

District: BRANFORD
Team Lead: Christopher Tranberg
Team members: Christopher Tranberg, Ali Moran, Connie Turkington, Tenisha Biggs, Ashley Marinaro, Sarah MacDougall
Vision: Increase the hiring and retention of teachers of diverse backgrounds and identities in the Branford Public Schools.
Theory of Action: If the Branford Public schools implements strategies to successfully recruit and retain a diverse teacher workforce using research-based, data-driven strategies, then we will create a community more representative of our students, community values and the world.

	Goal <i>(what is it we are trying to do?)</i>	Who manages the goal? <i>(name and position)</i>	Strategies/ Key Activities <i>(how are we going to do it?)</i>			Indicators of Progress <i>(How will we know if we are on track for success?)</i>	Resources Required <i>(What people, time, money and technology will be needed?)</i>	Risks and Mitigation <i>(What could go wrong? How will you make that less likely to happen?)</i>	Communication/Engagement Efforts <i>(What people need to be consulted/engaged? What needs to be communicated? To whom?)</i>
			What?	Who owns this?	By when?				
Recruitment	Recruit a diverse educator workforce through strategic partnerships, building internal capacity and creating representative recruitment and communication materials.	Connie Turkington, Human Resource Manager	1) Partner with colleges and universities graduating a diverse teacher workforce. 2) Explore TRCP or similar programs. 3) Review course offerings that nurture teacher development for current BPS students. 4) Create recruitment materials and job descriptions that are representative of Branford and inclusive of diverse populations. 5) Update district website to ensure accurate representation of the community.	Talent Services	2024-2025 school year and ongoing	Monitor demographics through interviews, evidence of established university partnerships, course audit completion, publication of recruitment materials.	1) Time for networking and establishing outside partnerships. 2) Budget allocation for TRCP (or similar) participation. 3) Review of curriculum/program of study a BHS. 4) Funds for acquisition of recruitment materials. 5) Time and personnel to address website updates.	Financial constraints, limited pool of diverse candidates, widespread competition of initiative across the State. Providing necessary training for staff and community will mitigate risk.	All school and district-level administrators need to be engaged. They all need to receive communications regarding: Our hiring process: the expectations in terms of their role in requesting to hire candidates and the requirement that all interview committee members take and pass the anti-bias training
Hiring and Selection	Onboard highly-qualified teacher candidates who represent the diversity of our student population.	Christopher Tranberg, Superintendent	1) Develop an interview process assessing candidates' understanding of the importance of diversity in public education. 2) Utilize bias-free behavioral interview questions presenting specific scenarios and examples of past behaviors related to diversity in the workplace. 3) Diversify interview committees wherever possible to welcome diverse perspectives on candidates. 4) Require that committee participants engage in anti-bias training prior to serving on a committee.	Administrators, Hiring Committees, Talent Services	2024-2025 school year and ongoing	Create handbook for onboarding processes, utilize bias assessment tools to review documents, strategically assemble interview committees, solicit feedback regarding anti-bias training tools.	1) Time to develop an interview process that prioritizes equity and diversity. 2) Funds to secure anti-bias training for hiring committee members.	Perception that candidates are only being selected because of what they bring to diversify the District. Providing education for staff and community will mitigate risk.	School and district-based administrators need to be consulted/engaged, as do other members of the interview committee. Appropriate members of the Branford Board of Education should be consulted. In addition, appropriate State Department of Education personnel should be consulted, as well as BPS legal counsel when necessary.

Support and Retain	Retain a diverse workforce and foster an inclusive work environment where all employees feel valued, respected, and have equal opportunities for growth and advancement.	Ali Moran, Assistant Superintendent	1) Review existing policies and procedures to ensure they promote diversity, equity and inclusion. 2) Provide ongoing professional learning for all staff on diversity, equity and inclusion.	Administrators, Coaches, Mentors, Talent Services	2024-2025 school year and ongoing	<p>Efforts to retain a diverse workforce may be perceived as disingenuous. Symbolic gestures without meaningful action can breed cynicism and erode trust among employees.</p> <p>Monitor retention rates using demographic data, facilitate interviews and focus groups for feedback, evaluate feedback from professional development and adjust accordingly.</p>	Time for professional learning and financial support for professional consultancy if needed.	Provide teachers with mentors to support retention. Provide training to staff and community to ensure a welcoming and supportive environment of others.	All staff, community and BOE.
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