

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:	Griswold Public Schools
Vision:	To enhance educator diversity in Griswold Public Schools, we commit to recruiting and nurturing a diverse faculty and staff that embodies excellence, fosters connections, and empowers students to become future-focused, resilient
Theory of Action	<p>If we deliberately support high-quality educators of color throughout their tenure with Griswold Public Schools by:</p> <ol style="list-style-type: none"> 1. Recruiting/hiring to foster and celebrate a culture of belonging 2. Overseeing an onboarding process, targeted early career support, and ongoing professional learning to ensure that every individual feels both welcomed and valued <p>Then we will:</p> <ol style="list-style-type: none"> 1. Ensure a transparent search and selection process. 2. Support individuals and their talents, so that they can grow and thrive with colleagues and students. <p>Approved by PDEC Committee: March 5, 2024 Approved by Griswold Board of Education: March 14, 2024</p>
Team Lead:	Sean P. McKenna, Superintendent
Team Members:	<p>Sean P. McKenna, Superintendent Glenn LaBossiere, Assistant Superintendent Patricia Feeney, Coordinator, Teaching, Learning & Innovation Coordinator Jessica Gillespie, Coordinator, Teaching, Learning & Innovation Coordinator Deborah Martin, Director, Fiscal & Personnel Services Christopher Champlin, Director, Student Services Louis Zubek, Principal, Principal, Griswold Middle School Erin Bettini, Teacher, Griswold Elementary School Ty Roby, Teacher, Griswold Middle School & GEA President</p>

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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 Mitigation (What could go wrong?)	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
We commit to enhancing the diversity of our prospective educators by a targeted 20% within the next 3-5 years by expanding our recruitment efforts and appealing to more teachers of color.	Superintendent's Office	1. Partner with Diverse Teacher Preparation Programs: Engage with teacher preparation programs that have a track record of producing diverse candidates. (Source: Dee & Goldhaber, 2017)	GPS Office of Teaching, Learning, and Innovation	2024-2025 school year	Increase in Diverse Applicants: Track the diversity of our applicant pool over time. The goal is to increase the percentage of applicants from underrepresented groups.	Recruitment Team: A dedicated team to focus on implementing and monitoring these strategies such as Engaging with teacher preparation programs that have a track record of producing diverse candidates.	Risk: In our area, the pool of diverse candidates is limited. Mitigation: Strategies include expanding the geographical scope of recruitment efforts and developing 'grow your own' programs within the district.	Transparent Communication: Clearly communicate our goals and strategies for increasing diversity to all stakeholders. This includes teachers, administrators, students, parents, and the wider community.
		2. Attend Job Fairs and	GPS Office of Teaching,	2024-2025 school year	Attendance at job fairs	Marketing: Community	Risk: Time and money	Updates: Provide regular
		3. Tap into Alternative	GPS Office of Teaching,	2024-2025 school year	Increase in Diverse	Partnership Development:	Risk: We cannot control	Highlight Successes:
		4. Recruit Current	Griswold High School	2024-2025 school year	Opportunities for	Activity period (for	Risks: If teachers feel	GHS teachers will need
		5. Update Marketing	District Community	2024-2025 school year	-Creation of marketing	Time and funds to develop	Risk: Marketing	This strategic marketing
		6. Post Inclusive Job	Fiscal & Personnel	2024-2025 school year	Job postings reflecting	Training and templates for	Risk: Staff turnover	Central Office needs to

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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 Mitigation (What could go wrong?	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
We commit to enhancing the diversity of our educator pipeline by a targeted 20% within the next 3-5 years to more accurately mirror the racial and ethnic makeup of our student body.	Director of Fiscal and Personnel Services & Superintendent	1. Bias Awareness Training: All hiring staff will undergo training to identify and mitigate unconscious bias, following the model proposed by Greenwald and Krieger (2006).	Director of Fiscal and Personnel Services & Superintendent	2024-2025 school year	Training completed: all staff on the hiring committees are trained	Funding and time for bias awareness training	Risks: resistance to change and potential accusations of reverse discrimination. Mitigation: Clearly communicate the benefits of a diverse workforce	Education: Clear and consistent messaging about the benefits of diversity
		2. Hiring Handbook: In	Director of Fiscal and	2024-2025 school year	Hiring Handbook created	Dedicated support for	Ensure all decisions are	Transparent
		3. Structured Interviews:	Director of Fiscal and	2024-2025 school year	Structured interview	Training for hiring staff on	Risks: could include	Soliciting Feedback:

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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 (name, position)	Strategies/Key Activities			Indicators of (How will we know if we are on track for success?)	Resources Required (What people, time, money, and technology will be needed?)	Risks and (What could go wrong? How will we make that less likely to happen?)	Communication/ (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
To effectively retain educators of color, we will implement a comprehensive support and mentorship program that will boost retention rates by a targeted 20% in the next 3-5 years.	Office of Teaching, Learning, and Innovation	1. Mentorship Programs: Pairing new hires with experienced teachers for guidance and support, with a focus on pairing diverse teachers together when possible (Ingersoll & May, 2011).	GPS Office of Teaching, Learning, and Innovation	2024-2025 school year	Retention Rates: Track the rate at which diverse staff members are retained year over year.	Training Materials: For mentorship programs and professional development. Funds: To support mentors.	Risk: Lack of funds for professional development and leadership opportunities. Mitigation: Seek grants or other sources of funding.	Transparent Communication: Regularly update staff on the progress of these initiatives.
		2. Foster and Monitor	Building Administrators	2024-2025 school year	Job Satisfaction: Use	Facilitators: To lead	Risk: Insufficient buy-in	Messaging: Share with
		3. Professional Learning:	GPS Office of Teaching,	2024-2025 school year	Professional Learning	Funds: To support the	Risk: Insufficient time	Promotion of PD: