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District	Ansonia Public Schools									
Vision	Representation matters. Ansonia Public Schools is dedicated to continuously recruiting and retaining a diverse group of educators and staff who mirror the students they teach every day. These diverse members of our workforce will embody the racial, ethnic, gender, cultural, and linguistic diversity that we observe and celebrate in our students. We recognize that clarity of intention is crucial, and we collectively hold ourselves accountable for making steady and impactful progress. Although we haven't yet reached our desired destination, we remain committed to the following action plans as strategies to progress steadily toward our goal.									
Theory of Action	We hold the belief that if the leadership and staff engaged in the hiring and selection process exhibit cultural responsiveness, heightened social consciousness, and an awareness of implicit bias, then gradually, the recruitment and selection of diverse staff members will reflect the rich diversity present in our student population.									
Team Leader	Charles Carey (Business Manager and Director of Human Resource)									
Team Members	Dr. Reese Morales (Director of Equity and Communications), Stephen Bergin (Assistant Superintendent), Pat Boyle (Human Resource and Busineess Assistant)									
Revised Date	March 2024									
	Goal	wno manages the	St	trategies/Key Activiti	es	indicators of	Resources	RISKS and	Communication	District Comments
	(What are we trying to do? How will you sustain educators in ways that increase their retention?)	(name, position)	What?	Who Owns This?	By When?	(How will we know if we are on track for success?)	(What people, time, money, and technology will be needed?)	(What could go wrong? How will we make that less likely to happen?)	(Who needs to be consulted/ engaged? What needs to be communicated?	
RECRUITMENT		High School Administrators, High School Staff	Increase enrollment in Educational Pathways and those students pursing education	High School Administrators, High School Staff	Ongoing	Track the number of students in the pathway and the number of students	Aspiring Educator Diversity Scholarship Program, time and funding for additional	No money for additional courses or staff, lack of interest in education	Students, principals, and counselors	
RECRUITMENT	Attract and recruit highly qualified diverse candidates in an effort to increae the diversity of our staff.	Director of Human Resource, Director of Equity	Partner with local university teacher prep programs, post our job openings on	HR	Ongoing	Track where candidates are learning about our position.	Time, funding for marketing, and funding to advertise on various platforms	The candidate pool does not result in an increase of diverse candidate pool.	Local universities, various groups that promote diversity by both HR and director	
RECRUITMENT	Starting immediately, for each certified position filled, the district will document and monitor the self-identified gender, ethnic, and racial information of our candidate pool. This data will be shared with administration and other relevant groups as needed	Director of Human Resource	Post-hire, collect and track self-reported candidate information as a gauge for how effective we are at attracting a diverse candidate pool	HR	Ongoing	The self-reported demographics of our candidate pools will be increasingly diverse over time.	HR will need to gather, record and track this data on an ongoing basis.	Lack of visibility Process is not automated.	HR will need to provide ongoing updates to inform district leadership.	We aspire for the diversity of our new hires to gradually expand over time, reflecting the rich diversity observed in our student population. Achieving this outcome within our workforce is a direct consequence of meticulously establishing a diverse nool of candidates who express.
HIRING & SELECTION	Our district administrators serve as the primary decision makers regarding candidate review and selection practices. Therefore, we will require, communicate and deploy the "Introduction to Implicit Bias in the Hiring & Selection Process"* online training module developed by the CT State Department of Education for all district administrators. This training will be completed by July 1, 2024 for all existing district administrators, and on an on-going basis for all future new administrators.	Charles Carey (Director, HR)	CT SDE online training module completion.	Training - CT SDE. Monitoring - HR.	By October 31, 2024	Completion metrics for administrators.	Access to state training module.	Failure for individual administrator to demonstrate this as priority.		Previously, the district did not provide nor require employees who participate in the candidate review/selection process (i.e., hiring process / interview committee) to receive any training regarding how to be a fully contributing member of these teams and someone who can effectively and honestly understand and reflect on any implicit biases that may exist when evaluating candidates to be selected for open positions.
HIRING & SELECTION	Energive upon conection of seni- reported demographic data by the district (as outlined in the Retention goal), the district will record and monitor gender, ethnic, and racial self-identified information for employees who participate on interview committees. If an employee has not provided this self- identifying information, they will be categorized as "unknown" in any metrics maintained by the district. This data will be shared with administration	Director of Human Resource	Tracking dashboard	Administrator for any school-based hires.	Ongoing	The self-reported demographics of our interview committee members will be increasingly diverse over time.	Tracking at the school level and district level.	Must submit all members of interview committee at time of hiring recommendation. Process is not automated.	School leaders will need to provide the names of interview committee members at each stage of the candidate review process. Details will need to be provided in a consistent manner across all school locations.	We desire that the diversity of our workforce, as well as the diversity we observe in our student population, be reflected in the employees who participate in the candidate review and selection process (i.e., interview committee).
RETENTION	To decrease staff turnover among underrepresented individuals, we will implement initiatives that foster a positive organizational culture and	Director of Human Resource, Superintendent, Assistant	Data Collection	Administrator for any school-based hires.	Ongoing	Human Resource- track employee retention rate, conduct climate , exit	Surveys	Risk- people may still leave for new opportunities, burn out may occur, retirement		
BOE Apprroved 3/13/24										