

# Educator Diversity Plan

*District:* Odyssey Community School

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*Theory of Action:* If we purposefully and intentionally create, implement, and monitor an educator diversity plan then we will attract, retain, and honor a staff and school community that mirrors the racial, cultural, linguistic, and ethnic diversity of Odyssey Community School’s student population.

*Vision Statement:* At Odyssey Community School, we are committed to fostering an inclusive and diverse school community. We envision a future where our staff and school community reflect the racial, cultural, linguistic, and ethnic diversity of our students, teachers, and staff. By purposefully creating, implementing, and monitoring an educator diversity plan, we will attract, retain, and honor a diverse and talented team that enriches the learning experience for all.

	Goal	Who Manages the Goal?	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/ Engagement Efforts
	(What are we trying to do?)	(name, position)	What?	Who Owns This?	By When?	(How will we know if we are on track for success?)	(What people, time, money, and technology will be needed?)	(What could go wrong? How will we make that less likely to happen?)	(Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
<b>Recruitment</b>	Implement 5 new outreach strategies to recruit individuals to better reflect the diversity present in our student body by the end of the academic school year.	DEI & Administrative Team	Update website and social media to prioritize and highlight the diversity of our school	Technology Director	Continuous: (Timeline created to plan posts and content for the year. At least one post/update per month.)	Monthly Check-Ins to ensure content is posted and review the number of views/visits to website and social media outlets	Technology Director & Student/Event Pictures & Materials	<i>Risk:</i> Time for updates  <i>Mitigation:</i> We will build in time to our Technology Director’s schedule to allow for him to update social media, school websites, create videos, etc. to ensure that we are sharing and communicating	Collaborating with staff, families, and Technology Director

								represents our goals and vision.	
			Continue to attend CSDE-RESC Alliance Increasing Diversity Recruitment Fair and research other similar opportunities to attend	Administrative Team	By June each year	Keeping data on the number of candidates interviewed and creating and maintaining an applicant directory for future positions.	Staff to attend fairs and time to maintain online directory	<i>Risk:</i> Staff not available, candidates do not attend booth <i>Mitigation:</i> Connect with the organizer of the event to obtain all attendees' information if available.	Communicate and collaborate with Human Resources to share information on applicants for the directory.  Communicate and collaborate with the DEI team to plan the booth and ensure it represents our diversity goals and values.
			Form Alumni Connection to Recruit Past Students by increasing the number of opportunities for alumni to engage in our school community	School Counselors & Administrative Team	Continuous: Yearly -Send communication to alumni group at least once per trimester)	Keep track of how many alumni we are able to reach by participation in volunteer opportunities and response to feedback surveys.  Surveys will be sent out after events and at the end of the year to gather feedback and plan for future opportunities.	Time for Staff to connect with alumni, create surveys, and analyze results  Maintain an Alumni Contact Information Database  Time and any needed resources for alumni events	<i>Risk:</i> Alumni may choose different career paths, unable to keep in contact with alumni <i>Mitigation:</i> Create opportunities for interested middle school students to begin educator opportunities within our early childhood classrooms. Maintain an alumni group to stay connected and	Administrative team will work closely with School Counselors to regularly communicate & engage alumni  Communicate and collaborate with staff members to plan events and volunteer opportunities for alumni

								invite back in high school and beyond.	
			Post jobs to multiple sites	Data Management, Business Operations and Human Resource Specialist	Continuous-As positions open	Keeping data on # of applications from each Website to track which source is having the best outreach	Memberships to various school hiring sites  Time for Human Resource to prepare and review job postings for open positions.	<i>Risk:</i> Unable to target intended audience <i>Mitigation:</i> Use staff and students' family connections to share job postings	Administrative Team communicating open positions with Human Resources
			Continue to partner with Teacher Residency Program and develop new partnerships with NextGen Educators and Relay	Administrative Team	Continuous (Multi-Year)  Year 1: connect with the organizations and gather logistical information, present proposal to Board of Trustees by May 2025  Year 2: Based on Board approval, begin working with chosen organizations.	Reach out to NextGen Educators and Relay organizations by February 2025  Board funding allocation for 2025-2026 school year  Track long term hiring from these partnerships	Ensuring mentor stipends and candidate pay are included in the budget. Training mentor teachers. Administrator attending selection process with given partnerships. Time with non-certified staff to discuss options for certification.	<i>Risk:</i> Unable to find candidates, lack of funding for the programs <i>Mitigation:</i> Incorporate costs in new and/or existing grants. In addition, begin to support staff within the building to enter into the program.	Administrative team collaborating with the BOT to ensure funding allocation.  Communication with non-certified staff about the various programs and assistance with applying.

			Modify application and require applicants to compose diversity statements in relation to our school mission.	Interview team	Continuous (Have components of application completed by April 2025).	Reviewing completed statements to determine if statements match the school's mission and values.	Interview team	<i>Risk:</i> Applicants do not complete the statement. <i>Mitigation:</i> Incorporate into the interview, if selected.	DEI team collaborates to write statement prompts and a representative is part of the application review process.
<b>Hiring &amp; Selection</b>	Hire talented individuals to better reflect the diversity present in our student body and meet the needs of our students by increasing our percentage of educators of color from 10.8% to 15% by 2026-2027 school year.	Administrative team and Interview team	Ensure that selection and interview committees are diverse in makeup and have had anti-bias training.	Administrative Team	Continuous: All staff will receive anti-bias training by March 2025. New staff will be trained each year upon hire.	Training is completed & interview team is selected.	Time in PD schedule, training costs, and a presenter for anti-bias training	<i>Risk:</i> Interview committee isn't available or becomes overburdened with interviews. <i>Mitigation:</i> Train all staff in order to increase availability.	Communication to all staff around the purpose and importance of training.

			Include interview questions that highlights Odyssey's commitment to diversity	DEI & Interview teams	Continuous: Questions will be revised/created by April 2025, based on information learned in anti-bias training	Questions that highlight Odyssey's commitment to diversity are created and included in interviews.	Research around best interview practices	<i>Risk:</i> Questions do not give helpful insight into the right fit for a position. <i>Mitigation:</i> Have follow-up questions prepared to clarify questioning.	Collaboration of DEI & Interview Teams.  Anti-bias presenter reviews questions added for interviews to provide feedback.
			When calling references, add a question about the candidate's commitment to DEI.	Administrative Team	Continuous : Create a question by April 2025.	Have & continue to use/assess reference questions that highlight Odyssey's commitment to diversity	Research around potential questions to ask	<i>Risk:</i> Reference does not give information that is helpful or informative. <i>Mitigation:</i> Have follow up questions prepared that require specific examples.	Collaboration with DEI team and administrators making phone calls.
			Include Voluntary EEO Data sheet for completion to help track demographics of those who apply, those who interview, and those who are selected for positions	Data Management, Business Operations and Human Resource Specialist	Continuous: Begin using by April 2025	Analysis of Data within the Hiring Funnel	Addition to application materials	<i>Risk:</i> Applicants do not complete voluntary form. <i>Mitigation:</i> Attach a statement that explains the importance and purpose of use.	Collaboration with Data Management, Business Operations and Human Resource Specialist

Retention	Create and sustain a school culture that intentionally honors and affirms culturally diverse backgrounds by implementing 3 cultural events and initiatives by June 2025.	DEI Team	Update Mission Statement & School Improvement Plan to highlight the importance of diversity at Odyssey	Administrative Team	Begin revision process by May 2025.	Completion of New Mission Statement by the 2025-2026 school year.	Time with all stakeholders (families, students, staff, Board of Trustees)	<i>Risk:</i> Low participation. <i>Mitigation:</i> OCS will ensure multiple avenues (ParentSquare, Website, Surveys, Conferences, Family Events) for gathering feedback in all stakeholder languages.	Engage and communicate rationale of revision to all stakeholders (staff, families, students, BOT).  Communicate new mission statement to the community on our website and through social media.
			Provide training and capacity-building opportunities for individuals to have conversations about race and racism in all types of settings and across all levels.	DEI Team	Beginning August 2024 & then ongoing	Staff survey for baseline data to then inform future training and feedback from provided training.	Time & Budget for DEI Consultant	<i>Risk:</i> Budget not approved, low staff buy-in <i>Mitigation:</i> Include in current grant funding from Peter, Carmen, & Lucia Buck (PCLB) Foundation	Administrative team & DEI team will communicate importance and goals for the school year with staff and Board of Trustees.
			Affinity groups	DEI Team & school counselors	Beginning August 2025	Formation of affinity groups based on staff interest and feedback.	Training around the purpose and benefit of affinity groups. Time for outreach to other schools and organizations	<i>Risks:</i> Time and staff & student buy-in <i>Mitigation:</i> Include time within Friday Professional Learning afternoons for	

							that have affinity groups. Funding for affinity group activities.	staff and within advisories for students.. Staff and students collaborate in shaping our practices and understanding the reasons behind them	
			Design mentoring supports for new hires	PDEC	Ongoing	Retention of staff	Mentors, Stipends, & Time	<i>Risks:</i> Mentoring partnership isn't effective <i>Mitigation:</i> Facilitate mentor-mentee partnerships by offering mentees choices based on existing connections and rapport.	Continuous collaboration with mentors, new hires, and supports within the building.