

## Increasing Educator Diversity Plan Template



### IMPORTANT NOTES:

1. Formal approval by your local or regional board of education, or equivalent governing body for schools must be obtained prior to submitting your Increasing Educator Diversity Plan. Be prepared to provide the day, month and year that the plan was approved by the board or equivalent governing body as part of the upload of your submission.
2. In the absence of an original motion or a preexisting board or board equivalent policy expressly conferring authority on the superintendent or equivalent schools administrator to make any necessary Plan revisions, the school board or equivalent governing body will be expected to formally approve any necessary revisions to its Plan prior to resubmitting the revised Plan by May 15, 2024

COVER PAGE	
<b>District:</b>	The Bridge Academy Charter School
<b>Vision:</b>	Our vision is to offer our students a top quality education that will give them the academic and social emotional skills necessary to have a prosperous, happy and civic-minded future so that they can contribute to the well-being and
<b>Theory of Action</b>	In the 2023-2024 school year, 28% of The Bridge Academy's certified staff were Black or Hispanic/Latino (Edsight). If we include non-certified staff that number rises to 48%. Though our percent of certified staff of color is better than that of the state at 9.9%, and of our host district at 26.9%, since almost 100% of our students are Black and Hispanic/Latino, our goal is to increase the number of certified staff of color in order to better reflect the racial make-up of our student body. We will work to do this by improving our recruitment, hiring and retention of minority candidates through a series of strategies that support such candidates at every level of onboarding and employment. At the same time, we will continue to work to increase the racial consciousness and cultural responsiveness of all staff through regular training as well as such simple measures as continuing to fly our Black Lives Matter and All Are Welocme LGBTQ support flags outside of our school so that our commitment to diversity is made explicit and communicated clearly from the moment people walk in the building. The Bridge Academy shall continue to grow its policies around this work, resulting in more equitable hiring practices and an increase in access to diverse educators for all students. We will do this work by partnering with families, alumni, staff and community members in order to leverage the talent, connections and diversity that already exist in our district and school. As a result, The Bridge Academy's students will feel safe and seen amid a rich tapestry of cultures, races, backgrounds and experiences. This exposure will support them in achieving academically and possessing the qualities needed for success in an increasingly diverse world.
<b>Team Lead:</b>	Tyrone Elliott
<b>Team Members:</b>	Tyrone Elliott, Tim Dutton, Rachel Allison, Bridget Krauss, Karl Krauss

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RECRUITMENT								
Goal (What are we trying to	Who Manages the (name, position)	Strategies/Key Activities			Indicators of (How will we know if	Resources Required (What people, time,	Risks and (What could go wrong?	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
In order to bridge the diversity gap between our students and teachers, our goal is for 50% of our certified staff to be people of color (Black, Hispanic/Latino, Asian or Native American) by the	Tyrone Elliott, School Superintendent. When a position becomes available, Mr. Elliott will meet regularly with administrators and communicate with the Board of Directors to	When openings occur, we will recruit diverse and culturally competent administrators, teachers and staff. We will use various recruiting tools such as LinkedIn, CTReap, word of mouth,	Rachel Allison, Principal, will ensure that postings for all positions are advertised on a variety of sites, such as Facebook, Instagram and Indeed as well as more traditional sites such as CTReap.	Ongoing as positions open up.	Within three years, 33% of our certified staff will be people of color.	We will need money for enrollment fees for recruitment sites, radio ads, etc. If we decide to hire a professional recruitment firm or individual, we will need funding for that as well.	Our root cause analysis has identified several factors that make hiring minority candidates challenging. One is a nation-wide shortage of teachers, especially in areas such as math and	Administrative team needs to coordinate efforts to reach diverse candidates. This will be an item on the admin team's weekly meeting agenda.
	Tyrone Elliott - School Superintendent	Attend various minority recruiting fairs across the state and eastern region.	Rachel Allison will research hiring a recruitment firm to identify and contact high quality minority candidates.	September 1st, 2024	Attending at least one minority job fair per year.	Travel and enrollment fees will be budgeted by Bridge Academy	In our experience, there are not many recruitment fairs held in our area. We will work to be more mindful of looking out for such fairs here and around the state.	We will look to some of our teacher-led committees, such as Teaching and Learning and/or our Climate Committee for staff who might have an interest in helping with recruitment.
		One research-based	Karl Krauss, instructional	Ongoing	At least one of our non-	We may need money to	We have helped two staff	Our Instructional

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HIRING & SELECTION								
Goal (What are we trying to	Who Manages the (name, position)	Strategies/Key Activities			Indicators of (How will we know if	Resources Required (What people, time,	Risks and (What could go wrong?	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
In order to bridge the diversity gap between our students and teachers, our goal is for 50% of our certified staff to be people of color (Black, Hispanic/Latino, Asian or Native American) by the	Climate and Culture Committee	We will work to ensure that at least one staff member of color is present at candidate interviews.	Rachel Allison, in collaboration with the culture and climate committee.	September 1st, 2024	At least one staff member of color will be present at at least 50% of interviews conducted this year, with the goal of raising that number to 100% in the future.	Stipends for Climate Committee members of color who attend interviews.	Since interviews usually happen after school hours, it is possible that time constraints make it challenging for staff to sit in on interviews. We will work to schedule interviews around staff	administrative team will need to work with climate committee to make sure needs are met in order to meet goals
100% of candidates of	Climate and Culture	Identify current staff of	Rachel Allison, in	September 1st, 2024	Communications to	Stipends for staff of color	Time constraints for	The administrative team

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RETENTION								
Goal (What are we trying to	Who Manages the (name, position)	Strategies/Key Activities			Indicators of (How will we know if	Resources Required (What people, time,	Risks and (What could go wrong?	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
On our spring 2024 climate survey, 93.7% of staff agreed or strongly agreed that Bridge Academy is "sensitive to issues regarding race, gender, sexual orientation and disability". However,	Tyrone Elliott - School Superintendent	Research shows that it is important to enhance the knowledge and skills of all staff in order to create a more inclusive, supportive environment. Toward that end, we will conduct regular trainings and	Our Teaching and Learning Committee is made up of teachers, social workers and administrators and uses trend and survey data to plan professional development. The	Our first DEI training will be conducted on Tuesday, August 27, 2024. Trainings and workshops will be conducted at least annually after that.	At least one DEI training will be conducted each year.	Money to pay for DEI training presenters.	The risk is that such trainings are not successful in creating a climate of greater support and diversity. Though staff have indicated in the past that they feel that DEI	In addition to the Teaching and Learning Committee, our Board of Directors and administrative team will attain focus on this goal by ensuring that staff retention is an agenda
		Another research-based	Rachel Allison will	Ongoing	At least one of our	Money for incentivization	It's possible that	Information about this
		Right now, our three	Rachel Allison is the	We will work to have at	2 TEAM trained Mentors	Stipends for mentors and	Because we are a small	Administrative team
100% of beginning	Tyrone Elliott - School							