



# P.A. 23-167 Sec. 10: Increasing Educator Diversity Plans

*Increasing Educator  
Diversity Plans:  
Feedback, Approval &  
More*

Connecticut State Department of Education | May 22, 2024

# Adjustment of Timeline

**Plans submitted by April 15, 2024: Receive feedback by June 4, 2024**

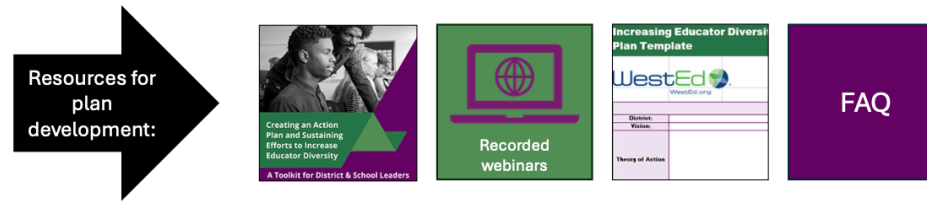
- **All other plans will be reviewed and receive feedback on a rolling basis**

**Plans in need of revision and resubmission: Due by October 1, 2024**

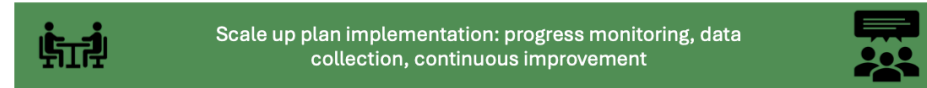
**CSDE feedback on revised plans: Provided by December 2, 2024**

## Creating, Reviewing, and Approving Increasing Educator Diversity Action Plans

July 1, 2023: Legislation (P. A. 23-167 §10) passes requiring each local and regional board of education (BOE) to submit an increasing educator diversity (IED) plan to the CSDE for review and approval.



Spring 2024: Plans Submitted, Review Process Begins



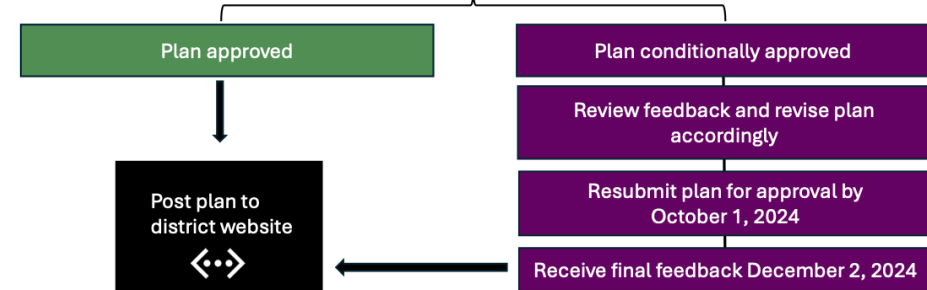
Review teams including CSDE Staff & District representatives, trained by WestEd staff who led PD & resource development, review de-identified plans



IED plan Review Tool, aligned to domains of the *Progress Monitoring and Self-Evaluation Tool* in Toolkit



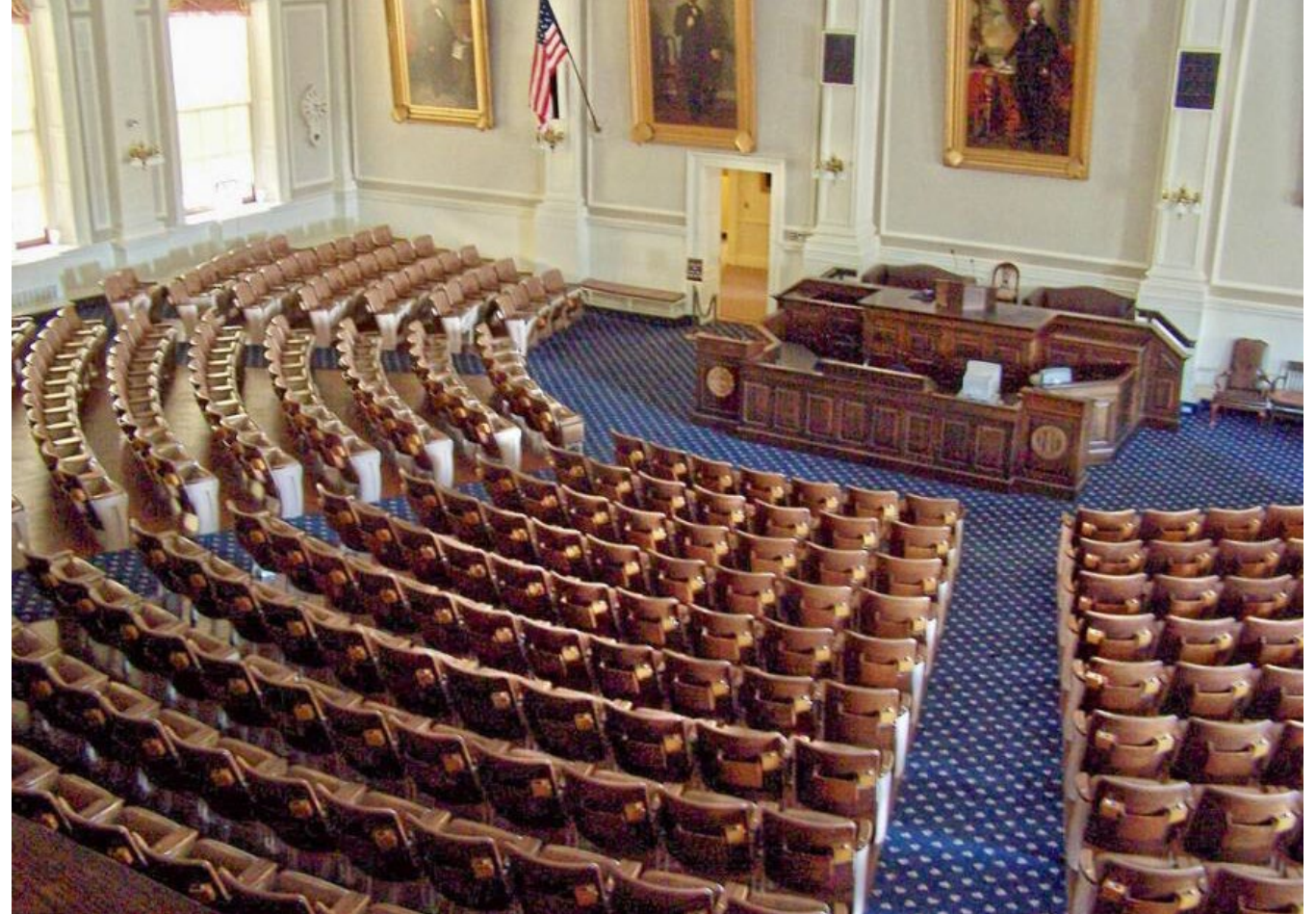
Review decisions made, feedback provided: June 2024



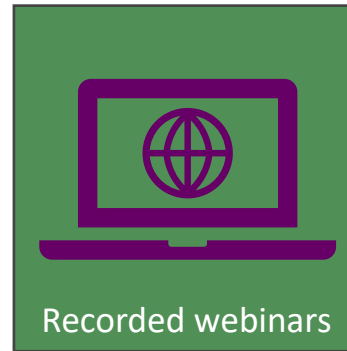
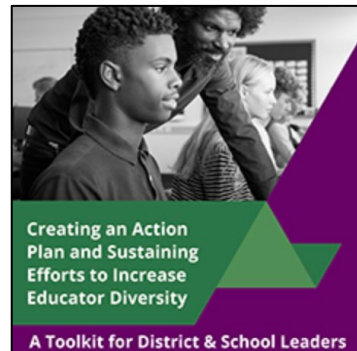
New infographic describes IED plan review process

## P. A. 23-167 §10

- July 1, 2023: Legislation passes requiring each local and regional board of education (BOE) to submit an increasing educator diversity (IED) plan to the CSDE for review and approval.



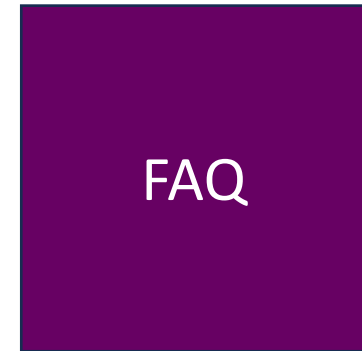
# Resources for plan development are hyperlinked for easy access during revision phase



Increasing Educator Diversity  
Plan Template

WestEd  
WestEd.org

District:	
Vision:	
Theory of Action	



# Where we are now

Spring 2024: Plans Submitted, Review Process Begins

Scale up plan implementation: progress monitoring, data collection, continuous improvement

Do not wait for feedback to implement your plan.

# IED Plan Review Process



Review teams trained by WestEd staff who led PD & resource development, review de-identified plans

IED plan Review Tool, aligned to domains of the *Progress Monitoring and Self-Evaluation Tool* in Toolkit



# Review decisions and feedback provided June 2024

Two possible outcomes

Outcome 1:

Plan approved





# Review decisions and feedback provided June 2024

## Outcome 2:

Plan  
conditionally  
approved

Review feedback  
and revise plan  
accordingly

Resubmit plan for  
approval by  
October 1, 2024

Receive final  
feedback  
December 2,  
2024

# Technical Assistance

- CSDE & WestEd Office Hours

- June 7, 2024, through June 26, 2024

- 30-minute sessions with CSDE and WestEd staff

- *Opportunity for districts to discuss the feedback provided for their Plan.*

- *Sign up at*

- [https://calendar.app.google/9DWNDHU185BDR5qr8.](https://calendar.app.google/9DWNDHU185BDR5qr8)



## Direct Links to Other CSDE Resources

[Resources for Increasing Educator Diversity Plan Creation and Implementation](#)

[EdSight Home Page \(ct.gov\)](#) and [Educator Diversity Dashboard](#)

[Creating a District Plan to Increase the Racial, Ethnic and Linguistic Diversity of Your Educator Workforce: A Guidebook for Hiring and Selection \("Guidebook"\)](#)

[Creating an Action Plan and Sustaining efforts to Increase Educator Diversity: A Toolkit for District and School Leaders \("Toolkit"\)](#)

# For Questions



Email Inquiries to: [SDE.IEDPlans@ct.gov](mailto:SDE.IEDPlans@ct.gov)