Increasing Educator Diversity Plan Derby Public Schools

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COVER PAGE	
District:	**Derby Public Schools**
Vision:	**We envision a school district where our staff reflects the vibrant tapestry of our community (See BOE vision), where diversity thrives not just in numbers, but in perspectives, experiences, and voices. We strive to attract, develop, and retain a diverse and talented workforce, fostering a culture of inclusion and belonging where all educators feel empowered to contribute their unique strengths and inspire the next generation of learners.**
Theory of Action	If we implement a comprehensive recruitment and retention strategy (See BOE Policy) focused on attracting and retaining diverse talent, then we will create a more diverse staff that better reflects the needs of our students, leading to improved academic outcomes, increased engagement, and a more inclusive school culture.
Team Lead:	Carol Pendagast Human Resources, Dr. Michael Rafferty Teaching and Learning
Team Members:	Dr. Matthew Conway Jr, Dr. Michael Rafferty, Carol Pendagast, Leaders (R. Caggiano, Ray Coplin,) PDEC Selections

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RECRUITMENT								
Goal (What are we trying to do?)	**Who Manages the Goal?** (name, position)	**Strategies/Key Activities** (How are we going to do it?)			**Indicators of Progress** (How will we know if we are on track for success?)	**Resources Required** (What people, time, money, and technology will be needed?)	**Risks and Mitigation** (What could go wrong? How will we make that less likely to happen?)	**Communication/ Engagement Efforts** (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	**Who Owns This?**	**By When?**				
1) Improve the ability to attract a racially, ethnically, linguistically diverse staff. **2)** Develop and implement a comprehensive plan to attract and retain a more diverse workforce that reflects the demographics of the student body. **3)** Broaden our search for candidates by connecting to alternative post secondary institutions like historically black colleges and universities (see BOE Policy). **4)** Update web presence to reflect diversity efforts and resources for equitable, inclusionary education.	Dr. Matthew J. Conway, Jr. - Superintendent, Carol Pendagast - Human Resources, Dr. Michael Rafferty - Director of Teaching and Learning,	Widen the district's searches and outreach efforts: **1)** Advertise in publications and organizations specifically targeted towards diverse educators. **2)** Build relationships with local diversity-focused education organizations. **3)** Update district website and communications with our focus on diversity recruitment efforts. **4)** Strengthen connections and partnerships with SCSU and Post University to tap potential candidates. **5)** Participate in ACES recruitment fairs. **6) M**arket and communicate The Aspiring Educators Diversity Scholarship Program to high school and local university students. 7) **A**dvertise positions on the CAS website, Indeed and other alternative sites to widen pool of candidates See B_OE Policy on recruitment: 4111.1-4211_ 8**)** **A**dditionally we are hosting a CEA Job Fair at Derby High School on Saturday, April 27, 2024.	**1)** Human Resources can coordinate the effort along with the Director of Teaching and Learning. **2)** The Director of Teaching and Learning will continue to work with school leaders to be responsive and supportive. **3)** Adhere to district policy to develop and implement a written plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment procedures of the district produce a diverse and qualified staff.	This is in progress and on-going	**1)** Job Postings will be set up in new platforms as well as CT REAP and other local platforms. **2)** We will know we are on track when hiring becomes more diverse. **3)** State reporting will track progress towards improvement. **4)** Regular team meetings to assess, discuss, and adjust strategies.	**1)** We will need to research other available platforms in CT to determine costs, time, technology, etc. needed to accomplish this goal 2) Use email lists	**1)** Lack of training for managers: Train hiring managers on recognizing and mitigating unconscious bias. **2)** Cost prohibitive: Some platforms may require membership and/or fees: we will need to determine the associated costs and request a budget to use these resources.	**1)** Administrators who handle interviewing and applications will need communication & training. **2)** Our Finance Dept. will need to be consulted regarding fees and cost-possibly may need to go to BOE for approval of such funds.

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HIRING & SELECTION							
Goal (What are we trying to do?)	**Who Manages the Goal?** (name, position)	**Strategies/Key Activities** (How are we going to do it?)			**Indicators of Progress** (How will we know if we are on track for success?)	**Resources Required** (What people, time, money, and technology will be needed?)	**Risks and Mitigation** (What could go wrong? How will we make that less likely to happen?)	**Communication/ Engagement Efforts** (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	**Who Owns This?**	**By When?**				
1) Develop systems and structures to create fair and equitable hiring practices that make the district a favorable working environment for all applicants especially candidates from marginalized groups.	Dr. Matthew J. Conway, Jr. - Superintendent, Carol Pendagast - Human Resources, Dr. Michael Rafferty - Director of Teaching and Learning,	**1)** Use blind resume reviews to remove unconscious bias based on names or perceived ethnicity. **2)** Develop standardized interview questions and rubrics for evaluating candidates. **3)** Provide feedback loops to interview committees and candidates.	**1)** This would be coordinated with the Administrative Council. **2)** subcommittee will continue in between work for the vision.	This is in progress and on-going	**1)** New materials will be provided to staff responsible for hiring **2)** Provide ongoing capacity and connecting sessions for all staff especially guided around topics to affirm and develop diverse staff members.	All Administrators, Superintendent, Human Resources Manager. The district will utilize state resources as well as partner with fellow districts to pool and share applicants and leads to diverse applicants that are available to recruit.	Relying on others to provide input and collecting the input can be time consuming. Need to set a deadline for 1st drafts to be submitted to HR for review.	Start with a plan of the intended goal, set a timeline, follow up, implement. IT may need to load into system for easy of access by Administrators.

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RETENTION								
Goal (What are we trying to do? How will you sustain educators in ways that increase their retention?)	**Who Manages the Goal?** (name, position)	**Strategies/Key Activities** (How are we going to do it?)			**Indicators of Progress** (How will we know if we are on track for success?)	**Resources Required** (What people, time, money, and technology will be needed?)	**Risks and Mitigation** (What could go wrong? How will we make that less likely to happen?)	**Communication/ Engagement Efforts** (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	**Who Owns This?**	**By When?**				
1) Develop a district-wide diversity and inclusion plan (See BOE Policy) with ongoing support to all staff: **2)** Offer mentoring and coaching programs to help diverse educators develop their skills and prepare for leadership roles.	Dr. Matthew J. Conway, Jr. - Superintendent, Carol Pendagast - Human Resources, Dr. Michael Rafferty - Director of Teaching and Learning,	**1)** Organize events and opportunities for potential candidates to interact with current staff and students. **2)** Create affinity groups or professional learning communities for diverse educators to connect and support each other. **3)** Create a teacher leadership learning (i.e CAS Teacher Leadership Program, etc.) series to allow staff to develop opportunities to grow and retain staff. **4)** Revisit and revamp the new teacher opening and onboarding systems and structures.	Combined efforts of HR and Director of Learning to coordinate with Administrators in the development of ongoing professional learning as well as feedback loops to serve staff in a meaningful, authentic way.	Program/Plan should be in place for start of new School Year	A planned schedule of events and programs should be developed and implemented. We can determine if we are on track by following the plan and following up with all involved to determine if outcome is being obtained.	Funding will be needed for refreshments at events and to pay presenters/mentors for the additional time needed from them to administer the programs. Surveys will need to be developed and sent out (HR Function).Survey data will need to be compiled and reviewed (program team members).	Not enough survey participation could be an issue. Lack of mentors willing to participate could stop the program.	All certified staff need to be consulted. Soliciting mentors will be a challenge and communication with certified staff to encourage participation will be repeated several times before the start of the new school year.