

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:	Jumoke Academy Charter School
Vision:	Increase in Certified Educator Diversity at Jumoke Academy Charter Schools
Theory of Action	In order to increase certified educator diversity, Jumoke Academy Charter School will continue our partnerships with local state colleges to expand our Grow Our Own teacher preparation initiative to attract, prepare, and recruit candidates of color into teaching, which will continue to improve culturally responsive teaching and learning environments across the district.
Team Lead:	Ana Marcil, HR Manager
Team Members:	Dr. Marie Gordon-Hall, Chief Academic Officer Dr. Heather Jacobi, District TEAM Facilitator Dr. Troy Monroe, CEO/Superintendent

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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?				
Continue to recruit and hire diverse candidates from the community we serve and place them in our Grow Your Own Program to pursue a teaching certification.	Mrs. Ana Marcil, HR Manager	Grow Our Own Program	HR Manager Chief Academic Officer CEO/Superintendent Principals	Hiring season (May to August) for placement season in the Grow our Own Program in the Fall of 2024.	1. Each year, 100% of participants in the program will complete their studies in good standing with the higher education institution. In each cohort, participants will complete the program in their given time frame and earn their certification.	Funding to support our initiative offsetting the cost of school and other incidentals for our candidates to earn their degree and/or certification	Candidate decides not to continue in the Grow Your Own initiative thus not earning their certification. We will continue to provide coaching and check-ins with the candidates participating in the initiative.	Collaborate with our higher education institutions and communy based ogranizations to develop educational pathways for each candidate to earn their teaching credentials.

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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 certified staff by 25% or more to mirror the diversity of our student population	Mrs. Ana Marcil, HR Manager	Identify and hire potential candidates of color who may be eligible to participate in our Grow Your Own Program leading to their certification.	HR Manager / Chief Academic Officer/ CEO/Superintendent/Principals	By September of each year, we will hire and identify candidates for the Fall cohorts of the Grow Your Own Program.	100% of the candidates enroll and attend classes in their respective programs of study.	Leadership team to collaborate on identification of potential candidates during hiring season, available funds to be utilized for recruitment on online job platforms and job fairs.	Failure to procure and identify potential diverse candidates who could participate in the Grow Your Own Program therefore, the district also fails to increase educator diversity. The district needs to attract more candidates with compensation, benefits and professional development opportunities.	Recruitment initiatives need to be communicated and promoted through all possible avenues throughout the community and job market to attract the most number of diverse applicants/ candidates.

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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?)
		What?	Who Owns This?	By When?				
Be able to encourage ideally 100% of our recruited candidates who participated in our Grow Your Own Program to commit to stay in the teaching profession and continue to work for Jumoke Academy	Mrs. Ana Marcil, HR Manager	Providing continued support through 1)professional development, 2)mentorship, and 3)financial assistance. In order to attain strategies #1 and #2 - study/mentoring groups will be created for those in the Grow Our Own Program led and coached by one of our own educator who has successfully completed the program and passed the test to earn certification. as for strategy #3 financial assistance - district office leaders will continue their efforts in procuring funds from available resources such as grants and state programs.	HR Manager Chief Academic Officer CEO/Superintendent Principals / Chief Financial Officer	Professional development and mentoring to result in group study sessions at least once a month. Procurement of funding is an ongoing effort subject to approval from the source. Once funding is available, Jumoke can plan to allocate funds for this initiative for the applicable school year.	1. 85% or more of the candidates will complete the requirements needed for certification. 2. Jumoke will retain 85% or more of the candidates after they have completed their certification requirements.	1)Funding to support our initiative offsetting the cost of school and other incidentals for our candidates to earn their degree and/or certification; 2) Periodic meeting for study groups at least once a month; 3) tech materials	Candidate decides not to continue in the Grow Your Own initiative thus not earning their certification. Candidate leaves district after earning certification. A commitment of at least 4 years teaching at Jumoke will be required upon candidate's participation in the GYO program.We will continue to provide coaching and check-ins with the candidates participating in the initiative.	Continue communication between the district, higher education partners, candidates, and CSDE certification department. Status of candidates" completion toward the program of studies. Next steps in the certification pathway.