statements via the DoDEA webpage during new-employee orientation.
	When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?	X		
 <b>Compliance Indicator</b>		<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
	<b>EEO policy statements have been communicated to all employees.</b>			
	Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?	X		
	Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?	X		
	Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? <b>[see 29 CFR §1614.102(b)(5)]</b>	X		







 <b>Compliance Indicator</b>	<b>Agency EEO policy is vigorously enforced by agency management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:	X		
	resolve problems/disagreements and other conflicts in their respective work environments as they arise?	X		
	address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?	X		
	support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?	X		
	ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?	X		
	ensure a workplace that is free from all forms of discrimination, harassment and retaliation?	X		
	ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications?	X		
	ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?	X		
	ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X		
	Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions?	X		Disciplinary Rules and Procedures are posted on the DoDEA website accessible to all employees.
	Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.			
	Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	X		
	Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	X		

**Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION**

**Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.**

 <b>Compliance Indicator</b>	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.</b>
		Yes	No	
 <b>Measures</b>				
Is the EEO Director under the direct supervision of the agency head? [ <b>see 29 CFR §1614.102(b)(4)</b> ] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)	X			The EEO Director reports directly to the agency head. Area DMEO employees are stove-piped to HQ.
Are the duties and responsibilities of EEO officials clearly defined?	X			
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?	X			
If the agency has 2 <sup>nd</sup> level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?	X			
If the agency has 2 <sup>nd</sup> level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting components?	X			
If not, please describe how EEO program authority is delegated to subordinate reporting components.				
 <b>Compliance Indicator</b>	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>	Measure has been met		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?	X			
Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?	X			
Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections for training/career development opportunities, and other workforce changes?	X			
Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as re-organizations and re-alignments?	X			
Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants?	X			

<b>[see 29 C.F.R. § 1614.102(b)(3)]</b>				
Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure that EEO concerns are integrated into the agency's strategic mission?		X		
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X		
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X		
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently staffed?			X	There is only 1 FTE, the Diversity Program Manager dedicated for this function.
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204			X	For FY10, the Diversity Program was not funded based on priority requirements of the agency's mission.
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204			X	For FY10, the Diversity Program was not funded based on priority requirements of the agency's mission.
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X		
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?			X	DMEQ is responsible for the Special Emphasis Programs (SEP). Human Resources is responsible for the Federal Equal Opportunity Recruitment Program (FEORP) and the Veterans Employment Program.
 <b>Compliance Indicator</b>	<b>The agency has committed sufficient budget to support the success of its EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems		X		

Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X		
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X		
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?		X	Although no central fund is set aside for disability accommodations purchases, employees have access through Computer/Electronic Accommodations Program for most reasonable accommodations.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?		X	The 194 DoDEA schools are located on military bases. The bases have funding oversight for most major renovation projects.
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X		
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? <b>[see 29 C.F.R. § 1614.102(b)(5)]</b>	X		All written materials can be accessed online via the DoDEA web site.
Is there sufficient funding to ensure that all employees have access to this training and information?	X		
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:	X		
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X		
to provide religious accommodations?	X		
to provide disability accommodations in accordance with the agency's written procedures?	X		
in the EEO discrimination complaint process?	X		
to participate in ADR?	X		

**Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY**





**This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.**

<b>Compliance Indicator</b>		<b>EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>			Yes	No	
<p>Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?</p>			X		
<p>Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?</p>			X		
<b>Compliance Indicator</b>		<b>The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>			Yes	No	
<p>Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?</p>			X		
<p>Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?</p>			X		
<p>Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?</p>			X		
<b>Compliance Indicator</b>		<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>			Yes	No	
<p>Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?</p>			X		Disciplinary Rules and Procedures are posted on the DoDEA website accessible to all employees.
<p>Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?</p>			X		

Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?		X	The Agency has had one finding in 2 years, and the management official retired.
If so, cite number found to have discriminated and list penalty /disciplinary action for each type of violation.			
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X		
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.?	X		





**Essential Element D: PROACTIVE PREVENTION**

**Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.**



 <b>Compliance Indicator</b>	<b>Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
	Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?	X		The EEO Director has been meeting with the DoDEA Cabinet and providing relative statistical data that will enable the Agency to improve in this measure.
	When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?		X	An additional plan, other than the MD-715, has not been developed.
	Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?	X		
	Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?	X		
	Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?	X		
	Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?	X		
 <b>Compliance Indicator</b>	<b>The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
	Are all employees encouraged to use ADR?	X		
	Is the participation of supervisors and managers in the ADR process required?		X	Participation of supervisors and managers in the ADR process is strongly encouraged, when appropriate and feasible.

**Essential Element E: EFFICIENCY**





**Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.**

 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X		
Has the agency implemented an adequate data collection and analysis system that permits tracking of the information required by MD-715 and these instructions?		X		Yes, but glitches with coding scripts have been an issue. DMEQ is working with HR and the application vendor to work out the issues.
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X		
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X		
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X		
 <b>Compliance Indicator</b>	<b>The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X		
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X		





Does the agency hold contractors accountable for delay in counseling and investigation processing times?			X	During FY10, DoDEA did not use contract counselors. DoDEA is fully staffed with full-time counselors in all areas. DME0 did contract 13% of investigations. All ROIs were completed before the required timeframe, an average of 159 days. Contracts will be reviewed to ensure a penalty is built into the contract in the event of an untimely submission.
If yes, briefly describe how:				
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X		
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X		
 <b>Compliance Indicator</b>	<b>The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		<b>Yes</b>	<b>No</b>	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X		
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X	DoDEA continues to improve in providing timely counseling. In FY10, 94% (117) of counselings (123) were timely. A 33% improvement from FY 07 at 61% timely.
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X		
Does the agency complete the investigations within the applicable prescribed time frame?			X	In FY10, 91% (32) of investigations (35) were timely completed. This is a 74% improvement from FY 07 when only 17% (19 out of 24) of investigations were timely. The

			Agency continues to focus on this process to reach 100% compliance.
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?		X	In FY10, 94% (14) of FADs issued (15) were timely. This is a 69% improvement from FY09 at 25% timely (2 timely of 8 issued). The Agency will continue to closely monitor FADs to achieve 100% compliance.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?	X		Investigative files are sent to the AJ, immediately upon notice from EEOC that the hearing request is received.
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?	X		
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?	X		







 <b>Compliance Indicator</b>		<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Yes</b>	<b>No</b>	
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?			X	
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?		X		ADR is an essential component of all training.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?		X		Complainants are offered ADR after the agency has found the dispute to be appropriate and feasible.
Does the responsible management official directly involved in the dispute have settlement authority?		X		The 1 <sup>st</sup> , 2 <sup>nd</sup> , or 3 <sup>rd</sup> level management official may either be involved in the dispute or have settlement authority.
 <b>Compliance Indicator</b>		<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Yes</b>	<b>No</b>	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the EEOC?			X	
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102(a)(1)?		X		
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X		Presently, DMEO staff physically reviews data received from HR, but DoDEA has no vehicle to ensure accuracy, nor does DoDEA have control over HR processes. However, DMEO staff has process systems in place to ensure timely and completed requested information.
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X		
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X		
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X		DMEO and HR collaborate to

			develop strategies for eliminating barriers to equal opportunity; continues to market the Schedule A program to management; continues to monitor workforce database to ensure employee records are accurate; and develop recruitment and retention initiatives.
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?	X		

 <b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
		<b>Yes</b>	<b>No</b>	
 <b>Measures</b>				
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO complaints?		X		
Does the agency discrimination complaint process ensure a neutral adjudication function?		X		
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X		

**Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE**

**This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.**

 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
	Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative Judges?	X		
 <b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report.</b>
 <b>Measures</b>		Yes	No	
	Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.	X		Agency has control over lump-sum payments. DFAS has some financial responsibilities that are not monitored by the agency.
	Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?	X		
	Are procedures in place to promptly process other forms of ordered relief?	X		
 <b>Compliance Indicator</b>	<b>Agency personnel are accountable for the timely completion of actions required to comply with orders of EEOC.</b>	<b>Measure has been met</b>		<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
 <b>Measures</b>		Yes	No	
	Is compliance with EEOC orders encompassed in the performance standards of any agency employees?	X		
	If so, please identify the employees by title in the comments section, and state how performance is measured.	<p>DME0's Complaints &amp; Compliance Program Manager and Area DME0 Program Managers are held accountable in their performance standards for timely compliance with EEOC orders and settlement agreements. Also, General Counsel staff is held accountable to ensure compliance on occasion (e.g., hearing decision or settlement agreement).</p> <p>Also, all management/supervisory positions have an EEO standard addressing support for Special Emphasis Programming, affirmative employment, and cooperation in the complaint processing.</p>		

Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?	X		Diversity Management & Equal Opportunity Office , HQ
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.			
Have the involved employees received any formal training in EEO compliance?	X		
Does the agency promptly provide to the EEOC the following documentation for completing compliance:	X		
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X		
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X		
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X		
Compensatory Damages: The final agency decision and evidence of payment, if made?	X		
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X		
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X		
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X		
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X		
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X		
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X		
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X		
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X		

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28.

EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY <u>2010</u> DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element B: Integration of EEO into the Agency's Strategic Mission</b> The agency has not committed sufficient human resources and budget allocations to its EEO programs to ensure successful operations in the area of Special Emphasis Programs, such as the Federal Women's Program or the Hispanic Employment Program.
OBJECTIVE:	To commit sufficient human resources by using collateral-duty personnel to serve on a workforce Diversity Committee to address and develop strategic plans for overcoming low participation through diversity initiatives.
RESPONSIBLE OFFICIAL:	DMEO Chief, Resource Management Chief, Associate Director for Finance and Business Operations
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Establish agency workforce Diversity Committee to address achievement of CSP, Goal 3	February 23, 2011
Allocate resources for diversity/EEO training of all employees	February 1, 2011
Establish Special Emphasis Programs, Hispanic Employment Program, Federal Women's Program, and other special emphasis programs as needed to address CSP, goal 3	June 1, 2011
Establish Data collection and analysis function	June 1, 2011
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	
<p>The DoDEA Community Strategic Plan (CSP). Goal 3 reads in part "The DoDEA workforce will be motivated, diverse, and committed to continuous professional growth and development resulting in exemplary performance and optimum student achievement." Successful implementation of the CSP is an Agency responsibility. Outcome A of the CSP dictates that leadership at all levels will continually recruit, hire, retain, train, support, evaluate, and recognize personnel in order to retain a highly diverse, motivated and committed workforce.</p> <p>In FY10, line item for the entire Diversity Program was unfunded due to priority mission requirements.</p> <p>Establish an agency workforce Diversity Committee with responsibility to support and advise DoDEA leadership on the development and implementation of all DoDEA diversity management initiatives. The Diversity Committee will insure diversity is considered in strategic management initiatives and that strategic planning is aligned with diversity management objectives.</p>	

Funding is necessary for travel to provide professional interactive training to the workforce on diversity and cultural awareness. DMEO Diversity Manager will look at online training modules and development of interactive web-based training to make up for lack of funding.

Through guidance of the Diversity Program Manager, the Workforce Diversity Committee will develop an agency Diversity Strategic Plan.

The DMEO Diversity program would benefit from having an Organization Psychologist (OP) position. An organizational psychologist contributes to an organization's success by improving the performance and well-being of its people. An OP researches and identifies how behaviors and attitudes can be improved through hiring practices, training programs, climate surveys and feedback systems.



EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY <u>2010</u> DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element B: Integration of EEO into the Agency's Strategic Mission</b> The agency has not committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation. There is no central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations.
OBJECTIVE:	To establish a dedicated line item to fund disability accommodations for DoDEA.
RESPONSIBLE OFFICIAL:	DMEO Chief and Chief, Resource Management
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	March 31, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Meet with RM for budget formulation and establish a central fund for disability accommodations.	February 16, 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
This is a new objective for FY11.	

EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY <u>2010</u> DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element D: Proactive Prevention</b> Senior managers do not develop and implement, with the assistance of the DMEO staff, an agency EEO Action Plan to eliminate said barriers.
OBJECTIVE:	To include senior managers in the development and implementation of DoDEA EEO Action Plan to eliminate said barriers.
RESPONSIBLE OFFICIAL:	DMEO Chief and the Cabinet
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	July 29, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Meet with the Cabinet to discuss the FY10 barrier analysis to develop and implement an agency EEO action plan to eliminate said barriers.	February 16, 2011 through September 30, 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
This is a new objective.	

EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2010 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: Efficiency</b> In FY10, the agency did not provide 100% timely EEO counselings within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days.
OBJECTIVE:	Timely counsel 100% of pre-complaints within 30 days of the initial request or within an agreed-upon extension in writing, up to 60 days, in accordance within 29 CFR 1614.105(d).
RESPONSIBLE OFFICIAL:	Chief, DMEO
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
In FY10 DMEO held a World Wide Conference and provided an 8-hour advanced and in-depth counselor's course.	May 3 - 7, 2010
Complaints Manager will continue to monitor pre-complaint counseling activity daily to ensure all counselings are timely processed. Status reports are required for all counselings at 20 days and reminders sent to ensure timely closure.	October 1, 2010 ongoing through September 30, 2011
DMEO Deputy Chief issued a directive to all counselors that pre-complaints will be counseled within 30 calendar days from initial EEO contact, prohibiting extensions for the period of (Jan-April 2011), in an attempt to instill a sense of urgency in counseling pre-complaints.	January 6, 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY10, 94% (116) of the Agency pre-complaints (123) were timely counseled. This rate remains the same from FY09	

(101 counselings, 95 timely). The DMEO office utilizes a case tracking system (iComplaints) to monitor and track all complaint activity from contact through closure. As noted above, the following is underway to bring about further improvement in the timeliness of pre-complaint counseling.

- DMEO Deputy Chief issued a directive to all counselors that pre-complaints will be counseled within 30 calendar days from initial EEO contact, prohibiting extensions for the period of (Jan-April 2011), in an attempt to instill a sense of urgency in counseling pre-complaints.
- In FY10 the Chief, DMEO held a World Wide Conference and provided an 8 hour counselor's course and all staff attended.
- The Complaints Manager will monitor all pre-complaint counseling activity daily to ensure counselings are processed in a timely manner. Status requests are required for all counselings at 20 days and reminders sent to ensure timely closure.
- The DMEO Deputy Chief issued a calculation spreadsheet, in addition to what is already available in iComplaints, as an extra tool for calculating timeframes to ensure timely completion of pre-complaint counselings.

While Agency counseling has improved 18% over the past three years, from 76% in FY08 to 94% timely in FY10, there is still a need for further improvement and DMEO is committed to success. The Agency will provide results on the initiatives implemented to increase timely counseling in the FY11 report.

EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY <u>2010</u> DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: Efficiency</b> All EEO investigations are not completed within EEOC regulation, 29 C.F.R. §1614.106(e)(2), which requires agencies to conduct an investigation and issue a report (Report of Investigation [ROI]) to the complainant within 180 days of the filing of a complaint unless: 1) the parties agreed to no more than a 90-day extension (may not exceed 270 days); or 2) the complaint was amended or consolidated, which can add another 180 days to the period but may not exceed a total of 360 days.
OBJECTIVE:	Complete EEO investigations in a timely manner in accordance with 29 CFR 1614.106 (e) (2).
RESPONSIBLE OFFICIAL:	Chief, DMEO
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Complaints Manager will review investigation flow chart to Area Program Managers with time lines to timely complete investigations; Will review and revise as necessary.	October 28, 2010
Area Program Managers will monitor all investigations that are 120 days from the date the formal complaint was filed and request that investigator provide a weekly status update with ROI completion date to Complaints Manager;	October 1, 2010, ongoing through September 30, 2011
Area Program Managers will contract out all investigations where PD is not issued within 30 calendar days of formal complaint filed, requiring contractor to complete investigation w/in 60 days of receipt;	October 1, 2010, ongoing through September 30, 2011
Area Program Managers will request one IRD expedited investigation per quarter providing IRD with all required documents to conduct the	October 1, 2010, ongoing through September 30, 2011

investigation as soon as the case is received by IRD;	
Area Program Managers will report any problems with the investigation to the Complaints Manager within one day of finding. Complaint Manager will contact IRD and notify chain-of-command.	October 1, 2010, ongoing through September 30, 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
<p>In FY10, the Agency completed 35 investigations, 133% (20) more than in FY09 (15). Of those 35 investigations, 77% (27) were completed by the Department of Defense, Civilian Personnel Management Service, Investigations and Resolution Division; and 13% (8) by a contractor, Crossroads Mediation Services.</p> <p>The Agency timely completed 94% (32) of FY10 investigations (35), a 1% improvement from FY09 at 93% timely, and a 68% improvement from FY08, at 26% timely. In FY10, the Agency issued a complaint processing flow chart to all Area Program Managers which included the investigation process and stringent timelines to follow from the date a formal complaint is filed through the completion of the investigation. This resulted in some improvement; however, there is still room for progression in this area. As noted above, the following planned activities to improve our timeliness are underway and results will be provided in the FY11 MD-715 Report:</p> <ul style="list-style-type: none"> <li>• Complaints Manager will issue an investigation flow chart to Area Program Managers with time lines to timely complete investigations;</li> <li>• Area Program Managers will monitor all investigations that are 120 days from the date the formal complaint was filed and request that investigator provide a weekly status update with ROI completion date with a copy to Complaints Manager;</li> <li>• Area Program Managers will contract out all investigations where PD is not issued within 30 calendar days of formal complaint filed, requiring contractor to complete investigation within 60 days of receipt;</li> <li>• Each Area Program Manager will request one IRD expedited investigation per quarter, providing IRD with all required documents to conduct the investigation as soon as the case is received by IRD.</li> </ul>	

EEOC FORM  
715-01 PART H

*U.S. Equal Employment Opportunity Commission*

**FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan to Attain the Essential Elements of a Model EEO Program**

FY 2010 DoDEA Part H	
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	<b>Essential Element E: Efficiency</b> When a complainant requests a final agency decision, the agency did not issue all decisions within 60 days of the request.
OBJECTIVE:	Issue all Final Agency Decisions (FADs) within 60 calendar days of request.
RESPONSIBLE OFFICIAL:	Chief, DME0
DATE OBJECTIVE INITIATED:	October 1, 2010
TARGET DATE FOR COMPLETION OF OBJECTIVE:	September 30, 2011
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:	
Complaints Manager reviews all complaints to identify FADs that have not been requested and takes immediate action;	October 1, 2010 and ongoing through September 30, 2011
Complaints Manager expedites FAD procurement process;	October 1, 2010, and ongoing through September 30, 2011
Complaints Manager monitors completed FADs for issuance within 60 days from request.	October 1, 2010, and ongoing through September 30, 2011
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE	
In FY10 a Final Agency Decision flow chart was created and issued to all specialists. The flow chart established guidelines for tracking FADs from request to issuance with timelines to issue the FAD within 44 days of request, which is under the 60-day requirement. A revised Statement of Work was issued to contract FAD writers to complete the FAD within 20 calendar days of receipt of approved bid and a three-day agency review by General Counsel was established. As a result of this flow chart and very close monitoring of the FAD process, 93% (14) of the Agency FADs (15) were timely issued in FY10. This is a 68% improvement from 25% in FY09. The agency continues to closely monitor FADs to ensure they are timely issued.	

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2010

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Review of the FY10 workforce data tables indicated a lower participation rate of persons with targeted disabilities (PWTD) than the federal government goal of 2%.</p> <p>For FY10, identification rate of people with disabilities is 3.14% and the rate of PWTD is 0.33%. For FY09, identification rate of persons with disabilities was 3.36% and the rate of PWTD was 0.27%. This equates to a decrease of 3% of employees identifying a disabilities from FY09 to FY10 and a 26.83% increase of PWTD from FY09 to FY10. For FY09, people with no disability represented 97.18% of all new hires; however, PWTD represented 0.37% of all new hires.</p> <p>Current employees who have indicated having a targeted disability (.33%) and the new hire rate (.11%) of employees with targeted disabilities are both significantly lower than the government goal of 2% of the workforce. DoDEA had two new permanent hires and one permanent separation. There were two PWTD applications received for Internal Competitive Promotions. There was one PWTD in the mid-level officials/managers category. These conditions are recognized as a potential barrier because they represent a significant deviation from the agency no-disability population, which is the majority. Also these PWTD percentages are significantly lower than the government goal of 2%.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>DoDEA managers are not taking full advantage of disability hiring authorities such as Schedules A and B, nor are they recruiting applicants from the Wounded Warriors Program. <b>No employees were hired utilizing Schedule A hiring authority.</b></p> <p>Further, a meeting between DMEO and HR revealed that HR has no automated tracking system for applicant flow data for non-educator employee positions.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Identified barrier is physical because the majority of our positions are for educators working overseas and many of the locations lack disability accessible facilities. Problems associated with mobility and medical care for persons with disabilities (PWD) may deter employees from accepting offers overseas.</p> <p>DoDEA's applicant-flow data is only available for teaching positions, and the data shows that candidates with disabilities are applying for positions; however, applicants have not identified any targeted disabilities.</p> <p>In addition, managers are not taking full advantage of Schedules A and B hiring authorities, Workforce Recruitment Program, or the Wounded Warriors Program for hiring PWD. Even so, DoDEA Headquarters hired three PWD from the WRP this FY. One of the three WRP interns was a PWTD. DoDEA has a full-time Disability Program Manager, but the program would benefit from funding specifically dedicated to pay for travel to attend job fairs for persons with disabilities and also conduct stand-up training to educate management on special hiring authorities and reasonable accommodations.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Expand recruitment efforts, improve screening and hiring processes; continue to provide training to management and employees on reasonable accommodations.</p> <p>For FY11, if funding is available, all managers will be given more training on all disability hiring authorities and options for hiring persons with disabilities.</p> <p>Diversity and Disability managers will collaborate with HR personnel to target ads, events, and develop working relationships with educational institutions.</p> <p>Encourage workforce via advertisement and training to utilize MyBiz to more accurately account for persons with disabilities employed with DoDEA.</p> <p>Issue a letter to the workforce to encourage updating RNO and disability data in MyBiz.</p> <p>DoDEA will continue increase the number of persons hired utilizing the Workforce Recruitment Program, and STEP, for hiring individuals with disabilities.</p>



	Establish a diversity council to address the barriers of hiring persons with disabilities and create innovative ideas by collaborating with recruitment and staffing personnel, such as having persons with disabilities attend recruitment fairs with HR personnel; and fortifying recruitment efforts for all employees, not just for educators, but also GS employees. Also, develop retention and succession criteria, a mentoring program, as well as monitor awards, training, and individual developmental plans.
<b>RESPONSIBLE OFFICIAL:</b>	Diversity Program Manager, Disability Program Manager, Human Resources Chief, DMEO Chief
<b>DATE OBJECTIVE INITIATED:</b>	October 1, 2010
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2011

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
DMEO and HR will meet to discuss the collection, tracking, and reporting of applicant flow data.	Quarterly, starting March 9, 2011.
Disability Program Manager will analyze the Disabilities Strategic Plan and will modify, remove, or create program strategies.	February 9, 2011
Disability Program Manager will coordinate marketing all disability-related initiatives over multiple media forums.	March 9, 2011

<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>
Seventeen WRP applicants were hired the summer of FY10. Of those 17, six had targeted disabilities. Three employees became permanent, of which one identified having a targeted disability.

EEOC FORM  
715-01  
PART I

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2010

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Review of the FY10 workforce data tables indicated a lower participation rate of the male teacher population than the CLF and the education-industry CLF. This lower participation rate is a trend from previous years.</p> <p>The participation rate of total males (22.20%) is well below the national CLF rate of 53.23% for total males. The range of the participation rate of males for the past 6 years (FY05 through FY10) has averaged 21.6%.</p> <p>The lower participation rate of total males over the past 6 years has consistently been well below the CLF.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Condition was recognized after review of workforce statistics in all major categories including officials and managers, professionals, educators, administrators, and GS series. Males represent 24.42% of the permanent full-time teaching profession category.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No agency policy, procedure or practice was identified as a barrier of low participation of males in the workforce. There are fewer male applicants in the hiring pool than females. Low male participation in the teaching profession is an attitudinal barrier. Traditionally or stereotypically, teaching is considered a female profession. This condition is a systemic industry-wide barrier to hiring male educators throughout the educational industry. EEOC's standard CLF for males is 53.23% and is more than twice the education industry-wide CLF at 27.6% for permanent full-time male teachers. The education industry CLF for full-time male elementary school teachers is only 17.1%. Elementary school male teachers are the most underrepresented teacher group, possibly due to attitudes [Eng, J (March 2004). <i>Male Elementary Teachers: Where are They? Educational Insights</i>, 8(3)].</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Provide proactive training, marketing, and recruitment efforts to break the stereotyping attitude that men are less able to nurture and educate young children than women. This attitude affects hiring decisions, teacher education programs, and career counseling, making it difficult to recruit men into teaching careers (Cunningham, B. and Watson, L. (2002) <i>Young Children: Recruiting Male Teachers</i>).</p> <p>DoDEA will create a diversity council to develop innovative ideas to bolster recruitment efforts for men and minorities to educational positions and collaborate with recruitment and staffing to implement those ideas. The DMEO diversity staff will include as objectives: (1) create initiatives to increase the male applicant pool, (2) develop training sessions on gender issues (to encourage all staff to put aside their preconceived notions about the roles of teachers based gender), and (3) advertise educator positions by word-of-mouth and in publications read by men. The council will also develop nurturing long-term relationships with educational institutions, including Historical Black Colleges, to create a pipeline of qualified male teacher applicants.</p>
<p><b>RESPONSIBLE OFFICIAL:</b></p>	<p>Diversity Program Manager</p>
<p><b>DATE OBJECTIVE INITIATED:</b></p>	<p>October 1, 2011</p>
<p><b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b></p>	<p>September 30, 2011</p>

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
<p>Establish a Diversity Council for identifying barriers and developing innovative ways to break through the barriers for recruiting and staffing males and minorities in educator positions.</p> <p>DMEQ diversity program manager will develop awareness training sessions to change the stereotypical beliefs of men in educator positions.</p> <p>Develop marketing tools for all employees to become potential recruiters to address the low participation of male teachers.</p>	<p>February 23, 2011</p> <p>March 15, 2011</p> <p>May 26, 2011</p>
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

EEOC FORM  
715-01  
PART I

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT  
EEO Plan To Eliminate Identified Barrier**

DoDEA

FY 2010

<p><b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b></p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Review of the FY10 workforce data tables indicated a lower participation rate of the minority males and females in the officials/managers category.</p> <p>Minority males and females in specific groups are not represented in the occupational groups of executive/senior level officials and managers, mid-level officials/managers, and first-level officials/managers, professionals and administrative support workers.</p> <p>Either low participation (below agency total workforce participation) or no participation of certain minority males and female occupational groups.</p>
<p><b>BARRIER ANALYSIS:</b></p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>Compared minority male and female officials and managers, professionals, and administrative support worker groups to the minority male and female population of the total agency.</p>
<p><b>STATEMENT OF IDENTIFIED BARRIER:</b></p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>No agency policy, procedure or practice was identified as a barrier that created low participation of minority males and females in specific officials/managers occupational groups or overall. DoDEA lacks participation of Native Hawaiian or Other Pacific Islander (NHOPI) males and females in our three largest occupational groups: Officials/Managers all levels (Executive/Senior-Level, Mid-Level, and First-Level), Professionals, and Administrative Support Workers. There is no participation of Hispanic males and females, Asian females, NHOPI males and females, American Indian or Alaska Native males and females, or Two or More Races males in the executive/senior level officials and managers category.</p>
<p><b>OBJECTIVE:</b></p> <p>State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.</p>	<p>Establish an official mentoring program and an agency succession plan for teachers and non-educators to increase available qualified candidates for upward mobility. Our workforce is largely composed of educators who receive longevity increases and additional increases based on education. To advance into management from the educational field, you must go into administration. This is accomplished through the Educator Career Program (ECP), which provides internal and external candidates an opportunity to be considered for principal and assistant principal positions. Of the 78 principals and assistant principals hired through the ECP, DoDEA hired 20 minority principals and assistant principals: One Asian male, 12 Black females, two Black males, two Hispanic females and three Hispanic males. DoDEA hired 58 White applicants. Minority selection rate is 25.64% compared to the majority rate of 74.36%. In the education industry, minority principals and assistant principals are 28.30% of the education population and Whites are 71.70%. Therefore, the application rate for all minority applicants (25.64%) is -2.66% below the national average of principals and assistant principals.</p> <p>DoDEA has a wide variety of support (GS) positions and it needs to ensure that its workforce is properly trained in order to apply for career development and internal management positions. The objective is to increase training opportunities for all employees to advance.</p> <p>Establish a diversity council to address these issues and create innovative ways to resolve issues and implement special programs for promotional opportunities.</p>

<b>RESPONSIBLE OFFICIAL:</b>	HR Director in partnership with DMEO Chief.
<b>DATE OBJECTIVE INITIATED:</b>	October 1, 2010
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	September 30, 2011

<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>	<b>TARGET DATE (Must be specific)</b>
Establish a Diversity Council for identifying barriers to minority males and females moving into leadership positions. (February 23, 2011)	
Establish succession planning structure. (July 14, 2011)	
Partner with Education Directorate Professional Development Division to focus on minority males and female participants. (June 15, 2011)	
Organize official mentoring program into structure of agency. (June 1, 2011)	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>	

EEOC FORM  
715-01  
PART J

**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities**

<b>PART I Department or Agency Information</b>	1. Agency	1. DoDEA
	1.a. 2 <sup>nd</sup> Level Component	1.a.
	1.b. 3 <sup>rd</sup> Level or lower	1.b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY10.		... end of FY10.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	10,028	100.00%	10,504	100.00%	+476	+4.75%
	Reportable Disability	514	3.36%	499	3.14%	-15	-0.22%
	Targeted Disability*	41	0.4%	52	0.5%	+11	+0.27%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						2
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						2

<b>PART III Participation Rates In Agency Employment Programs</b>									
<b>Other Employment/ Personnel Programs</b>	<b>TOTAL</b>	<b>Reportable Disability</b>		<b>Targeted Disability</b>		<b>Not Identified</b>		<b>No Disability</b>	
		<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>
3. Competitive Promotions	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
4. Non-Competitive Promotions	Data not available	354	3.37%	32	0.30%	136	1.29%	10014	95.34%
5. Employee Development/Training									
5.a. Grades 5-12	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
5.b. Grades 13-14	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
5.c. Grade 15/SES Development Training	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
6. Employee Recognition and Awards									
6.a. Time-Off Awards (Total hrs awarded)	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
6.b. Cash Awards (total \$\$\$ awarded)	\$972,524.90	20	2.61%	3	0.39%	16	2.09%	731	95.31%
6.c. Quality-Step Increase	Data not available	0	0.0	0	0.0	0	0.0	0	0.0
7. Details and Task Force Assignments	Data not available	0	0.0	0	0.0	0	0.0	0	0.0

<b>EEOC FORM 715-01</b> Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
-----------------------------------	---

<p><b>Part IV</b></p> <p>Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using <b>FORM 715-01 PART I</b>. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p><b>Part V</b></p> <p>Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will affect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p> <p>DMEO has developed a strategic five-year plan for persons with disabilities. DMEO has identified a Special Emphasis Program Manager for persons with disabilities, who administers the reasonable accommodation program. For FY10, DoDEA has 52 persons who have identified having a targeted disability. In FY09, DoDEA set a goal to hire one person with a targeted disability in FY10 and DoDEA hired 2 PWTD in FY10. DMEO's five-year goal has been adjusted to hire 12 more persons with a targeted disability by FY14. For the last two years, DMEO has continued to encourage employees to use their MyBiz (employee web-based personnel database) accounts to update their disability status. Because of these efforts, this year DoDEA saw a 27% increase of employees who have identified a targeted disability. In conjunction with HR, DMEO has streamlined DoDEA's Schedule A process and developed an on-line database to identify and monitor the status of Schedule A program applicants. In FY10, DoDEA also hired 17 summer interns through the WRP and three of them were converted to permanent positions. One of the permanent hires has a targeted disability. DMEO has also focused on disability awareness training programs, including the New Employee Orientation Program and DMEO's Disability training module. DMEO plans to organize a Diversity Council to address recruitment, hiring, retention, mentoring, and promotion of persons with disabilities this FY.</p>



**U.S. Equal Employment Opportunity Commission  
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT**

**CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Alina Doreste-Johnson, Chief DMEO, GS-15, am the

Principal EEO Director/Official for the Department of Defense Education Activity (DoDEA).

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

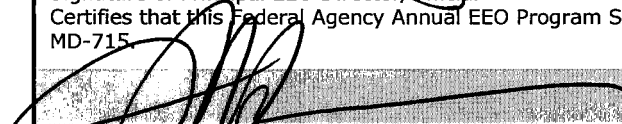
I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.



Signature of Principal EEO Director/Official  
Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715



Date



Signature of Agency Head or Agency Head Designee



Date

# Enclosure 1

# Relevant EEO Policy Statements



# Department of Defense Education Activity

## **POLICY MEMORANDUM**

10-DMEO-001

DATE: APR 21 2010

---

---

DMEO

SUBJECT: Diversity Policy Statement

- References:
- (a) DoDEA Community Strategic Plan, 2006-2011
  - (b) Section 2000e of title 42, United States Code
  - (c) DoD Directive 1020.02, "Diversity Management and Equal Opportunity (EO) in the Department of Defense," February 05, 2009

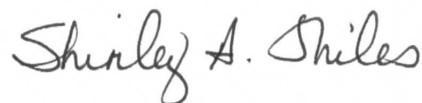
It is the policy of the Department of Defense Education Activity (DoDEA) that the DoDEA workforce will be motivated, diverse, and committed to continuous growth and development resulting in exemplary performance and optimum student achievement (see Goal 3 of Reference (a)). DoDEA's vision focuses on integrating diversity into the very fabric of all management practices and decisions, thus creating an organizational culture that embraces a broader mixture of diversity, leveraging and valuing the skills, abilities, experiences, and contributions of every employee. Diversity encompasses more dimensions than race, color, religion, sex, national origin, age, and disability. Diversity also includes socio-economic status, political beliefs, education, sexual orientation, and other ideologies. Diversity incorporates the ideas of acceptance, respect, and inclusion. It means understanding that each individual is unique and recognizes our individual differences. We must continually strive to understand, value, and incorporate the differences of each employee in order to build and maintain a multicultural workplace reflective of the growing diversity and inclusion in our worldwide communities.

To ensure and maintain the attractiveness of a DoDEA career, the culture shall be such that every employee is encouraged to rise to his or her very highest level of responsibility utilizing his or her abilities based on merit, ability, and potential; free from social, personal, or institutional barriers of prejudice or discrimination based unlawfully on race, sex, color, national origin, age, religion, disability, reprisal, marital status, sexual orientation, status as a parent, political affiliation, or other prohibited non-merit factors as prohibited by Reference (b), as amended, and other applicable laws, executive orders, and regulations.

All DoDEA personnel at all grade levels and occupations are expected to be fully committed to the concepts and application of diversity management and equal opportunity in employment. As a sound business strategy, DoDEA is also committed to maximizing the performance capacity represented in the diversity of those recruited, hired, retained, developed, and promoted. Organizations that tie diversity and inclusion to their business strategy are known to increase performance and customer satisfaction. Every administrator, manager, and supervisor must demonstrate a dynamic leadership that values inclusion of all employees as part of the DoDEA team and views diversity as vital to the DoDEA mission. DoDEA supervisory and non-supervisory employees will fully support this policy and ensure that all personnel understand that they are valued and able to achieve their full potential while contributing to the DoDEA mission.

Infusing diversity into our core mission injects DoDEA with a continuous stream of fresh ideas and innovative capabilities. Our ability to recruit, retain, promote, and train a diverse, high-quality workforce is essential for our progress and mission accomplishment. DoDEA values its employees and is committed to the principles of building and maintaining a diverse, high-quality, motivated workforce. DoDEA leaders are expected to demonstrate their commitment to diversity by building an environment that respects the individual and ensures that each employee is provided with an equal opportunity to develop his or her fullest potential to contribute to the DoDEA mission.

All DoDEA administrators, supervisors, managers, and employees shall take proactive measures to ensure that this diversity policy is disseminated throughout the DoDEA workforce. In essence, every employee is responsible for fostering an inclusive team atmosphere and being a contributing part of the DoDEA team. This policy should be posted on all official bulletin boards in compliance with DoD Directive 1020.02, February 5, 2009 (Reference (c)). Questions concerning this policy should be addressed to Chief, DMEO Office, at telephone number (703) 588-3232.



Dr. Shirley A. Miles  
Director



**DEPARTMENT OF DEFENSE  
EDUCATION ACTIVITY  
4040 NORTH FAIRFAX DRIVE  
ARLINGTON, VA 22203-1635**

Diversity Management & Equal Opportunity Office

10-DMEO-001

Date: NOV - 4 2009

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM**

**SUBJECT: Anti-Harassment Policy**

- References: (a) Director, Department of Defense Education Activity Memorandum, "Anti-Harassment Policy," November 18, 2008, (hereby canceled)  
(b) Section 2301 of title 5, United States Code  
(c) Sections 1981-1996 of title 42, United States Code  
(d) Part 1614 of title 29, Code of Federal Regulations

It is the policy of the Department of Defense Education Activity (DoDEA) that all personnel will maintain high standards of honesty, integrity, and conduct to ensure public trust. DoDEA is committed to a workplace free of discrimination and harassment. Harassment based upon race, color, religion, sex (including sexual harassment), national origin, age ( i.e., 40 and over), or disability violates the standards of conduct and the merit system principles listed in References (b) and (c), as amended.

Harassment can occur in the form of verbal, physical, and intimidating conduct that denigrates or shows hostility towards an individual based upon any protected status or directed toward an employee because of his or her protected status. Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. Any such offensive conduct will be considered a prohibited form of harassment when: (1) submission to or rejection of such conduct is made explicitly or implicitly a term of condition of a person's employment, or (2) submission to or rejection of such conduct by a person is used as a basis for employment decisions affecting that person, or (3) such conduct interferes with an individual's work performance or creates an intimidating, hostile, or offensive work environment.

Harassment is unacceptable conduct and **WILL NOT BE TOLERATED** at any level. Harassment is prohibited in any location that can be reasonably regarded as an extension of the workplace, such as any customer location, off-site social business function, or any other non-DoDEA facility where DoDEA business is being conducted and discussed. Substantiated harassment complaints will result in corrective

administrative or disciplinary action which can range from reprimand to removal. Retaliating or discriminating against an employee for reporting or cooperating with the investigation of allegations of harassment is prohibited and will result in appropriate disciplinary action.

Any employee who believes he or she has either witnessed or been subjected to harassment should make it clear to the individual doing the harassing that such behavior is unwelcome. The aggrieved employee should also immediately report the incident(s) to their immediate supervisor. If the immediate supervisor is unavailable or is the offending party, or the employee is uncomfortable reporting the harassment to the supervisor, or the employee feels that the supervisor has not handled the matter satisfactorily, the employee should report the harassing conduct to the next available supervisory level or to the Diversity Management Equal Opportunity (DMEO) Office.

All reports of harassment will be thoroughly investigated promptly and confidentially. All persons involved in the investigation will be notified that the investigation is confidential and that unauthorized disclosures of information concerning the investigation could result in disciplinary action, up to and including termination of employment. When allegations are substantiated, immediate corrective action must be taken to eliminate harassment activity. Violators will be held accountable.

DoDEA prohibits any type of retaliatory action for filing a harassment complaint. However, if it is determined after the investigation that the complaint was made up of false charges or that an employee has provided false information, disciplinary action may be taken against the employee who filed the complaint or provided the false information.

All supervisory as well as non-supervisory employees and contractors of DoDEA are required to fully support this policy and to take immediate appropriate measures to prevent and eliminate all forms of harassment.

Each DoDEA employee is responsible for creating and promoting an atmosphere free of discrimination and harassment, sexual or otherwise. DoDEA employees are responsible for respecting the rights of their coworkers. Managers and supervisors are responsible for establishing and maintaining a safe work environment for their employees and to take steps necessary to prevent sexual harassment. Therefore, all administrators, supervisors, and managers will take proactive measures for providing harassment training on a regular basis to the workforce, and for having a procedure in place for reporting and investigating incidents of harassment.

In accordance with Reference (d), administrators, supervisors, and managers are required to POST THIS POLICY IN PROMINENT LOCATIONS IN ALL DODEA CONTROLLED WORK SITES as a continual reminder that harassment, in any form, is

unacceptable behavior and a direct violation of the Federal government's discrimination laws, regulations, and policies.

Discrimination based on race, color, religion, sex, national origin, age, disability (i.e., mental/physical), or reprisal for taking part in an Equal Employment Opportunity (EEO) protected activity is prohibited by U.S. Equal Employment Opportunity Commission Regulation (Reference (d)), which provides policies and procedures for filing, processing, investigating, and settling discrimination complaints. Any employee or applicant for employment who believes he or she has been discriminated against has a right to use the DoDEA EEO counseling process. The aggrieved person must contact an EEO representative within 45 days of the occurrence. A counselor will be assigned and will have 30 calendar days to conduct an inquiry and attempt to resolve the matter. If not resolved, then the individual will be informed of their right to file a formal complaint. Contact and EEO information can be found at the DoDEA DMEO Web page.

Employees who believe they have been subject to harassment or who have questions concerning this policy should contact the Chief, DMEO Office, at 703-588-3232.

This Memorandum is effective January 1, 2010.



Dr. Shirley A. Miles  
Director





**DEPARTMENT OF DEFENSE  
EDUCATION ACTIVITY  
4040 NORTH FAIRFAX DRIVE  
ARLINGTON, VA 22203-1635**

Diversity Management & Equal Opportunity Office

10-DMEO-003

Date: NOV - 4 2009

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM**

**SUBJECT: Equal Employment Opportunity**

**References: (a) Director, Department of Defense Education Activity Memorandum,  
"Equal Employment Opportunity," November 18, 2008 (hereby canceled)  
(b) Part 1614 of title 29, Code of Federal Regulations**

It is the policy of the Department of Defense Education Activity (DoDEA) that all DoDEA personnel shall be fully committed to diversity management and equal opportunity in employment through implementation of strong Equal Employment Opportunity (EEO) and Affirmative Employment Programs. This policy mandates equal opportunity for all persons and prohibits discrimination based on race, color, religion, sex, national origin, age, disability, or reprisal for participating in a protected EEO activity. All DoDEA personnel policies, practices, and operations will be consistent with this mandate and comply with EEO regulatory guidelines.

All DoDEA personnel must aggressively pursue and implement affirmative employment strategies designed to promote equal opportunity in the workforce. Attention to EEO goals and objectives will result in the attainment of full representation for all persons at all grade levels and occupations. Agencies that tie diversity and inclusion to their business strategy are known to increase performance and customer satisfaction. Every administrator, manager, and supervisor must demonstrate dynamic leadership to foster a workplace that is free of discrimination and harassment. All DoDEA supervisory and non-supervisory employees will fully support this policy and take immediate, appropriate measures to stop, identify, and prevent all forms of unlawful discrimination. Harassment of any kind will not be tolerated in DoDEA.

The same high level of effort and commitment required of every DoDEA administrator, manager, and supervisor, to ensure excellence in education and customer service, is also needed to accomplish equal opportunity and affirmative employment objectives. Every DoDEA employee shall do his or her part to act in accordance with these ideals.

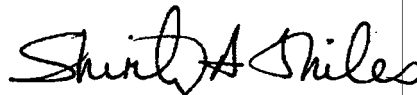


All DoDEA administrators, supervisors, and managers shall take proactive measures to ensure that this policy is enforced throughout DoDEA's workforce and establish procedures for reporting and investigating incidents of unlawful discrimination. Acting together, DoDEA will accomplish the goal to achieve a workforce reflective of the diversity and talent of our nation.

Discrimination based on race, color, religion, sex, national origin, age (i.e., 40 and older), disability (i.e., mental/physical), or reprisal for taking part in an EEO protected activity is prohibited by U.S. Equal Employment Opportunity Commission Regulation (Reference (b)), which provides policies and procedures for filing, processing, investigating, and settling discrimination complaints. Any employee or applicant for employment who believes he or she has been discriminated against has a right to use the DoDEA EEO counseling process. The aggrieved person must contact an EEO representative within 45 days of the occurrence. A counselor will be assigned and will have 30 calendar days to conduct an inquiry and attempt to resolve the matter. If not resolved, then the individual will be informed of their right to file a formal complaint. Contact and EEO information can be found at the DoDEA DMEO Web page.

This policy should be posted on all official bulletin boards in compliance with subpart 1614.120(b)(6) of Reference (b). Questions concerning this policy should be addressed to the Chief, DMEO Office at (703) 588-3232.

This Memorandum is effective January 1, 2010.



Dr. Shirley A. Miles  
Director



**DEPARTMENT OF DEFENSE  
EDUCATION ACTIVITY  
4040 NORTH FAIRFAX DRIVE  
ARLINGTON, VA 22203-1635**

Diversity Management & Equal Opportunity Office

10-DMEO-004

Date: NOV 20 2009

**DEPARTMENT OF DEFENSE EDUCATION ACTIVITY  
POLICY MEMORANDUM**

**SUBJECT: Reasonable Accommodation**

- Reference: (a) Department of Defense Education Activity Memorandum, "Reasonable Accommodation," 09-DMEO-002, November 18, 2008 (hereby canceled)
- (b) Sections 791-795 of title 29, United States Code
  - (c) Sections 12101-12213 of title 42, United States Code
  - (d) Equal Employment Opportunity Commission's Policy Guidance on Executive Order 13164, "Establishing Procedures to Facilitate the Provision of Reasonable Accommodation," October 20, 2000
  - (e) Part 1614 of title 29, Code of Federal Regulations
  - (f) Section 3 of "Americans With Disabilities Act (ADA) Amendments Act of 2008"

It is the policy of the Department of Defense Education Activity (DoDEA) to reasonably accommodate qualified individuals with disabilities unless the accommodation would impose an undue hardship. This policy applies to all applicants, employees, and employees seeking promotional opportunities.

References (b) through (d), and (f), mandate that accommodations be provided to qualified individuals with disabilities when such accommodations are directly related to performing the essential functions of a job, competing for a job, or to enjoy equal benefits and privileges of employment. Providing reasonable accommodations to employees with disabilities is the key to a non-discrimination policy of fair and equal employment for people with disabilities.

A person with a disability is one who has a physical or mental impairment that substantially limits one or more major life activities; or has a record of such an impairment that substantially limits one or more major life activities; or is regarded as having an impairment, regardless of whether or not it limits or is perceived to limit one or more major life activities. While many individuals with disabilities can work without accommodation, other qualified applicants and employees face barriers to employment without the accommodation process. An employee with a disability in need of an

accommodation must inform his or her supervisor when he or she knows there is a workplace barrier that is preventing him or her, due to a disability, from effectively competing for a position, performing a job, or gaining equal access to a benefit of employment. An employee has the responsibility of requesting accommodation before performance suffers or conduct problems occur.

A reasonable accommodation is a modification or adjustment in the manner in which work is customarily done in the performance of a job, an employment practice, or the work environment that makes it possible for a qualified individual with a disability to enjoy an equal employment opportunity. Examples of accommodations may include acquiring or modifying equipment or devices; modifying training materials; making facilities readily accessible; modifying work schedules; and reassignment to a vacant position in the event an employee can no longer perform the essential functions of his or her current position. An undue hardship is an action that is unduly costly, extensive, substantial, or disruptive, or that would fundamentally alter the nature or operation of DoDEA.

Reasonable accommodation is applicable for the following to:

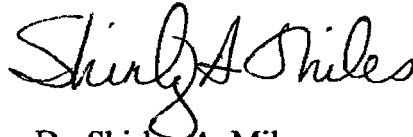
- Assure equal opportunity in the employment process,
- Enable a qualified individual with a disability to perform the essential functions of a job, and
- Enable an employee with a disability to enjoy equal benefits and privileges of employment.

Employees and supervisors should follow the procedures for requesting a reasonable accommodation found in DoDEA Pamphlet 09-EEO-01 located on the DoDEA DMEO Web page or by contacting a DMEO program manager.

Discrimination based on race, color, religion, sex, national origin, age (i.e., 40 and older), disability (i.e., mental or physical) or reprisal for taking part in an EEO protected activity is prohibited by part 1614 of title 29, Code of Federal Regulations (CFR) (Reference (e)), which provides policies and procedures for filing, processing, investigating, and settling discrimination complaints. Any employee or applicant for employment who believes he or she has been discriminated against has a right to use the DoDEA EEO counseling process. The aggrieved person must bring the matter to the attention of an EEO representative within 45 days of the occurrence. A counselor will be assigned and will have 30 calendar days to conduct an inquiry and attempt to resolve the matter. If not resolved, then the individual will be informed of their right to file a formal complaint. Contact information can be found at the DoDEA DMEO web page.

This policy should be posted on all official bulletin boards in compliance with subpart 1614.120(b)(6) of title 29, CFR (Reference (e)). Questions concerning this policy should be addressed to the Chief, DMEO Office, at (703) 588-3232.

This Memorandum is effective January 1, 2010.

A handwritten signature in black ink that reads "Shirley A. Miles". The signature is written in a cursive style with a large, looping initial "S".

Dr. Shirley A. Miles  
Director

# Enclosure 2

# Workforce Data Tables

### Table A1: Total Workforce - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>TOTAL</b>																		
Prior FY	#	15317	3375	11942	239	702	2582	8983	423	1541	78	459	0	0	20	96	33	161
	%	100	22.03	77.97	1.56	4.58	16.86	58.65	2.76	10.06	0.51	3	0	0	0.13	0.63	0.22	1.05
Current FY	#	15873	3524	12349	235	677	2676	9179	458	1625	81	490	0	0	18	107	56	271
	%	100	22.2	77.8	1.48	4.26	16.86	57.83	2.89	10.24	0.51	3.09	0	0	0.11	0.67	0.35	1.71
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Difference	#	556	149	408	-4	-25	94	197	35	84	3	31	0	0	-2	11	23	110
Ratio Change	%	0	0.17	-0.17	-0.08	-0.32	0	-0.82	0.13	0.18	0	0.09	0	0	-0.02	0.04	0.13	0.66
Net Change	%	0.04	0.04	0.03	-0.02	-0.04	0.04	0.02	0.08	0.05	0.04	0.07	0.00	0.00	-0.10	0.11	0.70	0.68
<b>PERMANENT</b>																		
Prior FY	#	10028	2829	7199	219	485	2202	5495	308	916	65	217	0	0	15	37	20	49
	%	100	28.21	71.79	2.18	4.84	21.96	54.8	3.07	9.13	0.65	2.16	0	0	0.15	0.37	0.2	0.49
Current FY	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	28.07	71.93	2.03	4.51	21.74	54.47	3.17	9.57	0.66	2.17	0	0	0.14	0.41	0.32	0.8
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Difference	#	476	119	357	-6	-11	82	227	25	89	4	11	0	0	0	6	14	35
Ratio Change	%	0	-0.14	0.14	-0.15	-0.33	-0.22	-0.33	0.1	0.44	0.01	0.01	0	0	-0.01	0.04	0.12	0.31
Net Change	%	0.05	0.04	0.05	-0.03	-0.02	0.04	0.04	0.08	0.10	0.06	0.05	0.00	0.00	0.00	0.16	0.70	0.71

<b>TEMPORARY</b>																		
Prior FY	#	5289	546	4743	20	217	380	3488	115	625	13	242	0	0	5	59	13	112
	%	100	10.32	89.68	0.38	4.1	7.18	65.95	2.17	11.82	0.25	4.58	0	0	0.09	1.12	0.25	2.12
Current FY	#	5369	576	4793	22	203	392	3457	125	620	12	262	0	0	3	64	22	187
	%	100	10.73	89.27	0.41	3.78	7.3	64.39	2.33	11.55	0.22	4.88	0	0	0.06	1.19	0.41	3.48
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Difference	#	-81	-30	-51	-2	14	-12	30	-10	5	1	-20	0	0	2	-5	-9	-75
Ratio Change	%	0	0.41	-0.41	0.03	-0.32	0.12	-1.56	0.16	-0.27	-0.03	0.3	0	0	-0.03	0.07	0.16	1.36
Net Change	%	0.02	0.05	0.01	0.10	-0.06	0.03	-0.01	0.09	-0.01	-0.08	0.08	0.00	0.00	-0.40	0.08	0.69	0.67
<b>NON - APPROPRIATED</b>																		
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Change	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Table A2: Total Workforce by Component - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL - FY	#	15873	3524	12349	235	677	2676	9179	458	1625	81	490	0	0	18	107	56	271
	%	100	22.2	77.8	1.48	4.26	16.86	57.83	2.89	10.24	0.51	3.09	0	0	0.11	0.67	0.35	1.71
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Headquarters	#	451	161	291	3	5	107	172	36	91	7	16	0	0	2	0	6	6
	%	100	35.62	64.38	0.66	1.11	23.67	38.27	7.96	20.13	1.55	3.54	0	0	0.44	0	1.33	1.33
Europe	#	6390	1428	4962	34	161	1243	4212	116	376	16	80	0	0	7	45	12	88
	%	100	22.35	77.65	0.53	2.52	19.45	65.92	1.82	5.88	0.25	1.25	0	0	0.11	0.7	0.19	1.38
Pacific	#	3680	947	2733	28	98	746	1795	114	434	41	288	0	0	3	40	15	78
	%	100	25.73	74.27	0.76	2.66	20.27	48.78	3.1	11.79	1.11	7.83	0	0	0.08	1.09	0.41	2.12
DDESS	#	5352	988	4364	170	413	580	3000	192	724	17	106	0	0	6	22	23	99
	%	100	18.46	81.54	3.18	7.72	10.84	56.05	3.59	13.53	0.32	1.98	0	0	0.11	0.41	0.43	1.85



**Table A2P: Total Permanent Workforce by Component - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL - FY	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	28.07	71.93	2.03	4.51	21.74	54.47	3.17	9.57	0.66	2.17	0	0	0.14	0.41	0.32	0.8
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Headquarters	#	432	155	277	3	5	104	167	33	86	7	14	0	0	2	0	6	5
	%	100	27.63	72.37	0	0	21.05	57.89	5.26	10.53	1.32	2.63	0	0	0	0	0	1.32
Europe	#	3733	1171	2562	29	82	1042	2249	75	173	14	30	0	0	5	14	6	14
	%	100	31.37	68.63	0.78	2.2	27.91	60.25	2.01	4.63	0.38	0.8	0	0	0.13	0.38	0.16	0.38
Pacific	#	2053	763	1290	27	40	625	935	68	190	33	100	0	0	2	10	8	15
	%	100	37.17	62.83	1.32	1.95	30.44	45.54	3.31	9.25	1.61	4.87	0	0	0.1	0.49	0.39	0.73
DDESS	#	4286	859	3427	154	347	513	2371	157	556	15	84	0	0	6	19	14	50
	%	100	20.04	79.96	3.59	8.1	11.97	55.32	3.66	12.97	0.35	1.96	0	0	0.14	0.44	0.33	1.17

**Table A2T: Total Temporary Workforce by Component - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TOTAL - FY	#	5369	576	4793	22	203	392	3457	125	620	12	262	0	0	3	64	22	187
	%	100	10.73	89.27	0.41	3.78	7.3	64.39	2.33	11.55	0.22	4.88	0	0	0.06	1.19	0.41	3.48
CLF (2000)	#	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
Headquarters	#	19	6	13	0	0	3	5	3	5	0	2	0	0	0	0	0	1
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Europe	#	2657	257	2400	5	79	201	1963	41	203	2	50	0	0	2	31	6	74
	%	100	9.67	90.33	0.19	2.97	7.56	73.88	1.54	7.64	0.08	1.88	0	0	0.08	1.17	0.23	2.79
Pacific	#	1627	184	1443	1	58	121	860	46	244	8	188	0	0	1	30	7	63
	%	100	11.31	88.69	0.06	3.56	7.44	52.86	2.83	15	0.49	11.56	0	0	0.06	1.84	0.43	3.87
DDESS	#	1066	129	937	16	66	67	629	35	168	2	22	0	0	0	3	9	49
	%	100	12.1	87.9	1.5	6.19	6.29	59.01	3.28	15.76	0.19	2.06	0	0	0	0.28	0.84	4.6

**Table A3-1P: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races					
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	48	25	23	0	0	23	18	1	3	1	0	0	0	0	0	0	2
	%	100	52.08	47.92	0	0	47.92	37.5	2.08	6.25	2.08	0	0	0	0	0	0	4.17
- Mid-Level (Grades 13-14)	#	235	122	113	4	4	100	86	13	15	3	5	0	0	0	1	2	2
	%	100	51.91	48.09	1.7	1.7	42.55	36.6	5.53	6.38	1.28	2.13	0	0	0	0.43	0.85	0.85
- First-Level (Grades 12 and Below)	#	234	134	100	6	5	92	73	30	19	4	2	0	0	1	0	1	1
	%	100	57.26	42.74	2.56	2.14	39.32	31.2	12.82	8.12	1.71	0.85	0	0	0.43	0	0.43	0.43
- Other	#	19	18	1	7	0	8	1	3	0	0	0	0	0	0	0	0	0
	%	100	95	5	37	0	42	5	16	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	536	299	237	17	9	223	178	47	37	8	7	0	0	1	1	3	5
	%	100	55.78	44.22	3.17	1.68	41.6	33.21	8.77	6.9	1.49	1.31	0	0	0.19	0.19	0.56	0.93
2. Professionals	#	9131	2278	6853	120	423	1911	5278	161	840	53	207	0	0	13	38	20	67
	%	100	24.95	75.05	1.31	4.63	20.93	57.8	1.76	9.2	0.58	2.27	0	0	0.14	0.42	0.22	0.73
3. Technicians	#	35	7	28	1	1	5	11	1	14	0	1	0	0	0	1	0	0
	%	100	20	80	2.86	2.86	14.29	31.43	2.86	40	0	2.86	0	0	0	2.86	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	479	120	359	12	33	55	223	46	83	5	11	0	0	0	1	2	8
	%	100	25.05	74.95	2.51	6.89	11.48	46.56	9.6	17.33	1.04	2.3	0	0	0	0.21	0.42	1.67

6. Craft Workers	#	57	54	3	9	1	36	1	6	1	1	0	0	0	1	0	1	0
	%	100	94.74	5.26	15.79	1.75	63.16	1.75	10.53	1.75	1.75	0	0	0	1.75	0	1.75	0
7. Operatives	#	67	50	17	28	2	8	11	8	3	0	0	0	0	0	0	6	1
	%	100	74.63	25.37	41.79	2.99	11.94	16.42	11.94	4.48	0	0	0	0	0	0	8.96	1.49
8. Laborers and Helpers	#	37	35	2	21	2	8	0	6	0	0	0	0	0	0	0	0	0
	%	100	94.59	5.41	56.76	5.41	21.62	0	16.22	0	0	0	0	0	0	0	0	0
9. Service Workers	#	162	105	57	5	3	38	20	58	27	2	2	0	0	0	2	2	3
	%	100	64.81	35.19	3.09	1.85	23.46	12.35	35.8	16.67	1.23	1.23	0	0	0	1.23	1.23	1.85
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	28.07	71.93	2.03	4.51	21.74	54.47	3.17	9.57	0.66	2.17	0	0	0.14	0.41	0.32	0.8

**Table A3-1T: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	50	0	0	50	50	0	0	0	0	0	0	0	0	0	0
- First-Level (Grades 12 and Below)	#	28	16	12	0	0	14	5	1	4	0	2	0	0	0	0	1	1
	%	100	57.14	42.86	0	0	50	17.86	3.57	14.29	0	7.14	0	0	0	0	3.57	3.57
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	30	17	13	0	0	15	6	1	4	0	2	0	0	0	0	1	1
	%	100	56.67	43.33	0	0	50	20	3.33	13.33	0	6.67	0	0	0	0	3.33	3.33
2. Professionals	#	4769	481	4288	15	188	327	3123	108	530	10	224	0	0	3	58	18	165
	%	100	10.08	89.92	0.31	3.94	6.86	65.49	2.26	11.11	0.21	4.7	0	0	0.06	1.22	0.38	3.46
3. Technicians	#	17	1	16	0	0	1	11	0	4	0	0	0	0	0	0	0	1
	%	100	5.88	94.12	0	0	5.88	64.71	0	23.53	0	0	0	0	0	0	0	5.88
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5. Administrative Support Workers	#	519	60	459	3	15	39	305	14	79	2	36	0	0	0	6	2	18
	%	100	11.56	88.44	0.58	2.89	7.51	58.77	2.7	15.22	0.39	6.94	0	0	0	1.16	0.39	3.47
6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0	100	0
7. Operatives	#	9	6	3	3	0	3	1	0	1	0	0	0	0	0	0	0	1
	%	100	66.67	33.33	33.33	0	33.33	11.11	0	11.11	0	0	0	0	0	0	0	11.11
8. Laborers and Helpers	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	50	0	50	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	22	8	14	0	0	6	11	2	2	0	0	0	0	0	0	0	1
	%	100	36.36	63.64	0	0	27.27	50	9.09	9.09	0	0	0	0	0	0	0	4.55
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	5369	576	4793	22	203	392	3457	125	620	12	262	0	0	3	64	22	187
	%	100	10.73	89.27	0.41	3.78	7.3	64.39	2.33	11.55	0.22	4.88	0	0	0.06	1.19	0.41	3.48

### Table A3-2P: Occupational Categories - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	48	25	23	0	0	23	18	1	3	1	0	0	0	0	0	0	2
	%	0.46	0.85	0.3	0	0	1.01	0.31	0.3	0.3	1.45	0	0	0	0	0	0	2.38
- Mid-Level (Grades 13-14)	#	235	122	113	4	4	100	86	13	15	3	5	0	0	0	1	2	2
	%	2.24	4.14	1.5	1.88	0.84	4.38	1.5	3.9	1.49	4.35	2.19	0	0	0	2.33	5.88	2.38
- First-Level (Grades 12 and Below)	#	234	134	100	6	5	92	73	30	19	4	2	0	0	1	0	1	1
	%	2.23	4.55	1.32	2.82	1.05	4.03	1.28	9.01	1.89	5.8	0.88	0	0	6.67	0	2.94	1.19
- Other	#	19	18	1	7	0	8	1	3	0	0	0	0	0	0	0	0	0
	%	0	1	0	3	0	0	0	1	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	536	299	237	17	9	223	178	47	37	8	7	0	0	1	1	3	5
	%	5.1	10.14	3.14	7.98	1.9	9.76	3.11	14.11	3.68	11.59	3.07	0	0	6.67	2.33	8.82	5.95
2. Professionals	#	9131	2278	6853	120	423	1911	5278	161	840	53	207	0	0	13	38	20	67
	%	86.93	77.27	90.7	56.34	89.24	83.67	92.24	48.35	83.58	76.81	90.79	0	0	86.67	88.37	58.82	79.76
3. Technicians	#	35	7	28	1	1	5	11	1	14	0	1	0	0	0	1	0	0
	%	0.33	0.24	0.37	0.47	0.21	0.22	0.19	0.3	1.39	0	0.44	0	0	0	2.33	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	479	120	359	12	33	55	223	46	83	5	11	0	0	0	1	2	8
	%	4.56	4.07	4.75	5.63	6.96	2.41	3.9	13.81	8.26	7.25	4.82	0	0	0	2.33	5.88	9.52

6. Craft Workers	#	57	54	3	9	1	36	1	6	1	1	0	0	0	1	0	1	0
	%	0.54	1.83	0.04	4.23	0.21	1.58	0.02	1.8	0.1	1.45	0	0	0	6.67	0	2.94	0
7. Operatives	#	67	50	17	28	2	8	11	8	3	0	0	0	0	0	0	6	1
	%	0.64	1.7	0.22	13.15	0.42	0.35	0.19	2.4	0.3	0	0	0	0	0	0	17.65	1.19
8. Laborers and Helpers	#	37	35	2	21	2	8	0	6	0	0	0	0	0	0	0	0	0
	%	0.35	1.19	0.03	9.86	0.42	0.35	0	1.8	0	0	0	0	0	0	0	0	0
9. Service Workers	#	162	105	57	5	3	38	20	58	27	2	2	0	0	0	2	2	3
	%	1.54	3.56	0.75	2.35	0.63	1.66	0.35	17.42	2.69	2.9	0.88	0	0	0	4.65	5.88	3.57
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100



**Table A3-2T: Occupational Categories - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Categories		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.17	0.02	0	0	0.26	0.03	0	0	0	0	0	0	0	0	0	0
- First-Level (Grades 12 and Below)	#	28	16	12	0	0	14	5	1	4	0	2	0	0	0	0	1	1
	%	0.52	2.78	0.25	0	0	3.57	0.14	0.8	0.65	0	0.76	0	0	0	0	4.55	0.53
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	30	17	13	0	0	15	6	1	4	0	2	0	0	0	0	1	1
	%	0.56	2.95	0.27	0	0	3.83	0.17	0.8	0.65	0	0.76	0	0	0	0	4.55	0.53
2. Professionals	#	4769	481	4288	15	188	327	3123	108	530	10	224	0	0	3	58	18	165
	%	88.83	83.51	89.47	68.18	92.61	83.42	90.34	86.4	85.48	83.33	85.5	0	0	100	90.63	81.82	88.24
3. Technicians	#	17	1	16	0	0	1	11	0	4	0	0	0	0	0	0	0	1
	%	0.32	0.17	0.33	0	0	0.26	0.32	0	0.65	0	0	0	0	0	0	0	0.53
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	519	60	459	3	15	39	305	14	79	2	36	0	0	0	6	2	18
	%	9.66	10.42	9.57	13.64	7.39	9.95	8.82	11.2	12.74	16.67	13.74	0	0	0	9.38	9.09	9.63

6. Craft Workers	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	0.02	0.17	0	0	0	0	0	0	0	0	0	0	0	0	0	4.55	0
7. Operatives	#	9	6	3	3	0	3	1	0	1	0	0	0	0	0	0	0	1
	%	0.17	1.04	0.06	13.64	0	0.77	0.03	0	0.16	0	0	0	0	0	0	0	0.53
8. Laborers and Helpers	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.35	0	4.55	0	0.26	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	22	8	14	0	0	6	11	2	2	0	0	0	0	0	0	0	1
	%	0.41	1.39	0.29	0	0	1.53	0.32	1.6	0.32	0	0	0	0	0	0	0	0.53
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	5369	576	4793	22	203	392	3457	125	620	12	262	0	0	3	64	22	187
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100

**Table A4-1P: Participation Rates Across Admin Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

AD		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
AD - 00	#	498	38	460	4	36	18	296	15	111	0	7	0	0	0	4	1	6
	%	100	7.63	92.37	0.8	7.23	3.61	59.44	3.01	22.29	0	1.41	0	0	0	0.8	0.2	1.2
AD - 01	#	7	5	2	1	0	3	1	1	1	0	0	0	0	0	0	0	0
	%	100	71.43	28.57	14.29	0	42.86	14.29	14.29	14.29	0	0	0	0	0	0	0	0
AD - 02	#	8	2	6	0	0	2	4	0	2	0	0	0	0	0	0	0	0
	%	100	25	75	0	0	25	50	0	25	0	0	0	0	0	0	0	0
AD - 03	#	8	5	3	1	1	3	1	0	1	1	0	0	0	0	0	0	0
	%	100	62.5	37.5	12.5	12.5	37.5	12.5	0	12.5	12.5	0	0	0	0	0	0	0
AD - 04	#	15	4	11	0	1	4	8	0	2	0	0	0	0	0	0	0	0
	%	100	26.67	73.33	0	6.67	26.67	53.33	0	13.33	0	0	0	0	0	0	0	0
AD - 05	#	51	14	37	3	1	11	26	0	9	0	0	0	0	0	0	0	1
	%	100	27.45	72.55	5.88	1.96	21.57	50.98	0	17.65	0	0	0	0	0	0	0	1.96
AD - 06	#	11	4	7	1	1	2	5	1	1	0	0	0	0	0	0	0	0
	%	100	36.36	63.64	9.09	9.09	18.18	45.45	9.09	9.09	0	0	0	0	0	0	0	0
AD - 07	#	23	3	20	0	0	2	9	1	9	0	0	0	0	0	0	0	2
	%	100	13.04	86.96	0	0	8.7	39.13	4.35	39.13	0	0	0	0	0	0	0	8.7
AD - 08	#	20	6	14	0	0	6	7	0	7	0	0	0	0	0	0	0	0
	%	100	30	70	0	0	30	35	0	35	0	0	0	0	0	0	0	0
AD - 09	#	19	5	14	2	0	2	10	1	4	0	0	0	0	0	0	0	0
	%	100	26.32	73.68	10.53	0	10.53	52.63	5.26	21.05	0	0	0	0	0	0	0	0
AD - 10	#	56	17	39	0	1	14	30	2	7	0	1	0	0	1	0	0	0
	%	100	30.36	69.64	0	1.79	25	53.57	3.57	12.5	0	1.79	0	0	1.79	0	0	0
AD - 11	#	402	67	335	9	24	46	266	11	35	0	3	0	0	1	1	0	6
	%	100	16.67	83.33	2.24	5.97	11.44	66.17	2.74	8.71	0	0.75	0	0	0.25	0.25	0	1.49
AD - 12	#	177	40	137	4	13	32	100	2	14	1	5	0	0	0	3	1	2
	%	100	22.6	77.4	2.26	7.34	18.08	56.5	1.13	7.91	0.56	2.82	0	0	0	1.69	0.56	1.13

AD - 13	#	235	48	187	2	11	40	139	3	24	1	9	0	0	1	0	1	4
	%	100	20.43	79.57	0.85	4.68	17.02	59.15	1.28	10.21	0.43	3.83	0	0	0.43	0	0.43	1.7
AD - 14	#	804	96	708	21	104	63	497	10	79	1	15	0	0	0	3	1	10
	%	100	11.94	88.06	2.61	12.94	7.84	61.82	1.24	9.83	0.12	1.87	0	0	0	0.37	0.12	1.24
AD - 15	#	252	29	223	0	9	23	180	4	24	1	8	0	0	1	0	0	2
	%	100	11.51	88.49	0	3.57	9.13	71.43	1.59	9.52	0.4	3.17	0	0	0.4	0	0	0.79
AD - 16	#	636	96	540	9	51	75	401	5	66	6	17	0	0	1	3	0	2
	%	100	15.09	84.91	1.42	8.02	11.79	63.05	0.79	10.38	0.94	2.67	0	0	0.16	0.47	0	0.31
AD - 17	#	147	19	128	0	3	17	98	2	25	0	1	0	0	0	1	0	0
	%	100	12.93	87.07	0	2.04	11.56	66.67	1.36	17.01	0	0.68	0	0	0	0.68	0	0
AD - 18	#	93	23	70	8	26	12	31	3	9	0	1	0	0	0	0	0	3
	%	100	24.73	75.27	8.6	27.96	12.9	33.33	3.23	9.68	0	1.08	0	0	0	0	0	3.23

**Table A4-1P: Participation Rates Across General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
GS - 03	#	14	1	13	0	1	1	10	0	2	0	0	0	0	0	0	0	0
	%	100	7.14	92.86	0	7.14	7.14	71.43	0	14.29	0	0	0	0	0	0	0	0
GS - 04	#	197	12	185	1	17	5	97	5	62	1	4	0	0	0	1	0	4
	%	100	6.09	93.91	0.51	8.63	2.54	49.24	2.54	31.47	0.51	2.03	0	0	0	0.51	0	2.03
GS - 05	#	104	23	81	8	26	11	37	1	12	2	2	0	0	0	0	1	4
	%	100	22.12	77.88	7.69	25	10.58	35.58	0.96	11.54	1.92	1.92	0	0	0	0	0.96	3.85
GS - 06	#	231	76	155	8	14	34	93	31	37	2	7	0	0	0	1	1	3
	%	100	32.9	67.1	3.46	6.06	14.72	40.26	13.42	16.02	0.87	3.03	0	0	0	0.43	0.43	1.3
GS - 07	#	83	31	52	2	3	13	34	13	12	1	2	0	0	0	0	2	1
	%	100	37.35	62.65	2.41	3.61	15.66	40.96	15.66	14.46	1.2	2.41	0	0	0	0	2.41	1.2
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	88	42	46	4	3	25	19	11	18	1	4	0	0	0	0	1	2
	%	100	47.73	52.27	4.55	3.41	28.41	21.59	12.5	20.45	1.14	4.55	0	0	0	0	1.14	2.27
GS - 10	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	50	0	50	0	0	0	0	0	0	0	0	0
GS - 11	#	146	91	55	4	3	57	24	23	21	4	5	0	0	1	0	2	2
	%	100	62.33	37.67	2.74	2.05	39.04	16.44	15.75	14.38	2.74	3.42	0	0	0.68	0	1.37	1.37
GS - 12	#	255	166	89	7	3	134	54	16	21	9	7	0	0	0	0	0	4
	%	100	65.1	34.9	2.75	1.18	52.55	21.18	6.27	8.24	3.53	2.75	0	0	0	0	0	1.57
GS - 13	#	169	74	95	0	2	51	56	12	26	4	8	0	0	2	0	5	3
	%	100	43.79	56.21	0	1.18	30.18	33.14	7.1	15.38	2.37	4.73	0	0	1.18	0	2.96	1.78

GS - 14	#	94	42	52	0	0	32	42	8	7	1	2	0	0	0	0	1	1
	%	100	44.68	55.32	0	0	34.04	44.68	8.51	7.45	1.06	2.13	0	0	0	0	1.06	1.06
GS - 15	#	65	28	37	0	0	25	32	2	3	1	1	0	0	0	0	0	1
	%	100	43.08	56.92	0	0	38.46	49.23	3.08	4.62	1.54	1.54	0	0	0	0	0	1.54
All Other (Unspecified GS)	#	1450	588	862	34	72	389	500	123	221	26	42	0	0	3	2	13	25
	%	100	41	59	2	5	27	34	8	15	2	3	0	0	0	0	1	2
Senior Executive Service	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	100	50	50	0	0	50	33.33	0	0	0	0	0	0	0	0	0	16.67

**Table A4-1P: Participation Rates Across Teaching Position (TP) Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees		Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TPC	#	4500	1378	3122	35	100	1237	2612	64	265	28	108	0	0	6	23	8	14
	%	100	30.62	69.38	0.78	2.22	27.49	58.04	1.42	5.89	0.62	2.4	0	0	0.13	0.51	0.18	0.31
TPD	#	141	10	131	0	2	9	113	1	13	0	2	0	0	0	0	0	1
	%	100	7.09	92.91	0	1.42	6.38	80.14	0.71	9.22	0	1.42	0	0	0	0	0	0.71
TPE	#	211	52	159	3	1	45	133	3	21	0	4	0	0	0	0	1	0
	%	100	24.64	75.36	1.42	0.47	21.33	63.03	1.42	9.95	0	1.9	0	0	0	0	0.47	0
TPF	#	60	24	36	1	1	22	35	1	0	0	0	0	0	0	0	0	0
	%	100	40	60	1.67	1.67	36.67	58.33	1.67	0	0	0	0	0	0	0	0	0
TPK	#	143	66	77	3	4	58	61	3	8	2	3	0	0	0	1	0	0
	%	100	46.15	53.85	2.1	2.8	40.56	42.66	2.1	5.59	1.4	2.1	0	0	0	0.7	0	0
TPL	#	95	32	63	2	1	26	50	4	12	0	0	0	0	0	0	0	0
	%	100	33.68	66.32	2.11	1.05	27.37	52.63	4.21	12.63	0	0	0	0	0	0	0	0
TPN All Other (Unspecified TP)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	100	50	50	0	0	0	50	50	0	0	0	0	0	0	0	0	0

**Table A4-1T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD - 00	#	814	75	739	1	16	39	516	31	158	2	17	0	0	0	3	2	29
	%	100	9.21	90.79	0.12	1.97	4.79	63.39	3.81	19.41	0.25	2.09	0	0	0	0.37	0.25	3.56
AD - 01	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	50	0	50	0	0	0	0	0	0	0	0
AD - 02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
AD - 03	#	6	1	5	0	0	1	2	0	3	0	0	0	0	0	0	0	0
	%	100	16.67	83.33	0	0	16.67	33.33	0	50	0	0	0	0	0	0	0	0
AD - 04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
AD - 05	#	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	%	100	50	50	0	0	0	50	0	0	0	0	0	0	0	0	0	50
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	94	22	72	9	43	10	24	0	0	0	1	0	0	0	0	3	4
	%	100	23.4	76.6	9.57	45.74	10.64	25.53	0	0	0	1.06	0	0	0	0	3.19	4.26
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



AD - 11	#	16	2	14	0	3	1	8	1	2	0	1	0	0	0	0	0	0
	%	100	12.5	87.5	0	18.75	6.25	50	6.25	12.5	0	6.25	0	0	0	0	0	0
AD - 12	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	50	0	0	50	50	0	0	0	0	0	0	0	0	0	0
AD - 13	#	7	1	6	0	0	1	6	0	0	0	0	0	0	0	0	0	0
	%	100	14.29	85.71	0	0	14.29	85.71	0	0	0	0	0	0	0	0	0	0
AD - 14	#	12	2	10	0	0	2	9	0	0	0	0	0	0	0	0	0	1
	%	100	16.67	83.33	0	0	16.67	75	0	0	0	0	0	0	0	0	0	8.33
AD - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	5	0	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
AD - 17	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
AD - 18	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**Table A4-1T: Participation Rates Across General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	35	2	33	0	1	1	15	1	4	0	9	0	0	0	2	0	2
	%	100	5.71	94.29	0	2.86	2.86	42.86	2.86	11.43	0	25.71	0	0	0	5.71	0	5.71
GS - 03	#	10	1	9	0	0	0	5	0	1	0	2	0	0	0	0	1	1
	%	100	10	90	0	0	0	50	0	10	0	20	0	0	0	0	10	10
GS - 04	#	1248	81	1167	0	55	45	771	33	157	1	112	0	0	2	23	0	49
	%	100	6.49	93.51	0	4.41	3.61	61.78	2.64	12.58	0.08	8.97	0	0	0.16	1.84	0	3.93
GS - 05	#	210	21	189	4	10	11	121	3	30	1	8	0	0	0	3	2	17
	%	100	10	90	1.9	4.76	5.24	57.62	1.43	14.29	0.48	3.81	0	0	0	1.43	0.95	8.1
GS - 06	#	186	24	162	1	5	16	115	7	32	0	7	0	0	0	0	0	3
	%	100	12.9	87.1	0.54	2.69	8.6	61.83	3.76	17.2	0	3.76	0	0	0	0	0	1.61
GS - 07	#	41	12	29	0	2	10	20	1	4	1	2	0	0	0	1	0	0
	%	100	29.27	70.73	0	4.88	24.39	48.78	2.44	9.76	2.44	4.88	0	0	0	2.44	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	15	4	11	1	2	3	6	0	2	0	1	0	0	0	0	0	0
	%	100	26.67	73.33	6.67	13.33	20	40	0	13.33	0	6.67	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	33	15	18	0	0	13	9	1	5	0	3	0	0	0	0	1	1
	%	100	45.45	54.55	0	0	39.39	27.27	3.03	15.15	0	9.09	0	0	0	0	3.03	3.03
GS - 12	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	100	60	40	0	0	60	40	0	0	0	0	0	0	0	0	0	0
GS - 13	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	66.67	0	33.33	0	0	0	0	0	0	0	0	0

GS - 14	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	50	0	0	50	50	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table A4-1T: Participation Rates Across Teaching Position (TP) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: EA  
 Level: EA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
TPA	#	2593	288	2305	2	66	221	1811	46	219	7	99	0	0	1	32	11	78
	%	100	11.11	88.89	0.08	2.55	8.52	69.84	1.77	8.45	0.27	3.82	0	0	0.04	1.23	0.42	3.01

**Table A4-2P: Participation Rates Across Admin Determined (AD) Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD - 00	#	498	38	460	4	36	18	296	15	111	0	7	0	0	0	4	1	6
	%	14.38	7.29	15.64	6.15	12.77	4.8	14.04	24.59	25.81	0	10.45	0	0	0	26.67	25	15.79
AD - 01	#	7	5	2	1	0	3	1	1	1	0	0	0	0	0	0	0	0
	%	0.2	0.96	0.07	1.54	0	0.8	0.05	1.64	0.23	0	0	0	0	0	0	0	0
AD - 02	#	8	2	6	0	0	2	4	0	2	0	0	0	0	0	0	0	0
	%	0.23	0.38	0.2	0	0	0.53	0.19	0	0.47	0	0	0	0	0	0	0	0
AD - 03	#	8	5	3	1	1	3	1	0	1	1	0	0	0	0	0	0	0
	%	0.23	0.96	0.1	1.54	0.35	0.8	0.05	0	0.23	9.09	0	0	0	0	0	0	0
AD - 04	#	15	4	11	0	1	4	8	0	2	0	0	0	0	0	0	0	0
	%	0.43	0.77	0.37	0	0.35	1.07	0.38	0	0.47	0	0	0	0	0	0	0	0
AD - 05	#	51	14	37	3	1	11	26	0	9	0	0	0	0	0	0	0	1
	%	1.47	2.69	1.26	4.62	0.35	2.93	1.23	0	2.09	0	0	0	0	0	0	0	2.63
AD - 06	#	11	4	7	1	1	2	5	1	1	0	0	0	0	0	0	0	0
	%	0.32	0.77	0.24	1.54	0.35	0.53	0.24	1.64	0.23	0	0	0	0	0	0	0	0
AD - 07	#	23	3	20	0	0	2	9	1	9	0	0	0	0	0	0	0	2
	%	0.66	0.58	0.68	0	0	0.53	0.43	1.64	2.09	0	0	0	0	0	0	0	5.26
AD - 08	#	20	6	14	0	0	6	7	0	7	0	0	0	0	0	0	0	0
	%	0.58	1.15	0.48	0	0	1.6	0.33	0	1.63	0	0	0	0	0	0	0	0
AD - 09	#	19	5	14	2	0	2	10	1	4	0	0	0	0	0	0	0	0
	%	0.55	0.96	0.48	3.08	0	0.53	0.47	1.64	0.93	0	0	0	0	0	0	0	0
AD - 10	#	56	17	39	0	1	14	30	2	7	0	1	0	0	1	0	0	0
	%	1.62	3.26	1.33	0	0.35	3.73	1.42	3.28	1.63	0	1.49	0	0	20	0	0	0
AD - 11	#	402	67	335	9	24	46	266	11	35	0	3	0	0	1	1	0	6
	%	11.61	12.86	11.39	13.85	8.51	12.27	12.61	18.03	8.14	0	4.48	0	0	20	6.67	0	15.79
AD - 12	#	177	40	137	4	13	32	100	2	14	1	5	0	0	0	3	1	2
	%	5.11	7.68	4.66	6.15	4.61	8.53	4.74	3.28	3.26	9.09	7.46	0	0	0	20	25	5.26

AD - 13	#	235	48	187	2	11	40	139	3	24	1	9	0	0	1	0	1	4
	%	6.79	9.21	6.36	3.08	3.9	10.67	6.59	4.92	5.58	9.09	13.43	0	0	20	0	25	10.53
AD - 14	#	804	96	708	21	104	63	497	10	79	1	15	0	0	0	3	1	10
	%	23.22	18.43	24.07	32.31	36.88	16.8	23.57	16.39	18.37	9.09	22.39	0	0	0	20	25	26.32
AD - 15	#	252	29	223	0	9	23	180	4	24	1	8	0	0	1	0	0	2
	%	7.28	5.57	7.58	0	3.19	6.13	8.53	6.56	5.58	9.09	11.94	0	0	20	0	0	5.26
AD - 16	#	636	96	540	9	51	75	401	5	66	6	17	0	0	1	3	0	2
	%	18.37	18.43	18.36	13.85	18.09	20	19.01	8.2	15.35	54.55	25.37	0	0	20	20	0	5.26
AD - 17	#	147	19	128	0	3	17	98	2	25	0	1	0	0	0	1	0	0
	%	4.25	3.65	4.35	0	1.06	4.53	4.65	3.28	5.81	0	1.49	0	0	0	6.67	0	0
AD - 18	#	93	23	70	8	26	12	31	3	9	0	1	0	0	0	0	0	3
	%	2.69	4.41	2.38	12.31	9.22	3.2	1.47	4.92	2.09	0	1.49	0	0	0	0	0	7.89
Total	#	3462	521	2941	65	282	375	2109	61	430	11	67	0	0	5	15	4	38
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100

**Table A4-2P: Participation Rates Across General Schedule (GS) Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.14	0	0.23	0	0	0	0.4	0	0	0	0	0	0	0	0	0	0
GS - 03	#	14	1	13	0	1	1	10	0	2	0	0	0	0	0	0	0	0
	%	0.96	0.17	1.5	0	1.39	0.26	1.99	0	0.9	0	0	0	0	0	0	0	0
GS - 04	#	197	12	185	1	17	5	97	5	62	1	4	0	0	0	1	0	4
	%	13.53	2.03	21.39	2.94	23.61	1.28	19.32	4.07	28.05	3.85	9.52	0	0	0	50	0	15.38
GS - 05	#	104	23	81	8	26	11	37	1	12	2	2	0	0	0	0	1	4
	%	7.14	3.89	9.36	23.53	36.11	2.81	7.37	0.81	5.43	7.69	4.76	0	0	0	0	7.69	15.38
GS - 06	#	231	76	155	8	14	34	93	31	37	2	7	0	0	0	1	1	3
	%	15.87	12.86	17.92	23.53	19.44	8.67	18.53	25.2	16.74	7.69	16.67	0	0	0	50	7.69	11.54
GS - 07	#	83	31	52	2	3	13	34	13	12	1	2	0	0	0	0	2	1
	%	5.7	5.25	6.01	5.88	4.17	3.32	6.77	10.57	5.43	3.85	4.76	0	0	0	0	15.38	3.85
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	88	42	46	4	3	25	19	11	18	1	4	0	0	0	0	1	2
	%	6.04	7.11	5.32	11.76	4.17	6.38	3.78	8.94	8.14	3.85	9.52	0	0	0	0	7.69	7.69
GS - 10	#	2	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0
	%	0.14	0.34	0	0	0	0.26	0	0.81	0	0	0	0	0	0	0	0	0
GS - 11	#	146	91	55	4	3	57	24	23	21	4	5	0	0	1	0	2	2
	%	10.03	15.4	6.36	11.76	4.17	14.54	4.78	18.7	9.5	15.38	11.9	0	0	33.33	0	15.38	7.69
GS - 12	#	255	166	89	7	3	134	54	16	21	9	7	0	0	0	0	0	4
	%	17.51	28.09	10.29	20.59	4.17	34.18	10.76	13.01	9.5	34.62	16.67	0	0	0	0	0	15.38
GS - 13	#	169	74	95	0	2	51	56	12	26	4	8	0	0	2	0	5	3
	%	11.61	12.52	10.98	0	2.78	13.01	11.16	9.76	11.76	15.38	19.05	0	0	66.67	0	38.46	11.54

GS - 14	#	94	42	52	0	0	32	42	8	7	1	2	0	0	0	0	1	1
	%	6.46	7.11	6.01	0	0	8.16	8.37	6.5	3.17	3.85	4.76	0	0	0	0	7.69	3.85
GS - 15	#	65	28	37	0	0	25	32	2	3	1	1	0	0	0	0	0	1
	%	4.46	4.74	4.28	0	0	6.38	6.37	1.63	1.36	3.85	2.38	0	0	0	0	0	3.85
All Other (Unspecified GS)	#	65	28	37	0	0	25	32	2	3	1	1	0	0	0	0	0	1
	%	4.46	4.74	4.28	0	0	6.38	6.37	1.63	1.36	3.85	2.38	0	0	0	0	0	3.85
Senior Executive Service	#	6	3	3	0	0	3	2	0	0	0	0	0	0	0	0	0	1
	%	0.41	0.51	0.35	0	0	0.77	0.4	0	0	0	0	0	0	0	0	0	3.85
TOTAL	#	1456	591	865	34	72	392	502	123	221	26	42	0	0	3	2	13	26
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100



**Table A4-2P: Participation Rates Across Teaching Position (TP) Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TPC	#	4500	1378	3122	35	100	1237	2612	64	265	28	108	0	0	6	23	8	14
	%	85.32	86.45	84.84	77.78	89.29	86.69	84.64	84.21	81.79	90.32	91.53	0	0	100	95.83	88.89	87.5
TPD	#	141	10	131	0	2	9	113	1	13	0	2	0	0	0	0	0	1
	%	2.67	0.63	3.56	0	1.79	0.63	3.66	1.32	4.01	0	1.69	0	0	0	0	0	6.25
TPE	#	211	52	159	3	1	45	133	3	21	0	4	0	0	0	0	1	0
	%	4	3.26	4.32	6.67	0.89	3.15	4.31	3.95	6.48	0	3.39	0	0	0	0	11.11	0
TPF	#	60	24	36	1	1	22	35	1	0	0	0	0	0	0	0	0	0
	%	1.14	1.51	0.98	2.22	0.89	1.54	1.13	1.32	0	0	0	0	0	0	0	0	0
TPK	#	143	66	77	3	4	58	61	3	8	2	3	0	0	0	1	0	0
	%	2.71	4.14	2.09	6.67	3.57	4.06	1.98	3.95	2.47	6.45	2.54	0	0	0	4.17	0	0
TPL	#	95	32	63	2	1	26	50	4	12	0	0	0	0	0	0	0	0
	%	1.8	2.01	1.71	4.44	0.89	1.82	1.62	5.26	3.7	0	0	0	0	0	0	0	0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified TP)	#	2	1	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0
	%	0.04	0.06	0.03	0	0	0	0.03	1.32	0	0	0	0	0	0	0	0	0
Total	#	5274	1594	3680	45	112	1427	3086	76	324	31	118	0	0	6	24	9	16
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100

**Table A4-2T: Participation Rates Across Admin Determined (AD) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
		All	Male	Female	Male	Female	White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
AD - 00	#	814	75	739	1	16	39	516	31	158	2	17	0	0	0	3	2	29
	%	84.27	71.43	85.83	10	25.81	70.91	89.12	96.88	96.34	100	89.47	0	0	0	100	33.33	85.29
AD - 01	#	2	0	2	0	0	0	1	0	1	0	0	0	0	0	0	0	0
	%	0.21	0	0.23	0	0	0	0.17	0	0.61	0	0	0	0	0	0	0	0
AD - 02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.10	0	0.12	0	0	0	0.17	0	0	0	0	0	0	0	0	0	0
AD - 03	#	6	1	5	0	0	1	2	0	3	0	0	0	0	0	0	0	0
	%	0.62	0.95	0.58	0	0	1.82	0.35	0	1.83	0	0	0	0	0	0	0	0
AD - 04	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.10	0	0.35	0	0	0	0.35	0	0.61	0	0	0	0	0	0	0	0
AD - 05	#	2	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	1
	%	0.21	0.95	0.12	0	0	0	0.17	0	0	0	0	0	0	0	0	0	16.67
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	94	22	72	9	43	10	24	0	0	0	1	0	0	0	0	3	4
	%	9.73	20.95	8.36	90	69.35	18.18	4.15	0	0	0	5.26	0	0	0	0	50	11.76
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	16	2	14	0	3	1	8	1	2	0	1	0	0	0	0	0	0
	%	1.66	1.9	1.63	0	4.84	1.82	1.38	3.13	1.22	0	5.26	0	0	0	0	0	0
AD - 12	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.95	0.12	0	0	1.82	0.17	0	0	0	0	0	0	0	0	0	0

AD - 13	#	7	1	6	0	0	1	6	0	0	0	0	0	0	0	0	0	0
	%	0.72	0.95	0.7	0	0	1.82	1.04	0	0	0	0	0	0	0	0	0	0
AD - 14	#	12	2	10	0	0	2	9	0	0	0	0	0	0	0	0	0	1
	%	1.24	1.9	1.16	0	0	3.64	1.55	0	0	0	0	0	0	0	0	0	2.94
AD - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.00	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	5	0	5	0	0	0	5	0	0	0	0	0	0	0	0	0	0
	%	0.52	0	0.58	0	0	0	0.86	0	0	0	0	0	0	0	0	0	0
AD - 17	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.00	0.23	0	0	0	0.35	0	0	0	0	0	0	0	0	0	0
AD - 18	#	2	0	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.00	0.23	0.00	0.00	0.00	0.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total	#	966	105	861	10	62	55	579	32	164	2	19	0	0	0	3	6	34
	%	100.00	100	100	100	100	100	100	100	100	100	100	0	0	0	100	100	100

**Table A4-2T: Participation Rates Across General Schedule (GS) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	35	2	33	0	1	1	15	1	4	0	9	0	0	0	2	0	2
	%	1.96	1.2	2.04	0	1.33	0.95	1.41	2.13	1.7	0	6.25	0	0	0	6.9	0	2.74
GS - 03	#	10	1	9	0	0	0	5	0	1	0	2	0	0	0	0	1	1
	%	0.56	0.6	0.56	0	0	0	0.47	0	0.43	0	1.39	0	0	0	0	25	1.37
GS - 04	#	1248	81	1167	0	55	45	771	33	157	1	112	0	0	2	23	0	49
	%	69.8	48.5	71.99	0	73.33	42.86	72.39	70.21	66.81	33.33	77.78	0	0	100	79.31	0	67.12
GS - 05	#	211	21	190	4	10	11	121	3	31	1	8	0	0	0	3	2	17
	%	11.74	12.57	11.66	66.67	13.33	10.48	11.36	6.38	12.77	33.33	5.56	0	0	0	10.34	50	23.29
GS - 06	#	186	24	162	1	5	16	115	7	32	0	7	0	0	0	0	0	3
	%	10.4	14.37	9.99	16.67	6.67	15.24	10.8	14.89	13.62	0	4.86	0	0	0	0	0	4.11
GS - 07	#	41	12	29	0	2	10	20	1	4	1	2	0	0	0	1	0	0
	%	2.29	7.19	1.79	0	2.67	9.52	1.88	2.13	1.7	33.33	1.39	0	0	0	3.45	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	15	4	11	1	2	3	6	0	2	0	1	0	0	0	0	0	0
	%	0.84	2.4	0.68	16.67	2.67	2.86	0.56	0	0.85	0	0.69	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	33	15	18	0	0	13	9	1	5	0	3	0	0	0	0	1	1
	%	1.85	8.98	1.11	0	0	12.38	0.85	2.13	2.13	0	2.08	0	0	0	0	25	1.37
GS - 12	#	5	3	2	0	0	3	2	0	0	0	0	0	0	0	0	0	0
	%	0.28	1.8	0.12	0	0	2.86	0.19	0	0	0	0	0	0	0	0	0	0
GS - 13	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
	%	0.17	1.8	0	0	0	1.9	0	2.13	0	0	0	0	0	0	0	0	0

GS - 14	#	2	1	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.6	0.06	0	0	0.95	0.09	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	1789	167	1622	6	75	105	1065	47	236	3	144	0	0	2	29	4	73
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100

**Table A4-2T: Participation Rates Across Teaching Position (TP) Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
					All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
TPA	#	2595	290	2305	2	66	223	1811	46	219	7	99	0	0	1	32	11	78
	%	99.92	99.31	100	100	100	99.1	100	100	100	100	100	0	0	100	100	100	100

**Table A5-1P: Participation Rates For Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade - 01	#	3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	66.67	0	33.33	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	142	95	47	5	3	35	12	54	26	0	1	0	0	0	2	1	3
	%	100	66.9	33.1	3.52	2.11	24.65	8.45	38.03	18.31	0	0.7	0	0	0	1.41	0.7	2.11
Grade - 03	#	35	33	2	21	2	8	0	4	0	0	0	0	0	0	0	0	0
	%	100	94.29	5.71	60	5.71	22.86	0	11.43	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	1	3	0	4	1	6	0	0	0	0	0	0	0	0	0
	%	100	92.86	7.14	21.43	0	28.57	7.14	42.86	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0	50	0	0	0	50	0	0	0	0	0	0	0	0	0
Grade - 07	#	70	53	17	27	2	14	11	6	3	0	0	0	0	0	0	6	1
	%	100	75.71	24.29	38.57	2.86	20	15.71	8.57	4.29	0	0	0	0	0	0	8.57	1.43
Grade - 08	#	8	8	0	0	0	7	0	1	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	87.5	0	12.5	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	10	1	4	1	5	0	0	0	0	0	0	0	0	0	1	0
	%	100	90.91	9.09	36.36	9.09	45.45	0	0	0	0	0	0	0	0	0	9.09	0
Grade - 10	#	27	25	2	6	0	16	1	1	1	1	0	0	0	1	0	0	0
	%	100	92.59	7.41	22.22	0	59.26	3.7	3.7	3.7	3.7	0	0	0	3.7	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



**Table A5-1T: Participation Rates For Wage Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	7	5	2	0	0	5	1	0	0	0	0	0	0	0	0	0	1
	%	100	71.43	28.57	0	0	71.43	14.29	0	0	0	0	0	0	0	0	0	14.29
Grade - 03	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	50	0	50	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	9	6	3	3	0	3	1	0	1	0	0	0	0	0	0	0	1
	%	100	66.67	33.33	33.33	0	33.33	11.11	0	11.11	0	0	0	0	0	0	0	11.11
Grade - 08	#	4	4	0	0	0	3	0	0	0	0	0	0	0	0	0	0	1
	%	100	100	0	0	0	75	0	0	0	0	0	0	0	0	0	0	25
Grade - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table A5-2P: Participation Rates For Wage Grades (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Grade - 01	#	3	3	0	2	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.96	1.24	0	2.9	0	1.11	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	142	95	47	5	3	35	12	54	26	0	1	0	0	0	2	1	3
	%	45.51	39.26	67.14	7.25	37.5	38.89	48	73.97	86.67	0	100	0	0	0	100	12.5	75
Grade - 03	#	35	33	2	21	2	8	0	4	0	0	0	0	0	0	0	0	0
	%	11.22	13.64	2.86	30.43	25	8.89	0	5.48	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	1	3	0	4	1	6	0	0	0	0	0	0	0	0	0
	%	4.49	5.37	1.43	4.35	0	4.44	4	8.22	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	2	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0
	%	0.64	0.83	0	1.45	0	0	0	1.37	0	0	0	0	0	0	0	0	0
Grade - 07	#	70	53	17	27	2	14	11	6	3	0	0	0	0	0	0	6	1
	%	22.44	21.9	24.29	39.13	25	15.56	44	8.22	10	0	0	0	0	0	0	75	25
Grade - 08	#	8	8	0	0	0	7	0	1	0	0	0	0	0	0	0	0	0
	%	2.56	3.31	0	0	0	7.78	0	1.37	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	10	1	4	1	5	0	0	0	0	0	0	0	0	0	1	0
	%	3.53	4.13	1.43	5.8	12.5	5.56	0	0	0	0	0	0	0	0	0	12.5	0
Grade - 10	#	27	25	2	6	0	16	1	1	1	1	0	0	0	1	0	0	0
	%	8.65	10.33	2.86	8.7	0	17.78	4	1.37	3.33	100	0	0	0	100	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	312	242	70	69	8	90	25	73	30	1	1	0	0	1	2	8	4
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100

**Table A5-2T: Participation Rates For Wage Grades (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

WD/WG, WL/WS, & Other Wage Grades		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	7	5	2	0	0	5	1	0	0	0	0	0	0	0	0	0	1
	%	36.84	35.71	40	0	0	55.56	50	0	0	0	0	0	0	0	0	0	50
Grade - 03	#	2	2	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	10.53	14.29	0	25	0	11.11	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	9	6	3	3	0	3	1	0	1	0	0	0	0	0	0	0	1
	%	47.37	42.86	60	75	0	33.33	50	0	100	0	0	0	0	0	0	0	50
Grade - 08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
	%	5.26	7.14	0	0	0	0	0	0	0	0	0	0	0	0	0	100	0
Grade - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	19	14	5	4	0	9	2	0	1	0	0	0	0	0	0	1	2
	%	100	100	100	100	0	100	100	0	100	0	0	0	0	0	0	100	100

**Table A6P: Participation Rates For Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series Agency Rate Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
School Support (303)	#	181	78	103	7	8	36	68	30	20	3	4	0	0	0	1	2	2
	%	100	43.09	56.91	3.87	4.42	19.89	37.57	16.57	11.05	1.66	2.21	0	0	0	0.55	1.1	1.1
School Support (303) CLF	%	100	26.6	73.4	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	0.5	1.15
Secretary (318-326)	#	224	14	210	3	23	8	135	3	42	0	6	0	0	0	0	0	4
	%	100	6.25	93.75	1.34	10.27	3.57	60.27	1.34	18.75	0	2.68	0	0	0	0	0	1.79
Secretary (318-326) CLF	%	100	3.84	96.16	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	0.07	1.22
Teachers (1700+)	#	8645	2082	6563	110	409	1778	5105	126	771	45	187	0	0	11	37	12	54
	%	100	24.08	75.92	1.27	4.73	20.57	59.05	1.46	8.92	0.52	2.16	0	0	0.13	0.43	0.14	0.62
Teachers (1700+) CLF	%	100	33.36	66.64	2.62	4.47	25.05	51.75	3.03	6.08	1.6	2.55	0.03	0.09	0.26	0.49	0.76	1.23
Laborers (3500+)	#	182	131	51	29	5	41	13	60	26	0	2	0	0	0	2	1	3
	%	100	71.98	28.02	15.93	2.75	22.53	7.14	32.97	14.29	0	1.1	0	0	0	1.1	0.55	1.65
Laborers (3500+) CLF	%	100	75.61	24.39	12.94	4.86	46	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	1.3	0.44

**Table A6T: Participation Rates For Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series Agency Rate Occupational CLF		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
School Support (303)	#	179	38	141	1	3	26	97	9	21	1	14	0	0	0	2	1	4
	%	100	21.23	78.77	0.56	1.68	14.53	54.19	5.03	11.73	0.56	7.82	0	0	0	1.12	0.56	2.23
School Support (303) CLF	%	100	26.6	73.4	2.3	5.77	19.74	54.68	2.75	8.94	1.11	2.32	0.03	0.09	0.17	0.46	0.5	1.15
Secretary (318-326)	#	303	14	289	2	10	7	188	3	55	1	19	0	0	0	4	1	13
	%	100	4.62	95.38	0.66	3.3	2.31	62.05	0.99	18.15	0.33	6.27	0	0	0	1.32	0.33	4.29
Secretary (318-326) CLF	%	100	3.84	96.16	0.37	7.11	2.72	76.69	0.44	8.62	0.19	1.87	0.01	0.09	0.03	0.56	0.07	1.22
Teachers (1700+)	#	4726	473	4253	14	185	320	3099	108	526	10	220	0	0	3	58	18	165
	%	100	10.01	89.99	0.3	3.91	6.77	65.58	2.28	11.13	0.21	4.65	0	0	0.06	1.23	0.38	3.49
Teachers (1700+) CLF	%	100	33.36	66.64	2.62	4.47	25.05	51.75	3.03	6.08	1.6	2.55	0.03	0.09	0.26	0.49	0.76	1.23
Laborers (3500+)	#	10	8	2	1	0	6	1	1	0	0	0	0	0	0	0	0	1
	%	100	80	20	10	0	60	10	10	0	0	0	0	0	0	0	0	10
Laborers (3500+) CLF	%	100	75.61	24.39	12.94	4.86	46	14.1	13.02	4.12	1.52	0.6	0.12	0.03	0.71	0.24	1.3	0.44



**Table A7P: Applicants and Hires For Major Occupations (Permanent) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series CLF	Total Employees			Race/Ethnicity															
				Hispanic or Latino		Non - Hispanic or Latino													
						White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races			
						Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
<b>Job Title/Series:</b>																			
Total Received	#	68427	19635	48792	1269	3269	15605	37305	1908	5858	657	1943	0	0	196	417	0	0	
# Voluntarily Identified	#	100	28.69	71.31	1.85	4.78	22.81	54.52	2.79	8.56	0.96	2.84	0.00	0.00	0.29	0.61	0.00	0.00	
%	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
%	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
CLF	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76	
CLF	#	68427	36424	32003	4222	3093	26707	23087	3312	3873	1314	1170	41	34	233	219	602	520	
CLF Difference	#		-16789	16789	-2953	176	-11102	14218	-1404	1985	-657	773	-41	-34	-37	198	-602	-520	
<b>Job Title/Series:</b>																			

**Note: An additional 640 males reported no RNO.**  
**Note: An additional 1,624 females reported no RNO.**

**Table A7T: Applicants and Hires For Major Occupations (Temporary) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series CLF	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	White		Black or African American			Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races						
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Job Title/Series:</b>																		
Total Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Voluntarily Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CLF	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76
<b>Job Title/Series:</b>																		

**Table A8-1: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010  
 ted data is

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	910	228	682	8	9	163	499	41	138	6	9	0	0	2	4	8	23
	%	100	25.05	74.95	0.88	0.99	17.91	54.84	4.51	15.16	0.66	0.99	0	0	0.22	0.44	0.88	2.53
Temporary	#	2354	226	2128	8	70	156	1554	43	246	3	110	0	0	1	28	15	120
	%	100	9.6	90.4	0.34	2.97	6.63	66.02	1.83	10.45	0.13	4.67	0	0	0.04	1.19	0.64	5.1
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total workforce	#	3264	454	2810	16	79	319	2053	84	384	9	119	0	0	3	32	23	143
	%	100	13.91	86.09	0.49	2.42	9.77	62.9	2.57	11.76	0.28	3.65	0	0	0.09	0.98	0.7	4.38
CLF	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76

**Table A8-2: New Hires By Type of Appointment - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Permanent	#	910	228	682	8	9	163	499	41	138	6	9	0	0	2	4	8	23
	%	27.88	50.22	24.27	50	11.39	51.1	24.31	48.81	35.94	66.67	7.56	0	0	66.67	12.5	34.78	16.08
Temporary	#	2354	226	2128	8	70	156	1554	43	246	3	110	0	0	1	28	15	120
	%	72.12	49.78	75.73	50	88.61	48.9	75.69	51.19	64.06	33.33	92.44	0	0	33.33	87.5	65.22	83.92
Non-Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Accessions	#	3264	454	2810	16	79	319	2053	84	384	9	119	0	0	3	32	23	143
	%	100	100	100	100	100	100	100	100	100	100	100	0	0	100	100	100	100
CLF	%	100	53.23	46.77	6.17	4.52	39.03	33.74	4.84	5.66	1.92	1.71	0.06	0.05	0.34	0.32	0.88	0.76

**Table A9: Selections For Internal Competitive Promotions For Major Occupations - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Series of Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>Job Series of Vacancy:</b>																		
Total Applications Received	#	270	94	176	7	9	66	138	19	24	2	1	0	0	0	0	0	4
	%	100	34.81	65.19	2.59	3.33	24.44	51.11	7.04	8.89	0.74	0.37	0.00	0.00	0.00	0.00	0.00	1.48
# Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Applicant Pool	%	100	27.6	72.4	2.03	4.42	21.31	54.93	3.18	9.77	0.63	2.12	0	0	0.15	0.4	0.3	0.76
<b>Job Series of Vacancy:</b>																		
<b>Job Series of Vacancy:</b>																		

**Table A10: Non-Competitive Promotions - Time In Grade - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Type of Appointment		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Total Employees in Career Ladder	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	28.07	71.93	2.03	4.51	21.74	54.47	3.17	9.57	0.66	2.17	0	0	0.14	0.41	0.32	0.8
<b>Time in grade in excess of minimum</b>																		
1 - 12 Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13 - 24 Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25 + Months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table A11: Internal Selections For Senior Level Positions (GS 13/14, GS 15, and SES) - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Grade Vacancy	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
			White			Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races				
	All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
<b>Grade(s) of Vacancy:</b>																		
# Total Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
% Applications Received	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Qualified of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Selected of those Identified	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade(s) of Vacancy:</b>																		

**Table A12: Participation In Career Development -Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Career Development Programs for GS 5 - 12, 13 - 15, and SES		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
		All	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
<b>Career Development Programs for GS 5 - 12:</b>																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Career Development Programs for GS 13 - 14:</b>																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Career Development Programs for GS 15 and SES:</b>																		
# Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
# Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



### Table A13: Employee Recognition and Awards - Distribution by Race/Ethnicity and Sex

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Recognition or Award Program # Awards Given Total Cash	Total Employees			Race/Ethnicity														
				Hispanic or Latino		Non - Hispanic or Latino												
	All	Male	Female			White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races		
				Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
<b>Time-Off awards - 1-9 Hours</b>																		
Total Time-Off Awards Given	#	51	16	35	1	3	8	19	5	11	2	1	0	0	0	0	0	1
	%	100	31	69	2	6	16	37	10	22	4	2	0	0	0	0	0	2
Total Hours	#	392	128	264	8	16	64	144	40	88	16	8	0	0	0	0	0	8
Average Hours	#	8	8	8	8	5	8	8	8	8	8	8	0	0	0	0	0	8
<b>Time-Off awards - 9+ Hours</b>																		
Total Time-Off Awards Given	#	74	31	43	5	2	16	27	10	12	0	1	0	0	0	1	0	0
	%	100	41.89	58.11	6.76	2.7	21.62	36.49	13.51	16.22	0	1.35	0	0	0	1.35	0	0
Total Hours	#	2083	906	1177	164	80	454	749	288	276	0	32	0	0	0	40	0	0
Average Hours	#	28	29	27	33	40	28	28	29	23	0	32	0	0	0	40	0	0
<b>Cash Awards - \$100-\$500</b>																		
Total Cash Awards Given	#	143	55	88	29	4	9	58	12	17	1	5	0	0	0	2	4	2
	%	100	38	62	20	3	6	41	8	12	1	4	0	0	0	1	3	1
Total Amount	#	48700	18381	30319	9359	1786	3010	19825	4592	5887	397	1124	0	0	0	723	1023	974
Amount	#	340.56	334.2	344.53	322.72	446.5	334.44	341.81	382.67	346.29	397	224.8	0	0	0	361.5	255.75	487
<b>Cash Awards - \$501+</b>																		
Total Cash Awards Given	#	624	214	410	36	35	150	308	23	56	1	5	0	0	1	1	3	5
	%	100	34.29	65.71	5.77	5.61	24.04	49.36	3.69	8.97	0.16	0.8	0	0	0.16	0.16	0.48	0.8
Total Amount	#	972525	355143	617382	48044	39826	269632	470996	31361	81834	1100	6608	0	0	928	722	4078	17396
Amount	#	1559	1660	1506	1335	1138	1798	1529	1364	1461	1100	1322	0	0	928	722	1359	3479
<b>Quality Step Increases (QSIs):</b>																		
Total QSIs Awarded	#	36	9	27	1	5	7	13	1	6	0	2	0	0	0	0	0	1
	%	100	25	75	2.78	13.89	19.44	36.11	2.78	16.67	0	5.56	0	0	0	0	0	2.78
Total Benefit	#	36	9	27	1	5	7	13	1	6	0	2	0	0	0	0	0	1
Benefit	#	1	1	1	1	1	1	1	1	1	0	1	0	0	0	0	0	1

**Table A14: Separations by Type of Separation - Distribution by Race/Ethnicity and Sex**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Type of Separation		Total Employees			Race/Ethnicity													
					Hispanic or Latino		Non - Hispanic or Latino											
							White		Black or African American		Asian		Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native		Two or more races	
							Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Voluntary	#	749	150	599	16	25	122	479	10	78	1	12	0	0	1	3	0	2
	%	100	20.03	79.97	2.14	3.34	16.29	63.95	1.34	10.41	0.13	1.6	0	0	0.13	0.4	0	0.27
Involuntary (RIF)	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	100	0	0	0	100	0	0	0	0	0	0	0	0	0	0
Total Separations	#	813	174	639	18	28	136	501	17	93	2	12	0	0	1	3	0	2
	%	100	21.4	78.6	2.21	3.44	16.73	61.62	2.09	11.44	0.25	1.48	0	0	0.12	0.37	0	0.25
Total workforce	#	10504	2948	7556	213	474	2284	5722	333	1005	69	228	0	0	15	43	34	84
	%	100	28.07	71.93	2.03	4.51	21.74	54.47	3.17	9.57	0.66	2.17	0	0	0.14	0.41	0.32	0.8
Involuntary (Other)	#	63	24	39	2	3	14	21	7	15	1	0	0	0	0	0	0	0
	%	100	38.10	61.90	3.17	4.76	22.22	33.33	11.11	23.81	1.59	0.00	0.00	0.00	0.00	0.00	0.00	0.00

## Table B1: Total Workforce - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>TOTAL</b>															
Prior FY	#	15317	14543	260	514	41	2	3	2	7	2	13	0	11	1
	%	100	94.95	1.7	3.36	0.27	0.01	0.02	0.01	0.05	0.01	0.08	0	0.07	0.01
Current FY	#	15873	15229	145	499	52	2	3	2	9	3	16	0	16	1
	%	100	95.94	0.91	3.14	0.33	0.01	0.02	0.01	0.06	0.02	0.1	0	0.1	0.01
Difference	#	556	686	-115	-15	11	0	0	0	2	1	3	0	5	0
Ratio Change	%	0	0.99	-0.79	-0.22	0.06	0	0	0	0.01	0.01	0.02	0	0.03	0
Net Change	%	3.63	4.72	-44.23	-2.92	26.83	0	0	0	28.57	50	23.08	0	45.45	0
<b>PERMANENT</b>															
Prior FY	#	10028	9445	213	370	29	1	3	2	7	2	11	0	3	0
	%	100	94.19	2.12	3.69	0.29	0.01	0.03	0.02	0.07	0.02	0.11	0	0.03	0
Current FY	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0
	%	100	95.34	1.29	3.37	0.3	0.02	0.03	0.02	0.08	0.02	0.1	0	0.04	0
Difference	#	476	569	-77	-16	3	1	0	0	1	0	0	0	1	0
Ratio Change	%	0	1.15	-0.83	-0.32	0.01	0.01	0	0	0.01	0	-0.01	0	0.01	0
Net Change	%	4.75	6.02	-36.15	-4.32	10.34	100	0	0	14.29	0	0	0	33.33	0
<b>TEMPORARY</b>															
Prior FY	#	5289	5098	47	144	12	1	0	0	0	0	2	0	8	1
	%	100	96.39	0.89	2.72	0.23	0.02	0	0	0	0	0.04	0	0.15	0.02
Current FY	#	5369	5215	9	145	20	0	0	0	1	1	5	0	12	1
	%	100	97.13	0.17	2.7	0.37	0	0	0	0.02	0.02	0.09	0	0.22	0.02
Difference	#	80	117	-38	1	8	-1	0	0	1	1	3	0	4	0
Ratio Change	%	0	0.74	-0.72	-0.02	0.14	-0.02	0	0	0.02	0.02	0.05	0	0.07	0
Net Change	%	1.51	2.3	-80.85	0.69	66.67	-100	0	0	0	0	150	0	50	0

<b>NON - APPROPRIATED</b>															
Prior FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Current FY	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Difference	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Ratio Change	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Net Change	%	4.53	5.68	-56.62	-4.52	9.38	50	0	0	12.5	0	0	0	25	0

## Table B2: Total Workforce by Component - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Work Force	#	15873	15229	145	499	52	2	3	2	9	3	16	0	16	1
	%	100	95.94	0.91	3.14	0.33	0.01	0.02	0.01	0.06	0.02	0.1	0	0.1	0.01
Federal High						2.27%									
Headquarters	#	451	409	8	34	4	1	0	0	2	0	1	0	0	0
	%	100	90.69	1.77	7.54	0.89	0.22	0	0	0.44	0	0.22	0	0	0
Europe	#	6390	6174	67	149	17	0	1	0	3	0	7	0	6	0
	%	100	96.62	1.05	2.33	0.27	0	0.02	0	0.05	0	0.11	0	0.09	0
Pacific	#	3680	3532	39	109	8	0	1	0	2	2	2	0	1	0
	%	100	95.98	1.06	2.96	0.22	0	0.03	0	0.05	0.05	0.05	0	0.03	0
DDESS	#	5352	5114	31	207	23	1	1	2	2	1	6	0	9	1
	%	100	95.55	0.58	3.87	0.43	0.02	0.02	0.04	0.04	0.02	0.11	0	0.17	0.02

### Table B2P: Total Permanent Workforce by Component - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TOTAL WORKFORCE	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0
	%	100	95.34	1.29	3.37	0.3	0.02	0.03	0.02	0.08	0.02	0.1	0	0.04	0
Federal High						2.27%									
Headquarters	#	432	392	8	32	3	1	0	0	2	0	0	0	0	0
	%	100	90.74	1.85	7.41	0.69	0.23	0	0	0.46	0	0	0	0	0
Europe	#	3733	3569	62	102	11	0	1	0	2	0	6	0	2	0
	%	100	95.61	1.66	2.73	0.29	0	0.03	0	0.05	0	0.16	0	0.05	0
Pacific	#	2053	1942	37	74	5	0	1	0	2	1	1	0	0	0
	%	100	94.59	1.8	3.6	0.24	0	0.05	0	0.1	0.05	0.05	0	0	0
DDESS	#	4286	4111	29	146	13	1	1	2	2	1	4	0	2	0
	%	100	95.92	0.68	3.41	0.3	0.02	0.02	0.05	0.05	0.02	0.09	0	0.05	0

### Table B2T: Total Temporary Workforce by Component - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Employment Tenure		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Work Force	#	5369	5215	9	145	20	0	0	0	1	1	5	0	12	1
	%	100	97.13	0.17	2.7	0.37	0	0	0	0.02	0.02	0.09	0	0.22	0.02
Federal High						2.27%									
Headquarters	#	19	17	0	2	1	0	0	0	0	0	1	0	0	0
	%	100	89.47	0	10.53	5.26	0	0	0	0	0	5.26	0	0	0
Europe	#	2657	2605	5	47	6	0	0	0	1	0	1	0	4	0
	%	100	98.04	0.19	1.77	0.23	0	0	0	0.04	0	0.04	0	0.15	0
Pacific	#	1627	1590	2	35	3	0	0	0	0	1	1	0	1	0
	%	100	97.73	0.12	2.15	0.18	0	0	0	0	0.06	0.06	0	0.06	0
DDESS	#	1066	1003	2	61	10	0	0	0	0	0	2	0	7	1
	%	100	94.09	0.19	5.72	0.94	0	0	0	0	0	0.19	0	0.66	0.09

### Table B3-1P: Occupational Categories - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Category	Total WF	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	48	43	2	3	0	0	0	0	0	0	0	0	0	0
	%	100	89.58	4.17	6.25	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	235	217	8	10	1	0	0	0	0	1	0	0	0	0
	%	100	92.34	3.4	4.26	0.43	0	0	0	0	0.43	0	0	0	0
- First-Level (Grades 12 and Below)	#	234	221	5	8	0	0	0	0	0	0	0	0	0	0
	%	100	94.44	2.14	3.42	0	0	0	0	0	0	0	0	0	0
- Other	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.74	0	5.26	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	536	499	15	22	1	0	0	0	0	1	0	0	0	0
	%	100	93.1	2.8	4.1	0.19	0	0	0	0	0.19	0	0	0	0
2. Professionals	#	9131	8718	115	298	29	2	3	2	6	1	11	0	4	0
	%	100	95.48	1.26	3.26	0.32	0.02	0.03	0.02	0.07	0.01	0.12	0	0.04	0
3. Technicians	#	35	32	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	91.43	0	8.57	0	0	0	0	0	0	0	0	0	0



4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	479	460	4	15	2	0	0	0	2	0	0	0	0	0	0
	%	100	96.03	0.84	3.13	0.42	0	0	0	0.42	0	0	0	0	0	0
6. Craft Workers	#	57	52	0	5	0	0	0	0	0	0	0	0	0	0	0
	%	100	91.23	0	8.77	0	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	67	63	1	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.03	1.49	4.48	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	#	37	37	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	162	153	1	8	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.44	0.62	4.94	0	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0	0
	%	100	95.34	1.29	3.37	0.3	0.02	0.03	0.02	0.08	0.02	0.1	0	0.04	0	0

**Table B3-1T: Occupational Categories - Distribution by Disability**

**Plan Level:** DODEA  
**Level:** DODEA  
**Data:** FY2010

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
- First-Level (Grades 12 and Below)	#	28	27	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.43	0	3.57	0	0	0	0	0	0	0	0	0	0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	30	29	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	96.67	0	3.33	0	0	0	0	0	0	0	0	0	0

	#	4769	4633	7	129	18	0	0	0	1	1	4	0	11	1
2. Professionals	%	100	97.15	0.15	2.7	0.38	0	0	0	0.02	0.02	0.08	0	0.23	0.02
3. Technicians	#	17	17	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
5. Administrative Support Workers	#	519	505	2	12	2	0	0	0	0	0	1	0	1	0
	%	100	97.3	0.39	2.31	0.39	0	0	0	0	0	0.19	0	0.19	0
6. Craft Workers	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	0	100	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	22	20	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	90.91	0	9.09	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	5369	5215	9	145	20	0	0	0	1	1	5	0	12	1
	%	100	97.13	0.17	2.7	0.37	0	0	0	0.02	0.02	0.09	0	0.22	0.02

### Table B3-2P: Occupational Categories - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	48	43	2	3	0	0	0	0	0	0	0	0	0	0
	%	0.46	0.43	1.47	0.85	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	235	217	8	10	1	0	0	0	0	1	0	0	0	0
	%	2.24	2.17	5.88	2.82	3.13	0	0	0	0	50	0	0	0	0
- First-Level (Grades 12 and Below)	#	234	221	5	8	0	0	0	0	0	0	0	0	0	0
	%	2.23	2.21	3.68	2.26	0	0	0	0	0	0	0	0	0	0
- Other	#	19	18	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.18	0.18	0	0.28	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	536	499	15	22	1	0	0	0	1	0	0	0	0	0
	%	5.1	4.98	11.03	6.21	3.13	0	0	0	50	0	0	0	0	0
2. Professionals	#	9131	8718	115	298	29	2	3	2	6	1	11	0	4	0
	%	86.93	87.06	84.56	84.18	90.63	100	100	100	75	50	100	0	100	0
3. Technicians	#	35	32	0	3	0	0	0	0	0	0	0	0	0	0
	%	0.33	0.32	0	0.85	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5. Administrative Support Workers	#	479	460	4	15	2	0	0	0	2	0	0	0	0	0
	%	4.56	4.59	2.94	4.24	6.25	0	0	0	25	0	0	0	0	0
6. Craft Workers	#	57	52	0	5	0	0	0	0	0	0	0	0	0	0
	%	0.54	0.52	0	1.41	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	67	63	1	3	0	0	0	0	0	0	0	0	0	0
	%	0.64	0.63	0.74	0.85	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	#	37	37	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.35	0.37	0	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	162	153	1	8	0	0	0	0	0	0	0	0	0	0
	%	1.54	1.53	0.74	2.26	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total Workforce	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0
	%	100	100	100	100	100	100	100	100	100	100	100	0	100	0

### Table B3-2T: Occupational Categories - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Occupational Category		Total WF	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
1. Officials and Managers - Executive/ Senior Level (Grades 15 and Above)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
- Mid-Level (Grades 13-14)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0	0	0	0	0	0	0	0	0	0	0
- First-Level (Grades 12 and Below)	#	28	27	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.52	0.52	0	0.69	0	0	0	0	0	0	0	0	0	0
- Other	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Officials and Managers TOTAL	#	30	29	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.56	0.56	0	0.69	0	0	0	0	0	0	0	0	0	0
2. Professionals	#	4769	4633	7	129	18	0	0	0	1	1	4	0	11	1
	%	88.82	88.84	77.78	88.97	90	0	0	0	100	100	80	0	91.67	100
3. Technicians	#	17	17	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.33	0	0	0	0	0	0	0	0	0	0	0	0
4. Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5. Administrative Support Workers	#	519	505	2	12	2	0	0	0	0	0	1	0	1	0
	%	9.67	9.68	22.22	8.28	10	0	0	0	0	0	20	0	8.33	0
6. Craft Workers	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.02	0	0	0.69	0	0	0	0	0	0	0	0	0	0
7. Operatives	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.17	0.17	0	0	0	0	0	0	0	0	0	0	0	0
8. Laborers and Helpers	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0	0	0	0	0	0	0	0	0	0	0
9. Service Workers	#	22	20	0	2	0	0	0	0	0	0	0	0	0	0
	%	0.41	0.38	0	1.38	0	0	0	0	0	0	0	0	0	0
10. Other (Unknown)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL WORKFORCE	#	5369	5215	9	145	20	0	0	0	1	1	5	0	12	1
	%	100	100	100	100	100	0	0	0	100	100	100	0	100	100

**Table B4-1P: Participation Rates For Admin Determined (AD) Grades (Permanent) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	498	480	2	16	1	0	0	1	0	0	0	0	0	0
	%	100	96.39	0.4	3.21	0.2	0	0	0.2	0	0	0	0	0	0
AD - 01	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	87.5	12.5	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	51	47	0	4	0	0	0	0	0	0	0	0	0	0
	%	100	92.16	0	7.84	0	0	0	0	0	0	0	0	0	0
AD - 06	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	90.91	9.09	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	23	22	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	95.65	0	4.35	0	0	0	0	0	0	0	0	0	0
AD - 08	#	20	20	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 10	#	56	56	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0



AD - 11	#	402	387	1	14	1	0	0	0	0	0	0	0	1	0
	%	100	96.27	0.25	3.48	0.25	0	0	0	0	0	0	0	0.25	0
AD - 12	#	177	167	1	9	2	0	0	0	0	0	1	0	1	0
	%	100	94.35	0.56	5.08	1.13	0	0	0	0	0	0.56	0	0.56	0
AD - 13	#	235	219	4	12	1	0	0	0	0	1	0	0	0	0
	%	100	93.19	1.7	5.11	0.43	0	0	0	0	0.43	0	0	0	0
AD - 14	#	804	780	4	20	1	0	0	0	0	0	1	0	0	0
	%	100	97.01	0.5	2.49	0.12	0	0	0	0	0	0.12	0	0	0
AD - 15	#	252	240	2	10	0	0	0	0	0	0	0	0	0	0
	%	100	95.24	0.79	3.97	0	0	0	0	0	0	0	0	0	0
AD - 16	#	636	609	6	21	3	0	0	1	1	0	1	0	0	0
	%	100	95.75	0.94	3.3	0.47	0	0	0.16	0.16	0	0.16	0	0	0
AD - 17	#	147	142	1	4	1	0	0	0	0	0	1	0	0	0
	%	100	96.6	0.68	2.72	0.68	0	0	0	0	0	0.68	0	0	0
AD - 18	#	93	89	0	4	1	0	1	0	0	0	0	0	0	0
	%	100	95.7	0	4.3	1.08	0	1.08	0	0	0	0	0	0	0

**Table B4-1P: Participation Rates For General Schedule (GS) Grades (Permanent) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	92.86	0	7.14	0	0	0	0	0	0	0	0	0	0
GS - 04	#	197	188	1	8	1	0	0	0	1	0	0	0	0	0
	%	100	95.43	0.51	4.06	0.51	0	0	0	0.51	0	0	0	0	0
GS - 05	#	104	101	0	3	0	0	0	0	0	0	0	0	0	0
	%	100	97.12	0	2.88	0	0	0	0	0	0	0	0	0	0
GS - 06	#	231	222	1	8	1	0	0	0	1	0	0	0	0	0
	%	100	96.1	0.43	3.46	0.43	0	0	0	0.43	0	0	0	0	0
GS - 07	#	83	78	3	2	1	1	0	0	0	0	0	0	0	0
	%	100	93.98	3.61	2.41	1.2	1.2	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	88	80	3	5	0	0	0	0	0	0	0	0	0	0
	%	100	90.91	3.41	5.68	0	0	0	0	0	0	0	0	0	0

GS - 10	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	146	138	2	6	1	0	0	0	1	0	0	0	0	0	0
	%	100	94.52	1.37	4.11	0.68	0	0	0	0.68	0	0	0	0	0	0
GS - 12	#	255	236	7	12	1	1	0	0	0	0	0	0	0	0	0
	%	100	92.55	2.75	4.71	0.39	0.39	0	0	0	0	0	0	0	0	0
GS - 13	#	169	156	4	9	1	0	1	0	0	0	0	0	0	0	0
	%	100	92.31	2.37	5.33	0.59	0	0.59	0	0	0	0	0	0	0	0
GS - 14	#	94	87	1	6	1	0	0	0	1	0	0	0	0	0	0
	%	100	92.55	1.06	6.38	1.06	0	0	0	1.06	0	0	0	0	0	0
GS - 15	#	65	59	2	4	0	0	0	0	0	0	0	0	0	0	0
	%	100	90.77	3.08	6.15	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B4-1P: Participation Rates For Teaching Position (TP) Grades (Permanent) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TPC	#	4500	4295	72	133	12	0	1	0	3	1	6	0	1	0
	%	100	95.44	1.6	2.96	0.27	0	0.02	0	0.07	0.02	0.13	0	0.02	0
TPD	#	141	133	2	6	1	0	0	0	0	0	0	0	1	0
	%	100	94.33	1.42	4.26	0.71	0	0	0	0	0	0	0	0.71	0
TPE	#	211	202	5	4	0	0	0	0	0	0	0	0	0	0
	%	100	95.73	2.37	1.9	0	0	0	0	0	0	0	0	0	0
TPF	#	60	55	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	91.67	0	8.33	0	0	0	0	0	0	0	0	0	0
TPK	#	143	135	4	4	0	0	0	0	0	0	0	0	0	0
	%	100	94.41	2.8	2.8	0	0	0	0	0	0	0	0	0	0
TPL	#	95	91	1	3	0	0	0	0	0	0	0	0	0	0
	%	100	95.79	1.05	3.16	0	0	0	0	0	0	0	0	0	0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified TP)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0

**Table B4-1T: Participation Rates For Admin Determined (AD) Grades (Temporary) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	814	761	2	51	10	0	0	0	0	0	2	0	7	1
	%	100	93.49	0.25	6.27	1.23	0	0	0	0	0	0.25	0	0.86	0.12
AD - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	11	9	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	81.82	9.09	9.09	0	0	0	0	0	0	0	0	0	0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	94	90	0	4	0	0	0	0	0	0	0	0	0	0
	%	100	95.74	0	4.26	0	0	0	0	0	0	0	0	0	0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	16	15	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	93.75	0	6.25	0	0	0	0	0	0	0	0	0	0

AD - 12	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 13	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 14	#	12	12	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 17	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 18	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B4-1T: Participation Rates For General Schedule (GS) Grades (Temporary) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	35	34	0	1	0	0	0	0	0	0	0	0	0
	%	100	97.14	0	2.86	0	0	0	0	0	0	0	0	0
GS - 03	#	10	10	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	1248	1216	1	31	5	0	0	0	0	2	0	3	0
	%	100	97.44	0.08	2.48	0.4	0	0	0	0	0.16	0	0.24	0
GS - 05	#	210	206	1	3	0	0	0	0	0	0	0	0	0
	%	100	98.1	0.48	1.43	0	0	0	0	0	0	0	0	0
GS - 06	#	186	180	0	6	0	0	0	0	0	0	0	0	0
	%	100	96.77	0	3.23	0	0	0	0	0	0	0	0	0
GS - 07	#	41	38	1	2	0	0	0	0	0	0	0	0	0
	%	100	92.68	2.44	4.88	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	15	14	0	1	0	0	0	0	0	0	0	0	0
	%	100	93.33	0	6.67	0	0	0	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0

GS - 11	#	33	32	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	96.97	0	3.03	0	0	0	0	0	0	0	0	0	0	0
GS - 12	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 13	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0



## Table B4-1T: Participation Rates For Teaching Position (TP) Grades (Temporary) - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TPA	#	2593	2547	4	42	5	0	0	0	1	1	1	0	2	0
	%	100	98.23	0.15	1.62	0.19	0	0	0	0.04	0.04	0.04	0	0.08	0

**Table B4-2P: Participation Rates For Admin Determined (AD) Grades (Permanent) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
AD - 00	#	498	480	2	16	1	0	0	1	0	0	0	0	0	0	0
	%	14.38	14.44	8.7	13.91	9.09	0	0	50	0	0	0	0	0	0	0
AD - 01	#	7	7	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.2	0.21	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.23	0.24	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	8	7	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.23	0.21	4.35	0	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	15	15	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.43	0.45	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	51	47	0	4	0	0	0	0	0	0	0	0	0	0	0
	%	1.47	1.41	0	3.48	0	0	0	0	0	0	0	0	0	0	0
AD - 06	#	11	10	1	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.32	0.3	4.35	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	23	22	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.66	0.66	0	0.87	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	20	20	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.58	0.6	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	19	19	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.55	0.57	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 10	#	56	56	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	1.62	1.68	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	402	387	1	14	1	0	0	0	0	0	0	0	1	0	0
	%	11.61	11.64	4.35	12.17	9.09	0	0	0	0	0	0	0	50	0	0

AD - 12	#	177	167	1	9	2	0	0	0	0	0	1	0	1	0
	%	5.11	5.02	4.35	7.83	18.18	0	0	0	0	0	25	0	50	0
AD - 13	#	235	219	4	12	1	0	0	0	0	1	0	0	0	0
	%	6.79	6.59	17.39	10.43	9.09	0	0	0	0	100	0	0	0	0
AD - 14	#	804	780	4	20	1	0	0	0	0	0	1	0	0	0
	%	23.22	23.47	17.39	17.39	9.09	0	0	0	0	0	25	0	0	0
AD - 15	#	252	240	2	10	0	0	0	0	0	0	0	0	0	0
	%	7.28	7.22	8.7	8.7	0	0	0	0	0	0	0	0	0	0
AD - 16	#	636	609	6	21	3	0	0	1	1	0	1	0	0	0
	%	18.37	18.32	26.09	18.26	27.27	0	0	50	100	0	25	0	0	0
AD - 17	#	147	142	1	4	1	0	0	0	0	0	1	0	0	0
	%	4.25	4.27	4.35	3.48	9.09	0	0	0	0	0	25	0	0	0
AD - 18	#	93	89	0	4	1	0	1	0	0	0	0	0	0	0
	%	2.69	2.68	0	3.48	9.09	0	100	0	0	0	0	0	0	0
Total	#	3462	3324	23	115	11	0	1	2	1	1	4	0	2	0
	%	100	100	100	100	100	0	100	100	100	100	100	0	100	0

## Table B4-2P: Participation Rates Across General Schedule (GS) Grades (Permanent) Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status					Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.15	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.96	0.95	0	1.56	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	197	188	1	8	1	0	0	0	1	0	0	0	0	0	0
	%	13.53	13.74	4.17	12.5	14.29	0	0	0	25	0	0	0	0	0	0
GS - 05	#	104	101	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	7.14	7.38	0	4.69	0	0	0	0	0	0	0	0	0	0	0
GS - 06	#	231	222	1	8	1	0	0	0	1	0	0	0	0	0	0
	%	15.87	16.23	4.17	12.5	14.29	0	0	0	25	0	0	0	0	0	0
GS - 07	#	83	78	3	2	1	1	0	0	0	0	0	0	0	0	0
	%	5.7	5.7	12.5	3.13	14.29	50	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	88	80	3	5	0	0	0	0	0	0	0	0	0	0	0
	%	6.04	5.85	12.5	7.81	0	0	0	0	0	0	0	0	0	0	0
GS - 10	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.14	0.15	0	0	0	0	0	0	0	0	0	0	0	0	0

GS - 11	#	146	138	2	6	1	0	0	0	1	0	0	0	0	0
	%	10.03	10.09	8.33	9.38	14.29	0	0	0	25	0	0	0	0	0
GS - 12	#	255	236	7	12	1	1	0	0	0	0	0	0	0	0
	%	17.51	17.25	29.17	18.75	14.29	50	0	0	0	0	0	0	0	0
GS - 13	#	169	156	4	9	1	0	1	0	0	0	0	0	0	0
	%	11.61	11.4	16.67	14.06	14.29	0	100	0	0	0	0	0	0	0
GS - 14	#	94	87	1	6	1	0	0	0	1	0	0	0	0	0
	%	6.46	6.36	4.17	9.38	14.29	0	0	0	25	0	0	0	0	0
GS - 15	#	65	59	2	4	0	0	0	0	0	0	0	0	0	0
	%	4.46	4.31	8.33	6.25	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.41	0.44	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	1456	1368	24	64	7	2	1	0	4	0	0	0	0	0
	%	100	100	100	100	100	100	100	0	100	0	0	0	0	0

**Table B4-2P: Participation Rates For Teaching Position (TP) Grades (Permanent) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status					Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
TPC	#	4500	4295	72	133	12	0	1	0	3	1	6	0	1	0
	%	87.38	87.46	85.71	85.81	92.31	0	100	0	100	100	100	0	50	0
TPD	#	141	133	2	6	1	0	0	0	0	0	0	0	1	0
	%	2.74	2.71	2.38	3.87	7.69	0	0	0	0	0	0	0	50	0
TPE	#	211	202	5	4	0	0	0	0	0	0	0	0	0	0
	%	4.1	4.11	5.95	2.58	0	0	0	0	0	0	0	0	0	0
TPF	#	60	55	0	5	0	0	0	0	0	0	0	0	0	0
	%	1.17	1.12	0	3.23	0	0	0	0	0	0	0	0	0	0
TPK	#	143	135	4	4	0	0	0	0	0	0	0	0	0	0
	%	2.78	2.75	4.76	2.58	0	0	0	0	0	0	0	0	0	0
TPL	#	95	91	1	3	0	0	0	0	0	0	0	0	0	0
	%	1.84	1.85	1.19	1.94	0	0	0	0	0	0	0	0	0	0
TPN	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified TP)	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	5150	4911	84	155	13	0	1	0	3	1	6	0	2	0
	%	100	100	100	100	100	0	100	0	100	100	100	0	100	0

**Table B4-2T: Participation Rates For Admin Determined (AD) Grades (Temporary) - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
AD - 00	#	814	761	2	51	10	0	0	0	0	0	2	0	7	1
	%	84.27	83.81	100	91.07	100	0	0	0	0	0	100	0	100	100
AD - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.22	0	0	0	0	0	0	0	0	0	0	0	0
AD - 02	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.52	0.55	0	0	0	0	0	0	0	0	0	0	0	0
AD - 03	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.62	0.66	0	0	0	0	0	0	0	0	0	0	0	0
AD - 04	#	3	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.31	0.22	50	0	0	0	0	0	0	0	0	0	0	0
AD - 05	#	11	9	1	1	0	0	0	0	0	0	0	0	0	0
	%	1.14	0.99	50	1.79	0	0	0	0	0	0	0	0	0	0
AD - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 07	#	6	6	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.62	0.66	0	0	0	0	0	0	0	0	0	0	0	0
AD - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 09	#	167	158	1	8	0	0	0	0	0	0	0	0	0	0
	%	17.29	17.4	50	14.29	0	0	0	0	0	0	0	0	0	0
AD - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 11	#	16	15	0	1	0	0	0	0	0	0	0	0	0	0
	%	1.66	1.65	0	1.79	0	0	0	0	0	0	0	0	0	0

AD - 12	#	37	35	1	1	0	0	0	0	0	0	0	0	0	0	0
	%	3.83	3.85	50	1.79	0	0	0	0	0	0	0	0	0	0	0
AD - 13	#	68	65	2	1	0	0	0	0	0	0	0	0	0	0	0
	%	7.04	7.16	100	1.79	0	0	0	0	0	0	0	0	0	0	0
AD - 14	#	203	194	5	4	0	0	0	0	0	0	0	0	0	0	0
	%	0.21	0.21	2.5	0.07	0	0	0	0	0	0	0	0	0	0	0
AD - 15	#	39	33	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	0.04	0.04	0	0.11	0	0	0	0	0	0	0	0	0	0	0
AD - 16	#	65	60	2	3	0	0	0	0	0	0	0	0	0	0	0
	%	6.73	6.61	100	5.36	0	0	0	0	0	0	0	0	0	0	0
AD - 17	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.93	0.99	0	0	0	0	0	0	0	0	0	0	0	0	0
AD - 18	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.83	0.88	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	#	966	908	2	56	10	0	0	0	0	0	2	0	7	1	
	%	100	100	100	100	100	0	0	0	0	0	100	0	100	100	



**Table B4-2T: Participation Rates Across General Schedule (GS) Grades (Temporary) Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade	Total	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
GS - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 02	#	35	34	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.96	1.95	0	2.22	0	0	0	0	0	0	0	0	0	0	0
GS - 03	#	10	10	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.56	0.57	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 04	#	1248	1216	1	31	5	0	0	0	0	2	0	3	0	0	0
	%	69.76	69.84	33.33	68.89	100	0	0	0	0	100	0	100	0	0	0
GS - 05	#	211	207	1	3	0	0	0	0	0	0	0	0	0	0	0
	%	11.74	11.83	33.33	6.67	0	0	0	0	0	0	0	0	0	0	0
GS - 06	#	186	180	0	6	0	0	0	0	0	0	0	0	0	0	0
	%	10.4	10.34	0	13.33	0	0	0	0	0	0	0	0	0	0	0
GS - 07	#	41	38	1	2	0	0	0	0	0	0	0	0	0	0	0
	%	2.29	2.18	33.33	4.44	0	0	0	0	0	0	0	0	0	0	0
GS - 08	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 09	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	0.84	0.8	0	2.22	0	0	0	0	0	0	0	0	0	0	0
GS - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 11	#	33	32	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	1.84	1.84	0	2.22	0	0	0	0	0	0	0	0	0	0	0
GS - 12	#	5	5	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.28	0.29	0	0	0	0	0	0	0	0	0	0	0	0	0

GS - 13	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.11	0.11	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 14	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	1789	1741	3	45	5	0	0	0	0	0	2	0	3	0	0
	%	100	100	100	100	100	0	0	0	0	0	100	0	100	0	0

## Table B4-2T: Participation Rates Across Teaching Position (TP) Grades (Temporary) Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

GS/GM, SES, and Related Grade		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
TPA	#	2595	2549	4	42	5	0	0	0	1	1	1	0	2	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B5-1P: Participation Rates For Wage Grades (Permanent) -  
Distribution by Disability**

**Plan Level:** DODEA  
**Level:** DODEA  
**Data:** FY2010

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
Grade - 01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	142	134	1	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.37	0.7	4.93	0	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	35	35	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	92.86	0	7.14	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	50	0	50	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	70	66	1	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	94.29	1.43	4.29	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	8	0	3	0	0	0	0	0	0	0	0	0	0	0
	%	100	72.73	0	27.27	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	96.3	0	3.7	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B5-1T: Participation Rates For Wage Grades (Temporary) -  
Distribution by Disability**

**Plan Level:** DODEA  
**Level:** DODEA  
**Data:** FY2010

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	85.71	0	14.29	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	4	3	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	75	0	25	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	50	0	50	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B5-2P: Participation Rates For Wage Grades (Permanent) -  
Distribubtion by Disability**

**Plan Level:** DODEA  
**Level:** DODEA  
**Data:** FY2010

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
	%	0.96	1.02	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	142	134	1	7	0	0	0	0	0	0	0	0	0	0
	%	45.51	45.58	50	43.75	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	35	35	0	0	0	0	0	0	0	0	0	0	0	0
	%	11.22	11.9	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
	%	4.49	4.42	0	6.25	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
	%	0.64	0.34	0	6.25	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	70	66	1	3	0	0	0	0	0	0	0	0	0	0
	%	22.44	22.45	50	18.75	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
	%	2.56	2.72	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	11	8	0	3	0	0	0	0	0	0	0	0	0	0
	%	3.53	2.72	0	18.75	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	27	26	0	1	0	0	0	0	0	0	0	0	0	0
	%	8.65	8.84	0	6.25	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0



Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	312	294	2	16	0	0	0	0	0	0	0	0	0	0
	%	100	100	100	100	0	0	0	0	0	0	0	0	0	0

**Table B5-2T: Participation Rates For Wage Grades (Temporary) -  
Distribubtion by Disability**

**Plan Level:** DODEA  
**Level:** DODEA  
**Data:** FY2010

WD/WG, WL/WS, & Other Wage Grades	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Grade - 01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 02	#	7	6	0	1	0	0	0	0	0	0	0	0	0	0
	%	36.84	35.29	0	50	0	0	0	0	0	0	0	0	0	0
Grade - 03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
	%	10.53	11.76	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 04	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 05	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 07	#	9	9	0	0	0	0	0	0	0	0	0	0	0	0
	%	47.37	52.94	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 08	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	5.26	0	0	50	0	0	0	0	0	0	0	0	0	0
Grade - 09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 11	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 12	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 13	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Grade - 14	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Grade - 15	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other Wage Grades	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	19	17	0	2	0	0	0	0	0	0	0	0	0	0
	%	100	100	0	100	0	0	0	0	0	0	0	0	0	0

## Table B6P: Participation Rates For Major Occupations (Permanent) - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities										
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine		
School Support (303)	#	181	173	1	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	95.58	0.55	3.87	0	0	0	0	0	0	0	0	0	0	0
Secretary (318- 326)	#	224	218	1	5	1	0	0	0	1	0	0	0	0	0	0
	%	100	97.32	0.45	2.23	0.45	0	0	0	0.45	0	0	0	0	0	0
Teachers (1700+)	#	8645	8262	110	273	23	0	2	2	4	1	11	0	3	0	0
	%	100	95.57	1.27	3.16	0.27	0	0.02	0.02	0.05	0.01	0.13	0	0.03	0	0
Laborers (3500+)	#	182	174	1	7	0	0	0	0	0	0	0	0	0	0	0
	%	100	95.6	0.55	3.85	0	0	0	0	0	0	0	0	0	0	0

## Table B6T: Participation Rates For Major Occupations (Temporary) - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series Agency Rate Occupational CLF	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32- 38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
School Support (303)	#	179	172	1	6	1	0	0	0	0	0	0	0	1	0
	%	100	96.09	0.56	3.35	0.56	0	0	0	0	0	0	0	0.56	0
Secretary (318- 326)	#	303	298	1	4	1	0	0	0	0	0	1	0	0	0
	%	100	98.35	0.33	1.32	0.33	0	0	0	0	0	0.33	0	0	0
Teachers (1700+)	#	4726	4591	7	128	18	0	0	0	1	1	4	0	11	1
	%	100	97.14	0.15	2.71	0.38	0	0	0	0.02	0.02	0.08	0	0.23	0.02
Laborers (3500+)	#	10	9	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	90	0	10	0	0	0	0	0	0	0	0	0	0

## Table B7P: Applicants And Hires For Major Occupations (Permanent) - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Applicants and Hires		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>Schedule A</b>															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>															
Applications	#	72891	53820	17620	1451	118	11	11	14	18	5	24	0	34	1
	%	100	73.84	24.17	1.99	0.16	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	

## Table B7T: Applicants And Hires For Major Occupations (Temporary) - Distribubtion by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Applicants and Hires	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>Schedule A</b>															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Voluntarily Identified (Outside of Schedule A Applicants)</b>															
Applications	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

**Table B8-1: New Hires By Type Of Appointment - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	910	882	1	27	2	1	0	0	0	0	0	0	1	0
	%	27.88	27.81	100	29.67	16.67	100	0	0	0	0	0	0	16.67	0
Temporary	#	2354	2290	0	64	10	0	0	0	1	1	3	0	5	0
	%	72.12	72.19	0	70.33	83.33	0	0	0	100	100	100	0	83.33	0
Non - Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	3264	3172	1	91	12	1	0	0	1	1	3	0	6	0
	%	100	100	100	100	100	100	0	0	100	100	100	0	100	0



**Table B8-2: New Hires By Type Of Appointment - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010  
 ed data is shown

Type of Appointment		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Permanent	#	910	882	1	27	2	1	0	0	0	0	0	0	1	0
	%	100	96.92	0.11	2.97	0.22	0.11	0	0	0	0	0	0	0.11	0
Temporary	#	2354	2290	0	64	10	0	0	0	1	1	3	0	5	0
	%	100	97.28	0	2.72	0.42	0	0	0	0.04	0.04	0.13	0	0.21	0
Non - Appropriated	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
TOTAL	#	3264	3172	1	91	12	1	0	0	1	1	3	0	6	0
	%	100	97.18	0.03	2.79	0.37	0.03	0	0	0.03	0.03	0.09	0	0.18	0
Prior Year	%	100	96.65	0.92	2.43	0.21	0.02	0	0	0.02	0.02	0.07	0	0.08	0.01

## Table B9: Selections For Internal Competitive Promotions For Major Occupations - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Job Title/Series	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>Job Series of Vacancy:</b>														
Total Applications Received	#	270	260	4	6	2	0	0	0	1	1	0	0	0
	%	100	96.3	1.48	2.22	0.74	0	0	0	0.37	0.37	0	0	0
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Applicant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Job Series of Vacancy:</b>														
<b>Job Series of Vacancy:</b>														

### Table B10: Non-Competitive Promotions - Time In Grade - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Time In Grade		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Total Employees Eligible for Career Ladder Promotions	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0
	%	100	95.34	1.29	3.37	0.3	0.02	0.03	0.02	0.08	0.02	0.1	0	0.04	0
<b>Time in grade in excess of minimum</b>															
1 - 12 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
13 - 24 months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
25 + months	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Table B11: Internal Selections For Senior Level Positions (GS 13/14. GS 15, SES) - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Time In Grade	Total	Total by Disability Status				Detail for Targeted Disabilities								
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
<b>Grade(s) of Vacancy:</b>														
Relevant Pool		0	0	0	0	0	0	0	0	0	0	0	0	0
Total Applications Received	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
Selected	#	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Grade(s) of Vacancy:</b>														

## Table B12: Participation In Career Development - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Career Development Programs for GS 5 - 12, 13 - 15, and SES	Total	Total by Disability Status				Detail for Targeted Disabilities									
		[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
<b>Career Development Programs for GS 5 - 12:</b>															
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Career Development Programs for GS 13 - 14:</b>															
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Career Development Programs for GS 15 and SES:</b>															
Slots	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Relevant Pool	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Applied	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Participants	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	%	0	0	0	0	0	0	0	0	0	0	0	0	0	0

## Table B13: Employee Recognition And Awards - Distribution by Disability

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Recognition or Award Program # Awards Given Total Cash		Total	Total by Disability Status				Detail for Targeted Disabilities									
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine	
Total Time-Off Awards 1-9 hours	#	51	50	0	1	0	0	0	0	0	0	0	0	0	0	0
	%	100	98	0	2	0	0	0	0	0	0	0	0	0	0	0
Total Hours	#	392	384	0	8	0	0	0	0	0	0	0	0	0	0	0
Average Hours	#	8	8	0	8	0	0	0	0	0	0	0	0	0	0	0
<b>Time-Off awards - 9+ Hours</b>																
Total Time-Off Awards Over 8 hours	#	74	68	1	5	1	0	0	0	0	0	0	0	1	0	0
	%	100	91.89	1.35	6.76	1.35	0	0	0	0	0	0	0	1.35	0	0
Total Hours	#	2083	1871	20	192	40	0	0	0	0	0	0	0	40	0	0
Average Hours	#	28	28	20	38	40	0	0	0	0	0	0	0	40	0	0
<b>Cash Awards - \$100-\$500</b>																
Total Cash Awards \$500 and under	#	143	132	4	7	2	0	2	0	0	0	0	0	0	0	0
	%	100	92	3	5	1	0	1	0	0	0	0	0	0	0	0
Total Amount	#	48700	44793	1284	2623	600	0	600	0	0	0	0	0	0	0	0
Average Amount	#	340.56	339.34	321	374.71	300	0	300	0	0	0	0	0	0	0	0

<b>Cash Awards - \$501+</b>															
Total Cash Awards \$501 and over	#	624	599	12	13	1	0	0	0	0	1	0	0	0	0
	%	100	95.99	1.92	2.08	0.16	0	0	0	0	0.16	0	0	0	0
Total Amount	#	972524.9	933357	15104	24064	1800	0	0	0	0	1800	0	0	0	0
Average Amount	#	1558.53	1558.19	1258.67	1851.08	1800	0	0	0	0	1800	0	0	0	0
<b>Quality Step Increases (QSIs):</b>															
Total QSIs Awarded	#	36	34	1	1	0	0	0	0	0	0	0	0	0	0
	%	100	94.44	2.78	2.78	0	0	0	0	0	0	0	0	0	0
Total Benefit	#	36	34	1	1	0	0	0	0	0	0	0	0	0	0
Average Benefit	#	1	1	1	1	0	0	0	0	0	0	0	0	0	0

**Table B14: Separations By Type Of Separation - Distribution by Disability**

Plan Level: DODEA  
 Level: DODEA  
 Data: FY2010

Type of Separation		Total	Total by Disability Status				Detail for Targeted Disabilities								
			[05] No Disability	[01] Not Identified	[06-94] Disability	Targeted Disability	[16,17] Deafness	[23,25] Blindness	[28, 32-38] Missing Limbs	[64-68] Partial Paralysis	[71-78] Total Paralysis	[82] Convulsive Disorder	[90] Mental Retardation	[91] Mental Illness	[92] Distortion of Limb/Spine
Voluntary	#	749	706	10	33	1	0	0	0	0	0	0	0	1	0
	%	100	94.26	1.34	4.41	0.13	0	0	0	0	0	0	0	0.13	0
Involuntary (RIF)	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
	%	100	0	0	100	0	0	0	0	0	0	0	0	0	0
Total Separations	#	813	764	10	39	1	0	0	0	0	0	0	0	1	0
	%	100	93.97	1.23	4.8	0.12	0	0	0	0	0	0	0	0.12	0
Total workforce	#	10504	10014	136	354	32	2	3	2	8	2	11	0	4	0
	%	100	95.34	1.29	3.37	0.3	0.02	0.03	0.02	0.08	0.02	0.1	0	0.04	0
Involuntary (Other)	#	63	58	0	5	0	0	0	0	0	0	0	0	0	0
	%	100	92.06	0.00	7.94	0	0	0	0	0	0	0	0	0	0



# Enclosure 3

# FY09 462 Report

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

**PART I - PRE-COMPLAINT COUNSELING**

EEO COUNSELOR	COUNSELINGS		INDIVIDUALS	
<b>A. TOTAL COMPLETED/ENDED COUNSELINGS</b>				
1. COUNSELED WITHIN 30 DAYS				
2. COUNSELED WITHIN 31 TO 90 DAYS				
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS				
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR				
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY				
3. COUNSELED BEYOND 90 DAYS				
4. COUNSELED DUE TO REMANDS				
<b>ADR INTAKE OFFICER</b>				
<b>B. TOTAL COMPLETED/ENDED COUNSELINGS</b>				
1. COUNSELED WITHIN 30 DAYS				
2. COUNSELED WITHIN 31 TO 90 DAYS				
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS				
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR				
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY				
3. COUNSELED BEYOND 90 DAYS				
4. COUNSELED DUE TO REMANDS				
<b>COMBINED TOTAL</b>				
<b>C. TOTAL COMPLETED/ENDED COUNSELINGS</b>				
1. COUNSELED WITHIN 30 DAYS				
2. COUNSELED WITHIN 31 TO 90 DAYS				
a. COUNSELED WITHIN WRITTEN EXTENSION PERIOD NO LONGER THAN 60 DAYS				
b. COUNSELED WITHIN 90 DAYS WHERE INDIVIDUAL PARTICIPATED IN ADR				
c. COUNSELED WITHIN 31-90 DAYS THAT WERE UNTIMELY				
3. COUNSELED BEYOND 90 DAYS				
4. COUNSELED DUE TO REMANDS				
<b>D. COUNSELING ACTIVITIES</b>				
1. ON HAND AT THE BEGINNING OF THE REPORTING PERIOD				
2. INITIATED DURING THE REPORTING PERIOD				
3. COMPLETED/ENDED COUNSELINGS				
a. SETTLEMENTS (MONETARY AND NON-MONETARY)				
b. WITHDRAWALS/NO COMPLAINT FILED				
c. COUNSELINGS COMPLETED/ENDED IN REPORTING PERIOD THAT RESULTED IN COMPLAINT FILINGS IN REPORTING PERIOD				
d. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
4. COUNSELINGS PENDING AT THE END OF THE REPORTING PERIOD				

E. NON-ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

F. NON-ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

G. ADR SETTLEMENTS WITH MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	AMOUNT
<b>TOTAL</b>			\$
1. COMPENSATORY DAMAGES			\$
2. BACKPAY/FRONTPAY			\$
3. LUMP SUM PAYMENT			\$
4. ATTORNEY FEES AND COSTS			\$
5.			\$
6.			\$
7.			\$

H. ADR SETTLEMENTS WITH NON-MONETARY BENEFITS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			
1. HIRES			
a. RETROACTIVE			
b. NON-RETROACTIVE			
2. PROMOTIONS			
a. RETROACTIVE			
b. NON-RETROACTIVE			
3. EXPUNGEMENTS			
4. REASSIGNMENTS			
5. REMOVALS RESCINDED			
a. REINSTATEMENT			
b. VOLUNTARY RESIGNATION			
6. ACCOMMODATIONS			
7. TRAINING			
8. APOLOGY			
9. DISCIPLINARY ACTIONS			
a. RESCINDED			
b. MODIFIED			
10. PERFORMANCE EVALUATION MODIFIED			
11. LEAVE RESTORED			
12.			
13.			

I. NON-ADR SETTLEMENTS			
	COUNSELINGS	INDIVIDUALS	
<b>TOTAL</b>			

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:** \_\_\_\_\_ **REPORTING PERIOD: FY** \_\_\_\_\_

**PART II - FORMAL COMPLAINT ACTIVITIES**

A. COMPLAINTS ON HAND AT THE BEGINNING OF THE REPORTING PERIOD

B. COMPLAINTS FILED

C. REMANDS (sum of lines C1+C2+C3)

C.1. REMANDS (NOT INCLUDED IN A OR B)

C.2. REMANDS (INCLUDED IN A OR B)

C.3. NUMBER OF ADDITIONAL REMANDS IN THIS REPORTING PERIOD THAT ARE NOT CAPTURED IN C.1 OR C.2 ABOVE

C.4. ADDITIONAL CLOSURES IN THIS REPORTING PERIOD NOT REFLECTED IN F OR H THAT RESULTED FROM REMANDS

D. TOTAL COMPLAINTS (sum of lines A+B+C1)

E. COMPLAINTS IN LINE D THAT WERE NOT CONSOLIDATED

F. COMPLAINTS IN LINE E CLOSED DURING REPORT PERIOD

G. COMPLAINTS IN LINE D THAT WERE CONSOLIDATED

H. COMPLAINTS IN LINE G CLOSED DURING REPORT PERIOD

I. COMPLAINTS ON HAND AT THE END OF THE REPORTING PERIOD (Line D - (F+H)) + [(C2 + C3) - C4]

J. INDIVIDUALS FILING COMPLAINTS

K. NUMBER OF JOINT PROCESSING UNITS FROM CONSOLIDATION OF COMPLAINTS

**PART III - AGENCY RESOURCES, TRAINING, REPORTING LINE**

**A. AGENCY & CONTRACT RESOURCES**

	AGENCY		CONTRACT	
	NUMBER	PERCENT	NUMBER	PERCENT
<b>1. WORK FORCE</b>				
a. TOTAL WORK FORCE				
b. PERMANENT EMPLOYEES				
<b>2. COUNSELOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
<b>3. INVESTIGATOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				
<b>4. COUNSELOR/INVESTIGATOR</b>				
a. FULL-TIME				
b. PART-TIME				
c. COLLATERAL DUTY				

**B. AGENCY & CONTRACT STAFF TRAINING**

	COUNSELORS		INVESTIGATORS		COUNS/INVESTIG	
	AGENCY	CONTRACT	AGENCY	CONTRACT	AGENCY	CONTRACT
<b>1. NEW STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED 32 OR MORE HOURS						
b. STAFF RECEIVING 8 OR MORE HOURS, USUALLY GIVEN TO EXPERIENCED STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						
<b>2. EXPERIENCED STAFF - TOTAL</b>						
a. STAFF RECEIVING REQUIRED 8 OR MORE HOURS						
b. STAFF RECEIVING 32 OR MORE HOURS, GENERALLY GIVEN TO NEW STAFF						
c. STAFF RECEIVING NO TRAINING AT ALL						

**C. REPORTING LINE**

1 EEO DIRECTOR'S NAME: \_\_\_\_\_

1a. DOES THE EEO DIRECTOR REPORT TO THE AGENCY HEAD? YES NO

2. IF NO, WHO DOES THE EEO DIRECTOR REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_

3. WHO IS RESPONSIBLE FOR THE DAY-TO-DAY OPERATION OF THE EEO PROGRAM IN YOUR DEPARTMENT/AGENCY/ORGANIZATION?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_

4. WHO DOES THAT PERSON REPORT TO?  
PERSON: \_\_\_\_\_  
TITLE: \_\_\_\_\_

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

## PART IV - BASES AND ISSUES ALLEGED IN COMPLAINTS FILED

ISSUES OF ALLEGED DISCRIMINATION	BASES OF ALLEGED DISCRIMINATION															AGE	DISABILITY		TOTAL BASES BY ISSUE	TOTAL COMPLAINTS BY ISSUE	TOTAL COMPLAINANTS BY ISSUE								
	RACE						COLOR	RELIGION	REPRISAL	SEX		NATIONAL ORIGIN		EQUAL PAY ACT			MENTAL	PHYSICAL											
	AMER. INDIAN/ ALASKA NATIVE	ASIAN	NATIVE HAWAIIAN /OTHER PACIFIC ISLANDER	BLACK/ AFRICAN AMERICAN	WHITE	TWO OR MORE RACES				MALE	FEMALE	HISPANIC/ LATINO	OTHER	MALE	FEMALE														
A. APPOINTMENT/HIRE																													
B. ASSIGNMENT OF DUTIES																													
C. AWARDS																													
D. CONVERSION TO FULL TIME																													
E. DISCIPLINARY ACTION																													
1. DEMOTION																													
2. REPRIMAND																													
3. SUSPENSION																													
4. REMOVAL																													
5.																													
6.																													
7.																													
F. DUTY HOURS																													
G. EVALUATION/APPRaisal																													
H. EXAMINATION/TEST																													
I. HARASSMENT																													
1. NON-SEXUAL																													
2. SEXUAL																													
J. MEDICAL EXAMINATION																													
K. PAY INCLUDING OVERTIME																													
L. PROMOTION/NON-SELECTION																													
M. REASSIGNMENT																													
1. DENIED																													
2. DIRECTED																													
N. REASONABLE ACCOMMODATION																													
O. REINSTATEMENT																													
P. RETIREMENT																													
Q. TERMINATION																													
R. TERMS/CONDITIONS OF EMPLOYMENT																													
S. TIME AND ATTENDANCE																													
T. TRAINING																													
U. OTHER (Please specify below)																													
1.																													
2.																													
3.																													
4.																													
5.																													
TOTAL ISSUES BY BASES																													
TOTAL COMPLAINTS FILED BY BASES																													
TOTAL COMPLAINANTS BY BASES																													

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

## PART V - SUMMARY OF CLOSURES BY STATUTE

**A. STATUTE** (IF A SINGLE COMPLAINT HAS MULTIPLE STATUTES RECORD EACH ON THE APPROPRIATE LINE.)

1. TITLE VII
2. AGE DISRIMINATION IN EMPLOYMENT ACT (ADEA)
3. REHABILITATION ACT
4. EQUAL PAY ACT (EPA)

**B. TOTAL BY STATUTES**

THIS NUMBER MAY BE LARGER THAN THE TOTAL NUMBER OF COMPLAINTS CLOSED.

(A1+A2+A3+A4)

## PART VI - SUMMARY OF CLOSURES BY CATEGORY

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
A. TOTAL NUMBER OF CLOSURES (1+2+3)			
1. WITHDRAWALS			
a. NON-ADR WITHDRAWALS			
b. ADR WITHDRAWALS			
2. SETTLEMENTS			
a. NON-ADR SETTLEMENTS			
b. ADR SETTLEMENTS			
3. FINAL AGENCY ACTIONS (B+C)			
B. FINAL AGENCY DECISIONS WITHOUT AN ADMINISTRATIVE JUDGE DECISION (1+2+3)			
1. FINDING DISCRIMINATION			
2. FINDING NO DISCRIMINATION			
3. DISMISSAL OF COMPLAINTS			
C. FINAL AGENCY ORDERS WITH AN ADMINISTRATIVE JUDGE (AJ) DECISION (1+2)			
1. AJ DECISION FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			
2. AJ DECISION NOT FULLY IMPLEMENTED (a+b+c)			
(a) FINDING DISCRIMINATION (i+ii+iii)			
i. AGENCY APPEALED FINDING BUT NOT REMEDY			
ii. AGENCY APPEALED REMEDY BUT NOT FINDING			
iii. AGENCY APPEALED BOTH FINDING AND REMEDY			
(b) FINDING NO DISCRIMINATION			
(c) DISMISSAL OF COMPLAINTS			

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
 STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS  
 (REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

**PART VI - SUMMARY OF CLOSURES BY CATEGORY (Continued)**

	TOTAL NUMBER	TOTAL DAYS	AVERAGE DAYS
<b>D. FINAL AGENCY MERIT DECISIONS (FAD) ISSUED</b> (1+2+3+4)			
1. COMPLAINANT REQUESTED IMMEDIATE FAD (1a+1b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF FAD REQUEST			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND RECEIPT OF FAD REQUEST			
2. COMPLAINANT DID NOT ELECT HEARING OR FAD (2a+2b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF END OF 30-DAY ELECTION PERIOD			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS BEYOND END OF 30-DAY ELECTION PERIOD			
3. HEARING REQUESTED; AJ RETURNED CASE TO AGENCY FOR FAD WITHOUT AJ DECISION (3a+3b)			
a. AGENCY ISSUED FAD WITHIN 60 DAYS OF RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
b. AGENCY ISSUED FAD MORE THAN 60 DAYS AFTER RECEIPT OF AJ RETURNED CASE FOR FAD ISSUANCE			
4. FINAL AGENCY DECISION ISSUED ON A MIXED CASE (4a+4b)			
a. AGENCY ISSUED FAD WITHIN 45 DAYS AFTER INVESTIGATION			
b. AGENCY ISSUED FAD MORE THAN 45 DAYS AFTER INVESTIGATION			

**PART VII - SUMMARY OF FORMAL COMPLAINTS CLOSED BY TYPES OF BENEFITS**

	NUMBER	AMOUNT
<b>A. TOTAL COMPLAINTS CLOSED WITH BENEFITS</b>		
<b>B. CLOSURES WITH MONETARY BENEFITS TO COMPLAINANT</b>		\$
1. BACK PAY/FRONT PAY		\$
2. LUMP SUM PAYMENT		\$
3. COMPENSATORY DAMAGES		\$
4. ATTORNEY FEES AND COSTS		\$
<b>INTENTIONALLY LEFT BLANK</b>		
<b>E. CLOSURES WITH NON-MONETARY BENEFITS</b>		
<b>F. TYPES OF BENEFITS</b>	NUMBER OF CLOSURES WITH MONETARY BENEFITS	NUMBER OF CLOSURES WITH NONMONETARY BENEFITS
1. HIRES		
a. RETROACTIVE		
b. NON-RETROACTIVE		
2. PROMOTIONS		
a. RETROACTIVE		
b. NON-RETROACTIVE		
3. EXPUNGEMENTS		
4. REASSIGNMENTS		
5. REMOVALS RESCINDED		
a. REINSTATEMENT		
b. VOLUNTARY RESIGNATION		
6. ACCOMMODATIONS		
7. TRAINING		
8. APOLOGY		
9. DISCIPLINARY ACTIONS		
a. RESCINDED		
b. MODIFIED		
10. PERFORMANCE EVALUATION MODIFIED		
11. LEAVE RESTORED		
12.		
13.		
14.		

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

## PART VIII - SUMMARY OF PENDING COMPLAINTS BY CATEGORY

A. TOTAL COMPLAINTS PENDING (SAME AS PART II Line I) (1+2+3+4)	NUMBER PENDING	NUMBER OF DAYS	AVERAGE DAYS	NUMBER OF DAYS PENDING FOR OLDEST CASE
1. COMPLAINTS PENDING WRITTEN NOTIFICATION (Acknowledgement Letter)				
2. COMPLAINTS PENDING IN INVESTIGATION				
3. COMPLAINTS PENDING IN HEARINGS				
4. COMPLAINTS PENDING A FINAL AGENCY ACTION				

## PART IX - SUMMARY OF INVESTIGATIONS COMPLETED

	TOTAL	TOTAL DAYS	AVERAGE DAYS
A. INVESTIGATIONS COMPLETED DURING REPORTING PERIOD (1+3)			
1. INVESTIGATIONS COMPLETED BY AGENCY PERSONNEL (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
2. AGENCY INVESTIGATION COSTS	\$		\$
3. INVESTIGATIONS COMPLETED BY CONTRACTORS (a+b+c)			
a. INVESTIGATIONS COMPLETED IN 180 DAYS OR LESS			
b. INVESTIGATIONS COMPLETED IN 181 - 360 DAYS			
1. TIMELY COMPLETED INVESTIGATIONS			
2. UNTIMELY COMPLETED INVESTIGATIONS			
c. INVESTIGATIONS COMPLETED IN 361 OR MORE DAYS			
4. CONTRACTOR INVESTIGATION COSTS	\$		\$

# ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

## PART X - SUMMARY OF ADR PROGRAM ACTIVITIES

### INFORMAL PHASE (PRE-COMPLAINT)

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS		
1. ADR OFFERED BY AGENCY				
2. REJECTED BY COUNSELEE				
3. INTENTIONALLY LEFT BLANK				
4. TOTAL ACCEPTED INTO ADR PROGRAM				
C. ADR RESOURCES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)				
1. INHOUSE				
2. ANOTHER FEDERAL AGENCY				
3. PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)				
4. MULTIPLE RESOURCES USED (Please specify in a comment box)				
5. FEDERAL EXECUTIVE BOARD				
6.				
7.				
D. ADR TECHNIQUES USED IN COMPLETED/ENDED COUNSELINGS (TOTALS)	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. MEDIATION				
2. SETTLEMENT CONFERENCES				
3. EARLY NEUTRAL EVALUATIONS				
4. FACTFINDING				
5. FACILITATION				
6. OMBUDSMAN				
7. PEER REVIEW				
8. MULTIPLE TECHNIQUES USED (Please specify in a comment box)				
9.				
10.				
11.				
E. STATUS OF ADR CASES IN COMPLETED/ENDED COUNSELINGS	COUNSELINGS	INDIVIDUALS	DAYS	AVERAGE DAYS
1. TOTAL CLOSED				
a. SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)				
b. NO FORMAL COMPLAINT FILED				
c. COMPLAINT FILED				
i. NO RESOLUTION				
ii. NO ADR ATTEMPT (aka Part X.E.1.d)				
e. DECISION TO FILE COMPLAINT PENDING AT THE END OF THE REPORTING PERIOD				
2. INTENTIONALLY LEFT BLANK				



**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)

AGENCY OR DEPARTMENT:

REPORTING PERIOD: FY

**PART XI - SUMMARY OF ADR PROGRAM ACTIVITIES**

**FORMAL PHASE**

A. INTENTIONALLY LEFT BLANK				
B. ADR ACTIONS IN COMPLAINT CLOSURES				
	COMPLAINTS	COMPLAINANTS		
1.	ADR OFFERED BY AGENCY			
2.	REJECTED BY COMPLAINANT			
3.	INTENTIONALLY LEFT BLANK			
4.	TOTAL ACCEPTED INTO ADR PROGRAM			
C. ADR RESOURCES USED IN COMPLAINT CLOSURES (TOTALS)				
1.	INHOUSE			
2.	ANOTHER FEDERAL AGENCY			
3.	PRIVATE ORGANIZATIONS, (e.g., CONTRACTORS, BAR ASSOCIATIONS, INDIVIDUAL VOLUNTEERS OR COLLEGE/UNIVERSITY PERSONNEL)			
4.	MULTIPLE RESOURCES USED (Please specify in a comment box)			
5.	FEDERAL EXECUTIVE BOARD			
6.				
7.				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
D. ADR TECHNIQUES USED IN COMPLAINT CLOSURES (TOTALS)				
1.	MEDIATION			
2.	SETTLEMENT CONFERENCES			
3.	EARLY NEUTRAL EVALUATIONS			
4.	FACTFINDING			
5.	FACILITATION			
6.	OMBUDSMAN			
7.	MINI-TRIALS			
8.	PEER REVIEW			
9.	MULTIPLE TECHNIQUES USED (Please specify in a comment box)			
10.				
11.				
12.				
E. STATUS OF CASES IN COMPLAINT CLOSURES				
	COMPLAINTS	COMPLAINANTS	DAYS	AVERAGE DAYS
1.	TOTAL CLOSED			
a.	SETTLEMENTS WITH BENEFITS (Monetary and Non-monetary)			
b.	WITHDRAWAL FROM EEO PROCESS			
c.	NO RESOLUTION			
d.	NO ADR ATTEMPT			
2.	INTENTIONALLY LEFT BLANK			
F. BENEFITS RECEIVED				
	COMPLAINTS	COMPLAINANTS	AMOUNT	
1.	MONETARY (INSERT TOTALS)		\$	
a.	COMPENSATORY DAMAGES		\$	
b.	BACKPAY/FRONTPAY		\$	
c.	LUMP SUM		\$	
d.	ATTORNEY FEES AND COSTS		\$	
e.			\$	
f.			\$	
g.			\$	
2.	NON-MONETARY (INSERT TOTALS)			
a.	HIRES			
i.	RETROACTIVE			
ii.	NON-RETROACTIVE			
b.	PROMOTIONS			
i.	RETROACTIVE			
ii.	NON-RETROACTIVE			
c.	EXPUNGEMENTS			
d.	REASSIGNMENTS			
e.	REMOVALS RESCINDED			
i.	REINSTATEMENT			
ii.	VOLUNTARY RESIGNATION			
f.	ACCOMMODATIONS			
g.	TRAINING			
h.	APOLOGY			
i.	DISCIPLINARY ACTIONS			
i.	RESCINDED			
ii.	MODIFIED			
j.	PERFORMANCE EVALUATION MODIFIED			
k.	LEAVE RESTORED			
l.				
m.				

**ANNUAL FEDERAL EQUAL EMPLOYMENT OPPORTUNITY  
STATISTICAL REPORT OF DISCRIMINATION COMPLAINTS**

**(REPORTING PERIOD BEGINS OCTOBER 1ST AND ENDS SEPTEMBER 30TH)**

**AGENCY OR DEPARTMENT:**

**REPORTING PERIOD: FY**

**PART XII - SUMMARY OF EEO ADR PROGRAM ACTIVITIES**

**EEO ADR TRAINING AND RESOURCES**

A. BASIC EEO ADR ORIENTATION TRAINING	NUMBER IN TOTAL WORKFORCE	CUMULATIVE TOTAL WORKFORCE TRAINED
1. MANAGERS		
2. EMPLOYEES		
<b>B. EMPLOYEES THAT CAN PARTICIPATE IN EEO ADR</b>		
<b>C. RESOURCES THAT MANAGE ADR PROGRAM (DOES NOT INCLUDE NEUTRALS AS REPORTED IN PARTS X. &amp; XI.)</b>		
1. IN-HOUSE FULL TIME (40 HOURS EEO ADR ONLY)		
2. IN-HOUSE PART TIME (32 HOURS EEO ADR ONLY)		
3. IN-HOUSE COLLATERAL DUTY (OTHERS/NON-CONTRACT)		
4. CONTRACT (ANOTHER FEDERAL AGENCY/PRIVATE ORGANIZATIONS)		
<b>D. ADR FUNDING SPENT</b>	<b>AMOUNT</b>	
	\$	

**E. ADR CONTACT INFORMATION**

1. NAME OF ADR PROGRAM DIRECTOR / MANAGER \_\_\_\_\_

2. TITLE \_\_\_\_\_

3. TELEPHONE NUMBER \_\_\_\_\_ 4. EMAIL \_\_\_\_\_

**F. ADR PROGRAM INFORMATION**

	YES	NO
1. Does the agency require the alleged responsible management official to participate in ADR?		
1a. If yes, is there a written policy requiring the participation?		
2. Does the alleged responsible management official have a role in deciding if the case is appropriate for ADR?		

**CERTIFICATION AND CONTACT INFORMATION**

I certify that the EEO complaint data contained in this report, EEOC Form 462, Annual Federal Equal Employment Opportunity Statistical Report of Discrimination Complaints, for the reporting period October 1, through September 30, 2009 are accurate and complete.

NAME AND TITLE OF EEO DIRECTOR/CERTIFYING OFFICIAL:

SIGNATURE OF EEO DIRECTOR/CERTIFYING OFFICIAL: (Enter PIN here to serve as your electronic signature)

DATE: \_\_\_\_\_ TELEPHONE NUMBER: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

NAME AND TITLE OF PREPARER:

DATE: \_\_\_\_\_ TELEPHONE NUMBER: \_\_\_\_\_ E-MAIL: \_\_\_\_\_

**This report (with the PIN entered) is due on or before November 2, 2009.**

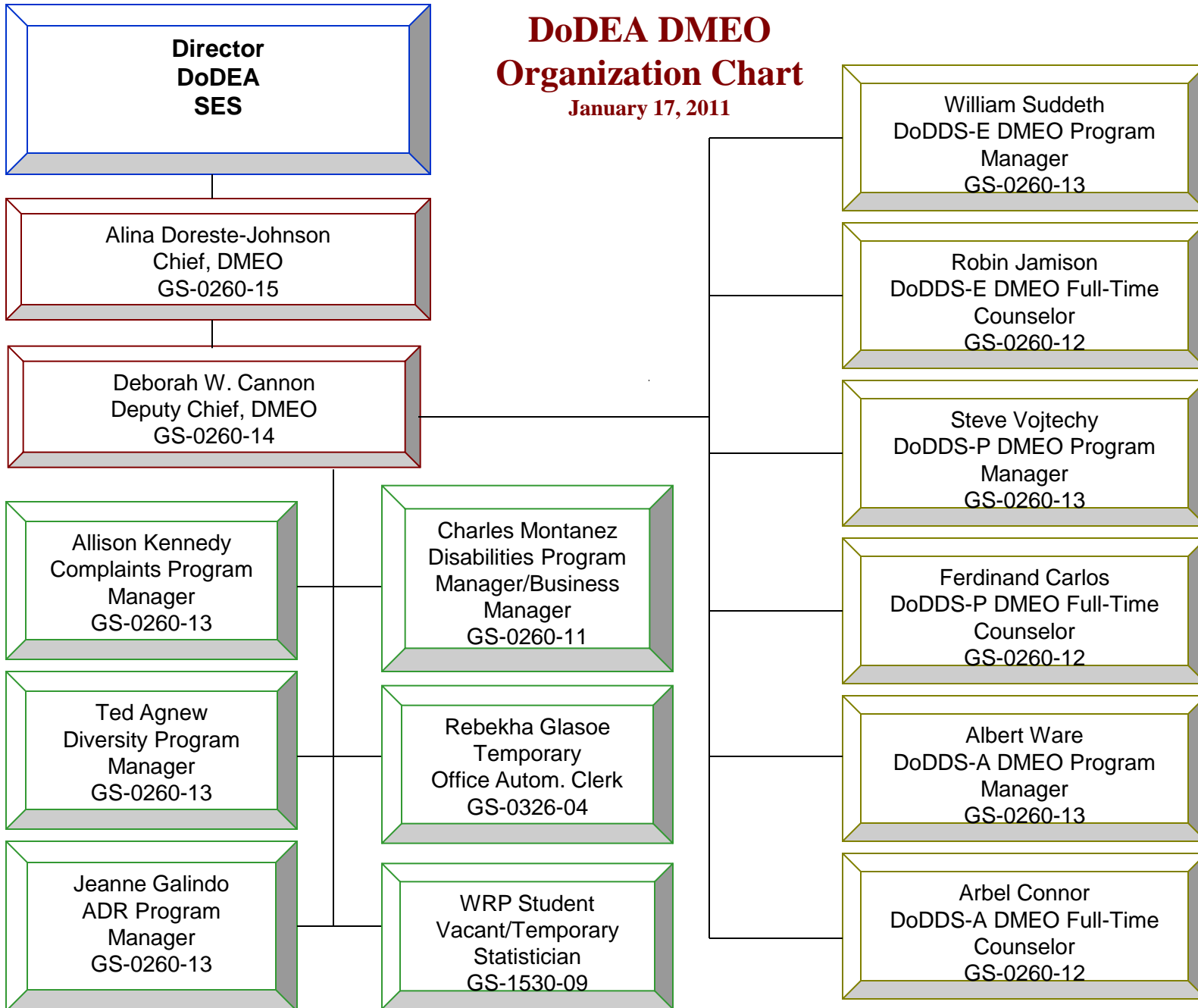
**Appendix A - Comments**

# Enclosure 4

# DoDEA DMEO Organizational Chart

# DoDEA DMEO Organization Chart

January 17, 2011



# Enclosure 5

## Demographic Analysis of DoDEA Permanent Full- Time Teachers (including Generational Data)

**Demographic Analysis of  
DoDEA Permanent Full-time Teachers**

## TABLE OF CONTENTS

DODEA.....	4
DoDEA Permanent F/T Teachers by Race / National Origin.....	4
DoDEA Permanent F/T Teachers by Cultural Generation.....	4
DoDEA Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256.....	5
DDESS Permanent F/T Teachers by Race / National Origin.....	6
DDESS Permanent F/T Teachers by Cultural Generation.....	6
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256.....	7
DDESS Permanent F/T Teachers by Race / National Origin – Georgia / Alabama District.....	8
DDESS Permanent F/T Teachers by Cultural Generation – Georgia / Alabama District.....	8
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Georgia / Alabama District.....	9
DDESS Permanent F/T Teachers by Race / National Origin – Kentucky District.....	10
DDESS Permanent F/T Teachers by Cultural Generation – Kentucky District.....	10
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Kentucky District.....	11
DDESS Permanent F/T Teachers by Race / National Origin – North Carolina District.....	12
DDESS Permanent F/T Teachers by Cultural Generation – North Carolina District.....	12
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – North Carolina District.....	13
DDESS Permanent F/T Teachers by Race / National Origin – Puerto Rico District.....	14
DDESS Permanent F/T Teachers by Cultural Generation – Puerto Rico District.....	14
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Puerto Rico District.....	15
DDESS Permanent F/T Teachers by Race / National Origin – South Carolina / Fort Stewart District.....	16
DDESS Permanent F/T Teachers by Cultural Generation – South Carolina / Fort Stewart District.....	16
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – South Carolina / Fort Stewart District.....	17
DDESS Permanent F/T Teachers by Race / National Origin – Virginia / New York District.....	18
DDESS Permanent F/T Teachers by Cultural Generation – Virginia / New York District.....	18
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Virginia / New York District.....	19
DDESS Permanent F/T Teachers by Race / National Origin – Cuba District.....	20
DDESS Permanent F/T Teachers by Cultural Generation – Cuba District.....	20
DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Cuba District.....	20
DoDDS-Europe Permanent F/T Teachers by Race / National Origin.....	21
DoDDS-Europe Permanent F/T Teachers by Cultural Generation.....	21
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256.....	22



DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Bavaria District.....	23
DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Bavaria District.....	23
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Bavaria District.....	24
DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Heidelberg District.....	25
DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Heidelberg District.....	25
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Heidelberg District.....	26
DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Isles District.....	27
DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Isles District.....	27
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Isles District.....	28
DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Kaiserslautern District.....	29
DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Kaiserslautern District.....	29
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 –Kaiserslautern District.....	30
DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Mediterranean District.....	31
DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Mediterranean District.....	31
DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Mediterranean District.....	32
DoDDS-Pacific Permanent F/T Teachers by Race / National Origin.....	33
DoDDS-Pacific Permanent F/T Teachers by Cultural Generation.....	33
DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256.....	34
DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Guam District.....	35
DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Guam District.....	35
DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Guam District.....	36
DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Japan District.....	37
DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Japan District.....	37
DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Japan District.....	38
DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Korea District.....	39
DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Korea District.....	39
DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Korean District.....	40
DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Okinawa District.....	41
DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Okinawa District.....	41
DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Okinawa District.....	42
Permanent F/T Teachers by Race / National Origin – Distance Learning.....	43
Permanent F/T Teachers by Cultural Generation – Distance Learning.....	43
Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Distance Learning.....	43

**DODEA**

**DoDEA Permanent F/T Teachers by Race / National Origin**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NH/PI		A/AN		No Designation				
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
6,089	4,922	1,202	3,720	77	320	1,010	2,776	75	448	33	147	0	0	7	29	208	959
100.0%	24.4%	75.6%	1.6%	6.5%	20.5%	56.4%	1.5%	9.1%	0.7%	3.0%	0.0%	0.0%	0.0%	0.1%	0.6%	N/A	N/A
	-3.2%	3.2%	-0.1%	1.5%	0.5%	-1.0%	-1.3%	0.9%	-2.3%	1.4%	0.0%	0.0%	0.0%	-0.1%	0.4%		
	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	N/A	0.2%	0.2%		
EICLF Permanent Teacher %																	
EICLF Standard	1360	3562	82	245	984	2824	138	405	146	77	0	0	0	10	11		
Number needed to make EICLF Standard	-158	158	-5	75	26	-48	-63	43	-113	70	0	0	0	-3	18		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDEA Permanent F/T Teachers by Cultural Generation**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
377	3,574	1,675	448	6,074
6.21%	58.84%	27.58%	7.38%	100.00%

\* 15 teachers were born before 1936

**DoDEA Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256**

No disability.	5,766	94.70%
Do not wish to identify my disability status.	126	2.07%
Pulmonary or respiratory disorders.	33	0.54%
Diabetes.	25	0.41%
Hard of hearing.	21	0.34%
I have a disability, but not listed.	17	0.28%
Cancer	16	0.26%
<b>Convulsive disorder.</b>	11	0.18%
Nonparalytic orthopedic impairment - one or both legs	9	0.15%
Nonparalytic orthopedic impairment - two or more parts of the body	9	0.15%
Nonparalytic orthopedic impairment - back.	7	0.11%
Blind in one eye.	6	0.10%
Nonparalytic orthopedic impairment - one or both feet.	6	0.10%
Heart disease.	5	0.08%
Nonparalytic orthopedic impairment - one or both hands.	4	0.07%
Learning disability.	4	0.07%
Nonparalytic orthopedic impairment - hip or pelvis.	3	0.05%
Disfigurement of face, hands, or feet.	3	0.05%
Ability to read ordinary size print, but loss of peripheral vision..	2	0.03%
<b>Inability to read ordinary size print, not correctable by glasses.</b>	2	0.03%
Missing extremities - one hand.	2	0.03%
Nonparalytic orthopedic impairment - one or both arms.	2	0.03%
<b>Partial paralysis - both legs, any part.</b>	2	0.03%
Severe speech malfunction.	1	0.02%
Missing extremities - one leg.	1	0.02%
<b>Partial paralysis - one arm, any part.</b>	1	0.02%
<b>Partial paralysis - one side of body.</b>	1	0.02%
<b>Partial paralysis - three or more major parts of body.</b>	1	0.02%
<b>Complete paralysis - one arm</b>	1	0.02%
Heart disease with restriction.	1	0.02%
Severe distortion of limbs or spine.	1	0.02%
	6089	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin**

Overall Total (incl non-RNO desig)	Total		Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1,934	207	1,346	43	227	131	892	22	198	2	20	0	0	3	9	42	345
100.0%	13.0%	87.0%	2.8%	14.7%	8.5%	57.7%	1.4%	12.8%	0.1%	1.3%	0.0%	0.0%	0.2%	0.6%	N/A	N/A
	-14.6%	14.6%	1.1%	9.7%	-11.5%	0.3%	-1.4%	4.6%	-2.8%	-0.3%	0.0%	0.0%	0.0%	0.4%		
<u>EICLF Permanent Teacher %</u>	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard	427	1120	26	77	309	888	43	127	46	24	0	0	3	4		
Number needed to make EICLF Standard	-226	226	17	150	-178	4	-21	71	-44	-4	0	0	0	5		

Note: Numbers in blue are over the EICLF

Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
73	1,843	6	5	1,927
3.79%	95.64%	0.31%	0.26%	100.00%

\* 7 teachers were born before 1936

**DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256**

No disability.	1,824	94.31%
Do not wish to identify my disability status.	32	1.65%
Pulmonary or respiratory disorders.	16	0.83%
Hard of hearing.	10	0.52%
Diabetes.	10	0.52%
I have a disability, but not listed.	7	0.36%
<b>Convulsive disorder.</b>	<b>5</b>	<b>0.26%</b>
Nonparalytic orthopedic impairment - one or both feet.	4	0.21%
Cancer	4	0.21%
Nonparalytic orthopedic impairment - back.	3	0.16%
Nonparalytic orthopedic impairment - two or more parts of the body	3	0.16%
Learning disability.	3	0.16%
Heart disease.	2	0.10%
Disfigurement of face, hands, or feet.	2	0.10%
Severe speech malfunction.	1	0.05%
<b>Inability to read ordinary size print, not correctable by glasses.</b>	<b>1</b>	<b>0.05%</b>
Blind in one eye.	1	0.05%
Missing extremities - one hand.	1	0.05%
Missing extremities - one leg.	1	0.05%
Nonparalytic orthopedic impairment - one or both hands.	1	0.05%
Nonparalytic orthopedic impairment - one or both legs	1	0.05%
Heart disease with restriction.	1	0.05%
Severe distortion of limbs or spine.	1	0.05%
	1934	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – Georgia / Alabama District**

	Hispanic		White		Black		Asian		NHOPI		AI/AN		No Designation				
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
Overall Total (incl non-RNO desig)	256	16	191	1	14	12	141	2	33	0	3	0	0	1	0	2	47
	100.0%	7.7%	92.3%	0.5%	6.8%	5.8%	68.1%	1.0%	15.9%	0.0%	1.4%	0.0%	0.0%	0.5%	0.0%	N/A	N/A
		-19.9%	19.9%	-1.2%	1.8%	-14.2%	10.7%	-1.8%	7.7%	-3.0%	-0.1%	0.0%	0.0%	0.3%	-0.2%		
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard Number needed to make EICLF Standard		57	150	3	10	41	119	6	17	6	3	0	0	0	0	0	0
		-41	41	-2	4	-29	22	-4	16	-6	0	0	0	1	0	0	0

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation - Georgia / Alabama District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
9	168	56	23	256
3.52%	65.63%	21.88%	8.98%	100.00%

DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 - Georgia / Alabama District

No disability.	241	94.14%
Diabetes.	4	1.56%
Pulmonary or respiratory disorders.	4	1.56%
Hard of hearing.	2	0.78%
<b>Inability to read ordinary size print, not correctable by glasses.</b>	1	0.39%
Nonparalytic orthopedic impairment - back.	1	0.39%
Nonparalytic orthopedic impairment - two or more parts of the body.	1	0.39%
Heart disease.	1	0.39%
Disfigurement of face, hands, or feet.	1	0.39%
	256	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – Kentucky District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOP1		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
508	398	70	328	1	19	62	261	6	37	1	9	0	0	2	17	93
	100.0%	17.6%	82.4%	0.3%	4.8%	15.6%	65.6%	1.5%	9.3%	0.3%	2.3%	0.0%	0.0%	0.5%	N/A	N/A
		-10.0%	10.0%	-1.4%	-0.2%	-4.4%	8.2%	-1.3%	1.1%	-2.7%	0.7%	0.0%	0.0%	-0.2%	0.3%	
		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%	
EICLF Permanent Teacher %																
EICLF Standard		110	288	7	20	80	228	11	33	12	6	0	0	1	1	
Number needed to make EICLF Standard		-40	40	-6	-1	-18	33	-5	4	-11	3	0	0	-1	1	

Note: Numbers in blue are over the EICLF

Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – Kentucky District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
8	308	155	36	507
1.58%	60.75%	30.57%	7.10%	100.00%

\* 1 teacher was born before 1936



DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 - Kentucky District

Do not wish to identify my disability status.	10	1.97%
No disability.	477	93.90%
I have a disability, but not listed.	3	0.59%
Hard of hearing.	3	0.59%
Blind in one eye.	1	0.20%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.20%
Heart disease.	1	0.20%
<b>Convulsive disorder.</b>	1	0.20%
Diabetes.	1	0.20%
Pulmonary or respiratory disorders.	6	1.18%
Cancer	1	0.20%
Severe distortion of limbs or spine.	1	0.20%
Learning disability.	2	0.39%
	508	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – North Carolina District**

Overall Total (incl. non-RNO desig)	Hispanic		White		Black		Asian		NH/PI		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
550	439	52	387	5	40	36	257	9	81	0	2	0	2	7	9	102
	100.0%	11.8%	88.2%	1.1%	9.1%	8.2%	58.5%	2.1%	18.5%	0.0%	0.5%	0.0%	0.6%	1.6%	N/A	N/A
		-15.8%	15.8%	-0.5%	4.1%	-11.8%	1.2%	-0.7%	10.2%	-3.0%	-1.1%	0.0%	0.3%	1.4%		
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%		
EICLF Standard Number needed to make EICLF Standard		121	318	7	22	88	252	12	36	13	7	0	1	1		
		-69	69	-2	18	-52	5	-3	45	-13	-5	0	1	6		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – North Carolina District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
17	308	153	69	547
3.11%	56.31%	27.97%	12.61%	100.00%

\* 3 teachers were born before 1936

DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 -- North Carolina District

No disability.	515	93.64%
Do not wish to identify my disability status.	13	2.36%
Nonparalytic orthopedic impairment - one or both feet.	3	0.55%
<b>Convulsive disorder.</b>	<b>3</b>	<b>0.55%</b>
Diabetes.	3	0.55%
Pulmonary or respiratory disorders.	3	0.55%
I have a disability, but not listed.	2	0.36%
Hard of hearing.	2	0.36%
Nonparalytic orthopedic impairment - back.	2	0.36%
Nonparalytic orthopedic impairment - one or both legs	1	0.18%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.18%
Cancer	1	0.18%
Learning disability.	1	0.18%
	550	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – Puerto Rico District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOPI		AI/AN		No Designation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
194	40	150	36	139	4	11	0	0	0	0	0	0	0	3
100.0%	21.1%	78.9%	18.9%	73.2%	2.1%	5.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A
	-6.6%	6.6%	17.3%	68.2%	-17.9%	-51.6%	-2.8%	-3.0%	-1.6%	0.0%	-0.2%	0.0%	-0.2%	N/A
EICLF Permanent Teacher %	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	3.0%	1.6%	N/A	0.2%	0.2%	0.2%	
EICLF Standard	52	138	3	9	38	109	5	16	3	0	0	0	0	
Number needed to make EICLF Standard	-12	12	33	130	-34	-98	-5	-16	-6	-3	0	0	0	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – Puerto Rico District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
10	154	26	2	192
5.21%	80.21%	13.54%	1.04%	100.00%

\* 2 teachers were born before 1936

**DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Puerto Rico District**

No disability.	184	94.85%
Do not wish to identify my disability status.	5	2.58%
Pulmonary or respiratory disorders.	2	1.03%
Hard of hearing.	1	0.52%
Missing extremities – one leg.	1	0.52%
Cancer	1	0.52%
	194	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – South Carolina / Fort Stewart District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
246	8	178	0	11	4	123	3	41	1	3	0	0	0	3
100.0%	4.3%	95.7%	0.0%	5.9%	2.2%	66.1%	1.6%	22.0%	0.5%	1.6%	0.0%	0.0%	0.0%	0.0%
	-23.3%	23.3%	-1.7%	0.9%	-17.8%	8.8%	-1.2%	13.8%	-2.4%	0.0%	0.0%	-0.2%	-0.2%	N/A
<b>EICLF Permanent Teacher %</b>	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%	
EICLF Standard Number needed to make EICLF Standard	51	135	3	9	37	107	5	15	6	3	0	0	0	
	-43	43	-3	2	-33	16	-2	26	-5	0	0	0	0	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – South Carolina / Fort Stewart District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
14	164	49	18	245
5.71%	66.94%	20.00%	7.35%	100.00%

\* 1 teacher was born before 1936

DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – South Carolina / Fort Stewart District

No disability.	236	95.93%
Do not wish to identify my disability status.	2	0.81%
I have a disability, but not listed.	1	0.41%
Severe speech malfunction.	1	0.41%
Hard of hearing.	1	0.41%
Nonparalytic orthopedic impairment - one or both hands.	1	0.41%
Heart disease with restriction.	1	0.41%
<b>Convulsive disorder.</b>	1	0.41%
Diabetes.	1	0.41%
Cancer	1	0.41%
	246	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – Virginia / New York District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NH/PI		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
158	115	14	101	0	3	12	91	2	5	0	2	0	0	0	7	36
100.0%	12.2%	87.8%	0.0%	2.6%	10.4%	79.1%	1.7%	4.3%	0.0%	0.0%	1.7%	0.0%	0.0%	0.0%	0.0%	N/A
	-15.5%	15.5%	-1.7%	-2.4%	-9.6%	21.8%	-1.1%	-3.9%	-3.0%	0.2%	0.0%	0.0%	-0.2%	-0.2%		
EICLF Permanent Teacher %	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard	32	83	2	6	23	66	3	9	3	2	0	0	0	0		
Number needed to make EICLF Standard	-18	18	-2	-3	-11	25	-1	-4	-3	0	0	0	0	0		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – Virginia / New York District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
13	115	23	7	158
8.23%	72.78%	14.56%	4.43%	100.00%



**DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Virginia / New York District**

No disability.	151	95.57%
Do not wish to identify my disability status.	1	0.63%
I have a disability, but not listed.	1	0.63%
Missing extremities – one hand.	1	0.63%
Nonparalytic orthopedic impairment - one or both feet.	1	0.63%
Diabetes.	1	0.63%
Pulmonary or respiratory disorders.	1	0.63%
Disfigurement of face, hands, or feet.	1	0.63%
	158	100.00%

\* Targeted disabilities are indicated in boldface

**DDESS Permanent F/T Teachers by Race / National Origin – Cuba District**

Overall Total (incl non-RNO desig)	Total		Hispanic		White		Black		Asian		NHOPJ		AI/AN		No Designation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
22	12	11	1	0	1	1	8	0	1	0	1	0	0	0	0	7
	8.3%	91.7%	8.3%	0.0%	8.3%	66.7%	0.0%	8.3%	0.0%	8.3%	0.0%	8.3%	0.0%	0.0%	0.0%	N/A
	-19.3%	19.3%	-1.7%	3.4%	-11.7%	9.3%	-2.8%	0.1%	-3.0%	6.8%	0.0%	6.8%	0.0%	-0.2%	-0.2%	N/A
<b>EICLF Permanent Teacher %</b>	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard	3	9	0	1	2	7	0	1	0	0	0	0	0	0	0	
Number needed to make EICLF Standard	-2	2	0	0	-1	1	0	0	0	0	1	0	0	0	0	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DDESS Permanent F/T Teachers by Cultural Generation – Cuba District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
2	9	6	5	22
9.09%	40.91%	27.27%	22.73%	100.00%

**DDESS Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Cuba District**

No disability.	20	90.91%
Do not wish to identify my disability status.	1	4.55%
Hard of hearing.	1	4.55%
<b>* Targeted disabilities are indicated in boldface</b>	22	100.00%

**DoDDS-Europe Permanent F/T Teachers by Race / National Origin**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOPI		AI/AN		No Designation				
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female			
2,523	2,132	586	1,546	18	55	537	1,353	21	113	8	19	0	0	2	6	73	318
	100.0%	27.5%	72.5%	0.8%	2.6%	25.2%	63.5%	1.0%	5.3%	0.4%	0.9%	0.0%	0.0%	0.1%	0.3%	N/A	N/A
		-0.1%	0.1%	-0.8%	-2.4%	5.2%	6.1%	-1.8%	-2.9%	-2.6%	-0.7%	0.0%	0.0%	-0.1%	0.1%		
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard		589	1543	36	106	426	1223	60	175	63	33	0	0	4	5		
Number needed to make EICLF Standard		-3	3	-18	-51	111	130	-39	-62	-55	-14	0	0	-2	1		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
194	1,556	624	144	2,518
7.70%	61.80%	24.78%	5.72%	100.00%

\* 5 teachers were born before 1936

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256

No disability.	2,391	94.77%
Do not wish to identify my disability status.	60	2.38%
Pulmonary or respiratory disorders.	14	0.55%
Diabetes.	11	0.44%
Cancer	9	0.36%
I have a disability, but not listed.	7	0.28%
Hard of hearing.	7	0.28%
Nonparalytic orthopedic impairment - one or both legs	5	0.20%
<b>Convulsive disorder.</b>	<b>5</b>	<b>0.20%</b>
Blind in one eye.	2	0.08%
Nonparalytic orthopedic impairment - hip or pelvis.	2	0.08%
Nonparalytic orthopedic impairment - two or more parts of the body	2	0.08%
Ability to read ordinary size print, but loss of peripheral vision..	1	0.04%
<b>Inability to read ordinary size print, not correctable by glasses.</b>	<b>1</b>	<b>0.04%</b>
Nonparalytic orthopedic impairment - one or both feet.	1	0.04%
Nonparalytic orthopedic impairment - back.	1	0.04%
<b>Partial paralysis - one arm, any part.</b>	<b>1</b>	<b>0.04%</b>
<b>Partial paralysis - both legs, any part.</b>	<b>1</b>	<b>0.04%</b>
Heart disease.	1	0.04%
Learning disability.	1	0.04%
	2,523	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Bavaria District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOP		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
495	412	106	306	5	10	95	268	5	25	1	3	0	0	0	11	72
	100.0%	25.7%	74.3%	1.2%	2.4%	23.1%	65.0%	1.2%	6.1%	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%	N/A
		-1.9%	1.9%	-0.5%	-2.5%	3.1%	7.7%	-1.6%	-2.2%	-2.7%	-0.8%	0.0%	0.0%	-0.2%	-0.2%	N/A
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%	
EICLF Standard		114	298	7	20	82	296	12	34	12	6	0	0	1	1	
Number needed to make EICLF Standard		-8	8	-2	-10	13	32	-7	-9	-11	-3	0	0	-1	-1	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Bavaria District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
35	296	125	38	494
7.09%	59.92%	25.30%	7.69%	100.00%

\* 1 teacher was born before 1936

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Bavaria District

No disability.	464	93.74%
Do not wish to identify my disability status.	13	2.63%
I have a disability, but not listed.	4	0.81%
Diabetes.	3	0.61%
Pulmonary or respiratory disorders.	2	0.40%
Cancer	2	0.40%
Hard of hearing.	1	0.20%
Blind in one eye.	1	0.20%
Nonparalytic orthopedic impairment - one or both legs	1	0.20%
Nonparalytic orthopedic impairment - back.	1	0.20%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.20%
<b>Partial paralysis – one arm, any part.</b>	<b>1</b>	<b>0.20%</b>
Learning disability.	1	0.20%
	495	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Heidelberg District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
539	456	135	321	6	9	121	279	7	30	1	3	0	0	0	10	73
100.0%	29.6%	70.4%	1.3%	2.0%	26.5%	61.2%	1.5%	6.6%	0.2%	0.7%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A
	2.0%	-2.0%	-0.4%	-3.0%	6.5%	3.8%	-1.3%	-1.7%	-2.8%	-0.9%	0.0%	0.0%	0.0%	-0.2%	-0.2%	N/A
<b>EICLF Permanent Teacher %</b>		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%	
EICLF Standard	126	330	8	23	91	262	13	38	14	7	0	0	0	1	1	
Number needed to make EICLF Standard	9		-9	-2	-14	30	17	-6	-8	-13	-4	0	0	-1	-1	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Heidelberg District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
42	313	162	22	539
7.79%	58.07%	30.06%	4.08%	100.00%

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Heidelberg District

No disability.	508	94.25%
Do not wish to identify my disability status.	13	2.41%
Pulmonary or respiratory disorders.	5	0.93%
Cancer	5	0.93%
<b>Convulsive disorder.</b>	<b>2</b>	<b>0.37%</b>
Hard of hearing.	1	0.19%
Ability to read ordinary size print, but loss of peripheral vision..	1	0.19%
<b>Inability to read ordinary size print, not correctable by glasses.</b>	<b>1</b>	<b>0.19%</b>
Nonparalytic orthopedic impairment - one or both legs	1	0.19%
Heart disease.	1	0.19%
Diabetes.	1	0.19%
	539	100.00%

\* Targeted disabilities are indicated in boldface



**DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Isles District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NH/PI		A/IAN		No Designation				
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
440	387	115	272	4	6	107	244	2	14	1	6	0	0	1	2	15	38
	100.0%	29.7%	70.3%	1.0%	1.6%	27.6%	65.0%	0.5%	3.6%	0.3%	1.6%	0.0%	0.0%	0.3%	0.5%	N/A	N/A
		2.1%	-2.1%	-0.6%	-3.4%	7.6%	5.7%	-2.3%	-4.6%	-2.7%	0.0%	0.0%	0.0%	0.1%	0.3%		
		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
		107	280	6	19	77	222	11	32	11	6	0	0	1	1		
		8	-8	-2	-13	30	22	-9	-18	-10	0	0	0	0	1		

EICLF Permanent Teacher %

EICLF Standard  
Number needed to make EICLF Standard

Note: Numbers in blue are over the EICLF  
Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Isles District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
35	309	83	12	439
6.49%	57.33%	15.40%	2.23%	81.45%

\* 1 teacher was born before 1936

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Isles District

No disability.	422	95.91%
Do not wish to identify my disability status.	13	2.95%
Nonparalytic orthopedic impairment - hip or pelvis.	1	0.23%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.23%
Diabetes.	1	0.23%
Pulmonary or respiratory disorders.	1	0.23%
Cancer	1	0.23%
	440	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Kaiserslautern District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHopi		AI/AN		No Designation				
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female		
641	530	135	395	2	19	126	339	4	30	2	6	0	0	1	19	92	
	100.0%	25.5%	74.5%	0.4%	3.6%	23.8%	64.0%	0.8%	5.7%	0.4%	1.1%	0.0%	0.0%	0.2%	0.2%	N/A	N/A
		-2.2%	2.2%	-1.3%	-1.4%	3.8%	6.6%	-2.0%	-2.6%	-2.6%	-0.4%	0.0%	0.0%	0.0%	0.0%		
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
EICLF Standard		146	384	9	26	106	304	15	44	16	8	0	0	1	1		
Number needed to make EICLF Standard		-11	11	-7	-7	20	35	-11	-14	-14	-2	0	0	0	0		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Kaiserslautern District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
49	396	156	40	641
7.64%	61.78%	24.34%	6.24%	100.00%

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 –Kaiserslautern District

No disability.	608	94.85%
Do not wish to identify my disability status.	16	2.50%
Hard of hearing.	4	0.62%
Pulmonary or respiratory disorders.	4	0.62%
I have a disability, but not listed.	2	0.31%
Nonparalytic orthopedic impairment - one or both legs	2	0.31%
<b>Convulsive disorder.</b>	2	0.31%
Nonparalytic orthopedic impairment - one or both feet.	1	0.16%
Nonparalytic orthopedic impairment - hip or pelvis.	1	0.16%
Cancer	1	0.16%
	641	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Europe Permanent F/T Teachers by Race / National Origin – Mediterranean District**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHopi		AI/AN		No Designation		
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
408	347	97	250	11	90	3	14	3	1	0	0	0	1	18	43
	100.0%	28.0%	72.0%	3.2%	25.9%	64.3%	4.0%	0.9%	0.3%	0.0%	0.0%	0.0%	0.3%	0.3%	N/A
		0.3%	-0.3%	-1.4%	5.9%	6.9%	-4.2%	-2.1%	-1.3%	0.0%	0.0%	-0.2%	0.1%	0.1%	
		27.6%	72.4%	1.7%	5.0%	20.0%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%		
		96	251	6	17	69	199	10	29	10	5	0	1	1	
		1	-1	-5	-6	21	24	-7	-15	-7	-4	0	-1	0	

EICLF Permanent Teacher %

EICLF Standard  
Number needed to make EICLF Standard

Note: Numbers in blue are over the EICLF  
Note: Numbers in red are under the EICLF

**DoDDS-Europe Permanent F/T Teachers by Cultural Generation – Mediterranean District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
33	242	98	32	405
8.15%	59.75%	24.20%	7.90%	100.00%

\* 3 teachers were born before 1936

DoDDS-Europe Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Mediterranean District

No disability.	389	95.34%
Diabetes.	6	1.47%
Do not wish to identify my disability status.	5	1.23%
Pulmonary or respiratory disorders.	2	0.49%
I have a disability, but not listed.	1	0.25%
Hard of hearing.	1	0.25%
Blind in one eye.	1	0.25%
Nonparalytic orthopedic impairment - one or both legs	1	0.25%
<b>Partial paralysis – both legs, any part.</b>	<b>1</b>	<b>0.25%</b>
<b>Convulsive disorder.</b>	<b>1</b>	<b>0.25%</b>
	408	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Pacific Permanent F/T Teachers by Race / National Origin**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation		
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
1,618	1,231	409	822	15	338	525	31	137	23	108	0	2	14	93	294
	100.0%	33.2%	66.8%	1.2%	3.1%	42.6%	2.5%	11.1%	1.9%	8.8%	0.0%	0.2%	1.1%	N/A	N/A
		5.6%	-5.6%	-0.5%	-1.9%	-14.7%	-0.3%	2.9%	-1.1%	7.2%	0.0%	0.0%	0.9%		
<b>EICLF Permanent Teacher %</b>		27.6%	72.4%	1.7%	5.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%		
<b>EICLF Standard</b>		340	891	21	61	706	34	101	37	19	0	2	3		
<b>Number needed to make EICLF Standard</b>		69	-69	-6	-23	-181	-3	36	-14	89	0	0	11		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Pacific Permanent F/T Teachers by Cultural Generation**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
107	784	581	144	1,616
6.62%	48.51%	35.95%	8.91%	100.00%

\* 2 teachers were born before 1936

DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256

No disability.	1,539	95.12%
Do not wish to identify my disability status.	33	2.04%
Hard of hearing.	4	0.25%
Nonparalytic orthopedic impairment - two or more parts of the body	4	0.25%
Diabetes.	4	0.25%
I have a disability, but not listed.	3	0.19%
Nonparalytic orthopedic impairment - one or both hands.	3	0.19%
Nonparalytic orthopedic impairment - one or both legs	3	0.19%
Nonparalytic orthopedic impairment - back.	3	0.19%
Pulmonary or respiratory disorders.	3	0.19%
Cancer	3	0.19%
Blind in one eye.	2	0.12%
Nonparalytic orthopedic impairment - one or both arms.	2	0.12%
Heart disease.	2	0.12%
Ability to read ordinary size print, but loss of peripheral vision..	1	0.06%
Missing extremities - one hand.	1	0.06%
Nonparalytic orthopedic impairment - one or both feet.	1	0.06%
Nonparalytic orthopedic impairment - hip or pelvis.	1	0.06%
<b>Partial paralysis - both legs, any part.</b>	<b>1</b>	<b>0.06%</b>
<b>Partial paralysis - one side of body.</b>	<b>1</b>	<b>0.06%</b>
<b>Partial paralysis - three or more major parts of body.</b>	<b>1</b>	<b>0.06%</b>
<b>Complete paralysis - one arm</b>	<b>1</b>	<b>0.06%</b>
<b>Convulsive disorder.</b>	<b>1</b>	<b>0.06%</b>
Disfigurement of face, hands, or feet.	1	0.06%
	1618	100.00%

\* Targeted disabilities are indicated in boldface



**DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Guam District**

	Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Overall Total (incl non-RNO desig)	144	33	111	2	5	20	64	1	3	9	36	0	1	3	8	29
	100.0%	22.9%	77.1%	1.4%	3.5%	13.9%	44.4%	0.7%	2.1%	6.3%	25.0%	0.0%	0.7%	2.1%	N/A	N/A
EICLF Permanent Teacher %		-4.7%	4.7%	-0.3%	-1.5%	-6.1%	-12.9%	-2.1%	-6.1%	3.3%	23.4%	0.0%	0.5%	1.9%		
		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%		
EICLF Standard	40	104	2	7	29	83	4	12	4	2	0	0	0	0	0	0
Number needed to make EICLF Standard	-7	7	0	-2	-9	-19	-3	-9	5	34	0	0	1	3		

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Guam District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
11	91	70	9	181
6.08%	50.28%	38.67%	4.97%	100.00%

DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Guam District

No disability.	175	96.69%
Do not wish to identify my disability status.	3	1.66%
I have a disability, but not listed.	1	0.55%
Ability to read ordinary size print, but loss of peripheral vision...	1	0.55%
Nonparalytic orthopedic impairment – back.	1	0.55%
	181	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Japan District**

	Hispanic		White		Black		Asian		NHOPJ		AI/AN		No Designation		
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Overall Total (incl non-RNO desig)	638	474	185	13	161	191	13	55	3	23	0	0	7	38	126
		100.0%	39.0%	2.7%	34.0%	40.3%	2.7%	11.6%	0.6%	4.9%	0.0%	0.0%	1.5%	N/A	N/A
		11.4%	-11.4%	0.0%	-2.2%	14.0%	-17.1%	3.4%	-2.3%	3.3%	0.0%	0.0%	1.2%		
EICLF Permanent Teacher %		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	8.2%	3.0%	1.6%	N/A	N/A	0.2%		
EICLF Standard		131	343	8	24	95	272	13	39	14	7	0	1	1	
Number needed to make EICLF Standard		54	-54	0	-11	66	-81	0	16	-11	16	0	-1	6	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Japan District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
35	299	240	63	637
5.49%	46.94%	37.68%	9.89%	100.00%

\* 1 teacher was born before 1936

DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Japan District

No disability.	600	94.04%
Do not wish to identify my disability status.	14	2.19%
Hard of hearing.	4	0.63%
Diabetes.	3	0.47%
I have a disability, but not listed.	2	0.31%
Nonparalytic orthopedic impairment - one or both hands.	2	0.31%
Nonparalytic orthopedic impairment - one or both legs	2	0.31%
Nonparalytic orthopedic impairment - two or more parts of the body	2	0.31%
Cancer	2	0.31%
Blind in one eye.	1	0.16%
Nonparalytic orthopedic impairment - one or both feet.	1	0.16%
Nonparalytic orthopedic impairment - one or both arms.	1	0.16%
<b>Partial paralysis – both legs, any part.</b>	1	0.16%
<b>Partial paralysis – one side of body.</b>	1	0.16%
Heart disease.	1	0.16%
Pulmonary or respiratory disorders.	1	0.16%
	638	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Korea District**

	Hispanic		White		Black		Asian		NHOPi		AI/AN		No Designation			
	Total	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	
Overall Total (incl non-RNO desig)	211	75	136	1	8	60	66	6	32	7	29	0	0	1	27	52
	100.0%	35.5%	64.5%	0.5%	3.8%	28.4%	31.3%	2.8%	15.2%	3.3%	13.7%	0.0%	0.0%	0.5%	0.5%	N/A
EICLF Permanent Teacher %		7.9%	-7.9%	-1.2%	-1.2%	8.4%	-26.1%	0.0%	6.9%	0.3%	12.2%	0.0%	0.0%	0.3%	0.2%	
		27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	N/A	0.2%	0.2%	
EICLF Standard	58	153	4	10	42	121	6	17	6	3	0	0	0	0	0	
Number needed to make EICLF Standard	17	-17	-3	-2	18	-55	0	15	1	26	0	0	1	1	1	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Korea District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
28	141	96	25	290
9.66%	48.62%	33.10%	8.62%	100.00%

**DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 -- Korean District**

No disability.	277	95.52%
Do not wish to identify my disability status.	4	1.38%
Nonparalytic orthopedic impairment – back.	2	0.69%
Missing extremities – one hand.	1	0.34%
Nonparalytic orthopedic impairment - one or both hands.	1	0.34%
Nonparalytic orthopedic impairment - one or both legs	1	0.34%
Nonparalytic orthopedic impairment – hip or pelvis.	1	0.34%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.34%
<b>Complete paralysis - one arm</b>	1	0.34%
<b>Pulmonary or respiratory disorders.</b>	1	0.34%
	290	100.00%

\* Targeted disabilities are indicated in boldface

**DoDDS-Pacific Permanent F/T Teachers by Race / National Origin – Okinawa District**

	Hispanic		White		Black		Asian		NHOP		AI/AN		No Designation	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Overall Total (incl non-RNO desig)	116	286	4	12	97	204	11	47	4	20	0	0	3	20
	28.9%	71.1%	1.0%	3.0%	24.1%	50.7%	2.7%	11.7%	1.0%	5.0%	0.0%	0.0%	0.7%	N/A
	1.2%	-1.2%	-0.7%	-2.0%	4.1%	-6.6%	-0.1%	3.5%	-2.0%	3.4%	0.0%	0.0%	-0.2%	0.5%
EICLF Permanent Teacher %	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%	
EICLF Standard	111	281	7	20	80	231	11	33	12	6	0	0	1	1
Number needed to make EICLF Standard	5	-5	-3	-8	17	-27	0	14	-8	14	0	0	-1	2

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**DoDDS-Pacific Permanent F/T Teachers by Cultural Generation – Okinawa District**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
33	253	175	47	508
6.50%	49.80%	34.45%	9.25%	100.00%

\* 1 teacher was born before 1936

DoDDS-Pacific Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Okinawa District

No disability.	487	95.68%
Do not wish to identify my disability status.	12	2.36%
Blind in one eye.	1	0.20%
Nonparalytic orthopedic impairment - one or both arms.	1	0.20%
Nonparalytic orthopedic impairment - two or more parts of the body	1	0.20%
<b>Partial paralysis – three or more major parts of body.</b>	1	0.20%
Heart disease.	1	0.20%
<b>Convulsive disorder.</b>	1	0.20%
Diabetes.	1	0.20%
Pulmonary or respiratory disorders.	1	0.20%
Cancer	1	0.20%
Disfigurement of face, hands, or feet.	1	0.20%
	509	100.00%

\* Targeted disabilities are indicated in boldface



**Permanent F/T Teachers by Race / National Origin – Distance Learning**

Overall Total (incl non-RNO desig)	Hispanic		White		Black		Asian		NHOP/		AI/AN		No Designation	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
14	6	6	1	0	4	6	1	0	0	0	0	0	0	2
100.0%	50.0%	50.0%	8.3%	0.0%	33.3%	50.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	N/A
	22.4%	-22.4%	6.7%	-5.0%	13.3%	-7.4%	5.5%	-8.2%	-3.0%	0.0%	0.0%	-0.2%	-0.2%	
<b>EICLF Permanent Teacher -%</b>	27.6%	72.4%	1.7%	5.0%	20.0%	57.4%	2.8%	8.2%	3.0%	1.6%	N/A	0.2%	0.2%	
EICLF Standard	3	9	0	1	2	7	0	1	0	0	0	0	0	
Number needed to make EICLF Standard	3	-3	1	-1	2	-1	1	-1	0	0	0	0	0	

Note: Numbers in blue are over the EICLF  
 Note: Numbers in red are under the EICLF

**Permanent F/T Teachers by Cultural Generation – Distance Learning**

Silent Generation (1936-1945)	Baby Boomers (1946-1964)	Generation X (1965-1976)	Generation Y or Millennium (1977-2010)	Total
3	8	1	1	13
23.08%	61.54%	7.69%	7.69%	100.00%

\* 1 teacher was born before 1936

**Permanent F/T Teachers with disabilities as defined by U.S. OPM Form SF 256 – Distance Learning**

No disability.	12	85.71%
Do not wish to identify my disability status.	1	7.14%
Blind in one eye.	1	7.14%
	14	100.00%

\* Targeted disabilities are indicated in boldface