Increasing Educator Diversity Plan Template

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COVER PAGE	
District:	Meriden Public Schools
Vision:	The Meriden Public Schools strives to embed an equity lens for all of the components of teaching and learning. We are committed to recruiting, hiring, and retaining employees who increase the racial, ethnic, and linguistic diversity of district staff. To achieve equity and access for all, we must collectively challenge existing inequities, build meaningful relationships, and actively remove barriers to success. We value the uniqueness and varied experiences of all our students and staff and believe that, regardless of racial identity, socioeconomic status, or prior learning experiences, all students must have access to equitable learning opportunities and digital resources to expand their world. The recognition of unconscious and conscious systemic and individual bias continues to guide our efforts and commitment to assure equity for all.
Theory of Action	If we prioritize increasing the racial, ethnic, and linguistic diversity of our educator workforce, including the following specific components: expanding the talent pool within the district, implementing Equity PD throughout the district, aligning School Improvement Plans to this work, and promoting education as a career to our student body, then we will increase the diversity of our educator workforce and reduce the representation gap that presently exists.

Team Leads:	Lou Bronk-Assistant Superintendent for Personnel and Talent Development Lysette Torres-Director of Equity and Instruction						
Team Members:	Hector Cardona-Middle School Teacher/DLT Equity	Dan Crispino-Director of Elementary Leadership/DLT Chair	Laura Dixon-Elementary Assistant Principal/DLT Equity	Jen Duell-High School Teacher/DLT Equity	David Manware-Middle School Dean of Students/DLT Equity	Jym Turner-High School Special Education Teacher/DLT Equity	Orlando Valentin-Elementary Assistant Principal/DLT Equity	Gus Viteri-Supervisor of Special Education/DLT Equity

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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?**				
Expand programming and opportunities for our present students to gain exposure to Advanced Placement classes and classes in the field of education. Outcomes: Increase the number of students of color from our district pursuing education as a career.	~Assistant Superintendent for Personnel & Talent Development ~Director of Equity & Instruction	~Expand recruitment of students of color to AP classes ~Expand dual enrollment courses in education	~High School Administration ~High School Guidance Department	~AP: End of this year for recruitment & each year moving forward ~Additional dual enrollment classes in 2024-25	~Course Enrollment	~CCSU/QU ~ECE ~Director of Equity & Instruction ~High School Admin	~Lack of communication/interest	~High School Administration & Counselors
		~Communicate TSP program to graduating seniors	~CO Staff/HS Administration	~Annually, at the end of each year	~Number of graduates hired as TSPs	~Time ~Funding ~Candidates	~Lack of interest in the field	~Opportunities and details to interested candidates ~Flyers ~Promotional materials ~Word of mouth
Expand candidate pool through utilization of present programs (RELAY, TDP, TSP, Student-Teacher Cohorts, Residency Program, Recruitment Fairs) Outcomes: Increase the number of teachers of color hired.	~Assistant Superintendent for Personnel & Talent Development ~Director of Equity & Instruction ~Directors of Elementary & Secondary Leadership	~Hire TDP/TSP/One Years	~AS for Personnel and Talent Development	~Spring/Fall 2024	~Number of staff hired ~Number of alumni hired	~Time ~Funding ~Advertisements	~Funding ~Staff	~Administrators ~Potential hires
		~Promote student teacher opportunities	~AS for Personnel and Talent Development ~Building Administration	~Annually, each spring & fall	~Number of TEAM-trained teachers ~Number of student teachers in district	~Time ~Teacher interest	~Number of TEAM-trained teachers ~Number of student teaching candidates	~Administrators ~Teachers ~University Staff
	~Assistant Superintendent for Personnel & Talent Development	~Share hiring data with hiring teams	~AS for Personnel & Talent Development	~Spring 2024	~Continual increase of Teachers of Color	~Time	~Lack of candidates	~CO Team ~Administrators
	~Assistant Superintendent for Personnel & Talent Development	~Embed Equity Focus in all aspects of hiring	~AS for Personnel & Talent Development ~Director of Equity & Instruction ~Administrators ~Hiring Teams	~2024-25	~Trainings provided ~Resources developed and utilized ~Number of Teachers of Color hired by school	~PD Modules ~Data ~Systems for expanding candidate pool	~Rushed hiring ~Time	~All hiring teams ~Hiring Manual ~Admin PD

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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?**				
Goal: Develop best practices and resources across district for committees to accomplish hiring through an equity lens. **Outcomes:** An equitable and reliable hiring system that leads to unbiased (conscious and/or unconscious) hiring practices.	~Assistant Superintendent for Personnel and Talent Development ~Directors of Elementary and Secondary Leadership ~Director of Equity and Instruction	~Establish a calibration resource and interview question bank that reflects the needs of each building.	~AS for Personnel and Talent Development ~Director of Equity and Instruction	Fall 2024	~Bank of equity-focused questions available	~Google Drive shared including resource bank for each of the following: ^Instruction & Academics ^Climate & culture ^Race & equity ^Talent & Development	~Biases	~DLT subcommittees ~Administrators ~Hiring Teams
	~Administrators ~AS for Personnel and Talent Development ~Director of Equity & Instruction ~Directors of Elementary and Secondary Leadership	~Elementary & Secondary Hiring Committee will create a shared folder with hiring resources (questions, question stems, scenarios, look fors, etc.) that align with DIP and MPS vision statement.	~DLT - Talent/Equity ~Building Administrators	~Winter 2024	~Shared folder with resources	~Google Drive shared including resource bank for each of the following: ^Instruction & Academics ^Climate & culture ^Race & equity ^Talent & Development	~Biases ~Unique challenges of each school ~Turnover	~DLT subcommittees ~Administrators ~Hiring Teams
Goal: Develop a hiring committee at all schools, who follow hiring practices that focus on identifying, attracting and retaining teachers and staff of color. **Outcomes:** Staff of color will be identified, attracted and retained.	~Assistant Superintendent for Personnel & Staff Development ~Director of Equity and Instruction ~Directors of Elementary & Secondary Leadership	~Guidelines for Interview committees within each building.	~Assistant Superintendent for Personnel & Staff Development ~Director of Equity and Instruction ~Directors of Elementary & Secondary Leadership ~Building Administrators ~Teachers	~September/October 2024	~Equitable hiring handbook created	~School Wide Teams ~PLC Calendar 24-25 -Aligned template	~Time	~Notify teachers of PLC dates

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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?**				
Goal: Continue Equity PD for all staff throughout the district in the 2023-24 school year. **Outcome:** By providing professional development around CLR and Racial Equity, we will reduce biases and increase the equity focus of all staff.	~Director of Equity and Instruction ~DLT Equity subcommittee ~Equity Administrators & Teacher Leaders	~Provide PD to all certified staff	~Director of Equity & Instruction	~Spring 2024/Ongoing	~Dates PD was provided ~Surveys following PD sessions	~Expertise of current Equity Leaders ~Budget for consultant, books, materials	~Time constraints because of monthly meetings ~Willingness to participate	~COA ~Directors of Elementary & Secondary Leadership ~Equity Leaders ~Consultants ~Updates following PD sessions & review of data
		~Provide PD to BOE members	~Director of Equity & Instruction	~Spring 2024	~PD Provided ~Feedback surveys	~Expertise of current Equity Leaders ~Budget for consultant, books, materials	~Time constraints of monthly meetings ~Willingness to participate	~COA ~Equity Leaders ~BOE members
		~Create Equity Teams in all schools to align with DLT	~Building Administration ~School Leadership Teams	~Fall 2024	~Teams implmented and engaged in school level work	~Professional development ~Books/materials ~Time	~Not all staff will support the implementation of Equity Teams	~DLT Equity Subcommittee ~Directors of Elementary& Secondary Leadership ~COA

		~Provide staff with opportunities to expand professional learning (book clubs/SWAT teams/workshops)	~CO Staff	~2023-24	~Participation in various opportunities	~PLC dates	~Time/Substiutes ~Funding	~CO ~Building Administrators ~Teachers ~PD Opportunities need to be shared
Goal: Retain 95% of TOC/AOC by the end of the 2024-25 school year. **Outcomes:** After hiring TOC/AOC, those staff members will feel connected to the district and school(s). They will continue their employment within MPS.	~Director of Equity and Instruction ~DLT Equity subcommittee ~Equity Administrators & Leaders	~Create a network of support for new teacher/admin by providing a mentor who is also a TOC/AOC	~AS for Personal & Talent Development ~Director of Equity & Instruction	~Mentors will be assigned at the start of the school year ~Mentors will meet at minimum bimonthly ~Meet three times throughout year as full group: fall, winter, spring	~Percentage of staff retained ~Teacher Climate Survey Data ~Creation of a survey/interview process	~Survey to recruit mentors ~PD for mentors ~Time for bimonthly meetings ~Dates/times for three full group meetings ~Funding to support the three full group meeting	~Principals may need to release teacher from PLC for bimonthly meetings	~Central office team: update at Monthly meeting ~TOC/AOC: Survey to recruit (twice a year)
		~Expand membership of the Affinity Group	~Director of Equity & Instruction ~Equity Administrator	~Fall 2024	~Attendance at meetings ~Percentage of staff retained	~Time for bimonthly meetings ~Funding to support the three full group meeting	~Lack of participation	~TOC/AOC