

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	
District:	Ellington
Vision:	Ellington schools will employe a teacher workforce that represents the diversity of background and lived experience in the broader community.
Theory of Action	If the district partners with the Teacher Residency Program (TRP), area ed prep programs, and stakeholders of color, then we will attract more teachers of color to our district.
Team Lead:	Carolyn Yakaitis, Coordinator of HR
Team Members:	Oliver Barton, Carolyn Yakaitis, Tracey Deptula

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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?				
<p>Increase the number of high quality educator applicants of color hire one TRP resident every year. Increase the number of high quality educator applicants of color hire one TRP resident every year</p> <p>EPS demographics are currently 28% students of color and 6% educators of color (including 13% administrators of color). Increasing by one teacher per year would add 0.4 % per year, or 2% over five years, which is our minimum target. We plan to have 17 educators of color by 9/1/25, 22 by 9/1/30. Although we hope to substantially surpass our goal, if plan goals are achieved, we will have at least three teachers of color per school.</p>	Carolyn Yakaitis, Coordinator of Human Resources	Advertise to all certified teachers in CT with specific certifications. Annually attend UConn Education Career Fair in March, and RESC Increasing Educator Diversity Fair in April. Secure TRP applicant by 11/25/2024 for priority candidate. District intentionally hires Ellington High School graduates for non-certified education support positions. The district encourages promising non-certified staff, especially staff of color, to consider pursuing educator certification through traditional avenues and the residency program. In 2023-24, for example, one paraeducator successfully started the TRP process.	Carolyn Yakaitis (targeted recruiting for vacancies) Oliver Barton (TRP)	Secure TRP applicant by 11/25/2024 for priority candidate if possible and if not by March 31, 2025, annually by November and March.	Although we hope to substantially surpass our goal, if plan goals are achieved, we will have at least three teachers of color per school.	Participation by HR and at least one administrator. If recruitment fairs require registration fees, operating budget and grant funds will be used. Grants are provided by CSDE consistently. TRP is budgeted through our Choice program funds which are sustainable.	Possible lack of quality residents in TRP—recruit candidates from area communities for TRP. Continue to recruit for TRP among existing paraeducators and other non-certified staff of color. co-constructing event plan with teachers or administrators of color	Communicate goals and TRP opportunity to Paras and tutors Communicate to educators and possible educators of color in nearby communities. Weekly district promotional videos publicly posted will include substantial representation of students and educators of color.

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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?				
Increase the number of quality interviewees, finalists, and selected teachers of color	Oliver Barton, Assistant Superintendent	Engage and orient 16 administrators at Administrative Council meeting on 3/20/2025, annually thereafter in March.	Assistant Superintendent will own training and engaging administrators for hiring, selection, and retention.	Beginning in March 2025 and annually thereafter.	Increased number of interviewees, finalists, and selected teachers of color	Principal and committee time	Implicit bias may impact perspectives of panelists—book study/training on implicit bias by admins. Add CREC PD on bias and representation for teachers and administrators.	Recruitment and preparation of hiring committee members. The superintendent will communicate to all admin the priorities and strategies related to recruiting, hiring, and retaining educators of

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RETENTION								
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?)
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Retain TRP teachers and teachers of color at rate greater than or equal to overall retention. 2023/24 overall retention rate was 16/267 (94%). Retention of teachers of color was also 94%. Target for teacher of color retention 2045-25 school year to 2025-26 school year is 94%.	Oliver Barton, Assistant Superintendent	Quarterly 1:1 meetings with principals/supervisors on teacher engagement and performance Annual celebration/networking (affinity) meeting w TRP grads, mentors, and teachers of color by 5/31/25, annually thereafter in May.	Assistant superintendent and principals. Tracey Deptula, Carolyn Yakaitis	May of each academic year.	Meetings completed, notes on engagement and teacher connectedness to and support across the community. Notes from convening. Evaluate attendance and feedback from affinity meeting 5/31/25, and future events annually to seek ways to improve.	Administrator time. Food and favors for meeting.	Low expectations on connectedness and support—admin reflection on mindset and data. Low interest-ensure engaging event, collect feedback, assess. Add 1:1 coaching of administrators by assistant superintendent. Sharing of best practices in connecting with staff at administrative council with support of two existing administrators of color.	Administrators, teachers