

Plymouth Public School Educator Diversity Plan

COVER PAGE	
District:	Plymouth Public Schools
Vision:	The Plymouth Public Schools is an organization where members acknowledge, respect, and empathize with people of all identifiers. Our recruitment, hiring, and retention practices focus on hiring and sustaining racially, ethnically, and linguistically diverse educators for equity, excellence, and the success of all students.
Theory of Action	If we value educator diversity through our recruitment, hiring, and retention processes, then we will be more likely to increase the percentage of applicants from racially, culturally, and linguistically diverse backgrounds and support a culturally diverse workforce.
Team Lead:	Brian Falcone - Superintendent
Team Members:	Superintendent, Assistant Superintendent/Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration

Revised 10/21/24

Plymouth Public School Educator Diversity Plan - Recruitment

RECRUITMENT (GOAL #1)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Develop and implement a comprehensive outreach system that increases awareness of our school district among potential candidates (educator diversity recruitment conferences and job fairs, email and social media postings) by achieving at least a 25% increase in engagement metrics (such as website visits, social media interactions, contacts made at job fairs, submitted applications for employment, event attendance, applicants hired) within the next 12 months.	Brian Falcone - Superintendent	Attend educator diversity recruitment conferences and job fairs sponsored by diverse community organizations or otherwise targeted toward diverse individuals. Utilize social media to increase awareness of our school district among potential minority candidates.	Superintendent, Assistant Superintendent/Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration	July 2024	Website visits, social media interactions, contacts made at job fairs, submitted applications for employment, event attendance, and applicants hired within the next 12 months.	Superintendent, Assistant Superintendent/Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, and District Building Administration will attend job fairs. The District will design an informational flyer containing information about the Plymouth Public School District including a QR code which links to our employment page. Employment postings will also be placed on the district's social media page.	Due to the size of our school district, Plymouth Public Schools will not have as many employment opportunities as larger school districts. There will be times when we attend job fairs with minimal or no current open positions.	The dates and times of job fairs sponsored by diverse community organizations or otherwise targeted toward diverse individuals needs to be communicated and arrangements need to be made for the appropriate administration to attend. The social media employment opportunity posts need to encourage minority candidates to apply.

RECRUITMENT (GOAL #2)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Increase the percentage of applicants from racially, culturally, and linguistically diverse backgrounds by 20% over the next 12 months, and implement targeted outreach initiatives to at least one new community organization that serve diverse populations within that time frame.	Brian Falcone - Superintendent	Attend educator diversity recruitment conferences and job fairs sponsored by diverse community organizations or otherwise targeted toward diverse individuals. State in all employment postings that candidates of diverse backgrounds are highly encouraged to apply.	Superintendent, Assistant Superintendent/Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration	July 2024	Utilize Frontline to monitor how many of our applicants are racially, culturally, and linguistically diverse. Implement a targeted outreach initiative and utilize a targeted outreach community organization.	Add the appropriate language and tracking through the Frontline application which will monitor how many of our applicants are racially, culturally, and linguistically diverse. Add to all employment postings that candidates of diverse backgrounds are highly encouraged to apply.	Due to the size of our school district, Plymouth Public Schools will not have as many employment opportunities as larger school districts. This will limit the expansion of our applicant pool.	The superintendent's administrative assistant will maintain a list of sites where positions are being posted and will adjust the wording on all postings to include that candidates of diverse backgrounds are highly encouraged to apply. The human resource secretary will add tracking through the Frontline application which will monitor how many of our applicants are racially, culturally, and diverse.

RECRUITMENT (GOAL #3)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Establish a career pathway program for current students interested in education by the end of the academic year, with a goal of enrolling at least 15 students in this program and tracking their progress toward careers in education over the next four years.	Alyssa Glaser - High School Career Counselor	Provide opportunities for students to observe and work with elementary and middle school students within the school district. Support high school students in understanding their options on how they can become certified as a Connecticut educator.	High School Career Counselor, High School Counselors	July 2024	The high school guidance department will monitor how many of our students pursue a post-secondary degree in education over the next four years.	Coordination between the high school career counselor and the middle and elementary principals to coordinate job shadow and volunteer opportunities. Training for the high school guidance department on how to track and monitor student career pathway choices through Naviance.	Scheduling conflict and a lack of student transportation could restrict the number of job shadow and volunteer opportunities in our elementary and middle schools.	High school career counselor and the elementary and middle school principals need to coordinate job shadow and volunteer opportunities. The high school guidance department needs to track the number of students entering a career in the education through Naviance.

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Plymouth Public School - Educator Diversity Plan - Hiring & Selection

HIRING & SELECTION (GOAL #1)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Develop and implement a standardized interview protocol that includes at least two questions focused on culturally responsive teaching and an essay question, and ensure that 100% of candidates for teaching positions are evaluated on this protocol within the hiring cycle.	Brian Falcone - Superintendent	Include at least two questions focused on culturally responsive teaching and an essay question in our Frontline application for certified faculty positions about diversity and instructional strategies/ supports they would employ to meet the needs of diverse learners.	Superintendent, Assistant Superintendent/ Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration	July 2024	The response to the interview questions focused on culturally responsive teaching and the diversity question on our Frontline application will officially become part of the candidate screening process.	The District's administration will complete a training module on implicit bias and anti-bias in the hiring process.	With the use of AI and similar resources, a candidate can write a compelling response to address the question of diversity and instructional strategies/ supports they would employ to meet the needs of diverse learners.	The District's administration will communicate with the interview committee the purpose of the diversity and instructional strategies/ support question on the Frontline application and the expectations for content within the specific interview questions and essay responses.

HIRING & SELECTION (GOAL #2)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Conduct annual training sessions on bias awareness in the application review and interview process for all administrative team members and establish a biannual review of application and interview outcomes to identify and address any patterns of bias, aiming for a 10% reduction in bias-related concerns over the next year.	Brian Falcone - Superintendent	The District's administration will complete a training module on implicit bias and anti-bias in the hiring process. They will recognize and avoid practices that may result in bias such as considering residence proximity to the district, experience in the surrounding area districts, and referral by current employees as positive attributes of a candidate.	Superintendent, Assistant Superintendent/ Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration	July 2024	As part of the interview process, utilize a common interview rating protocol to reduce subjectivity and create bias awareness in the application review and interview process. Review the application and interview outcomes to identify and address bias-related concerns.	Utilize a common interview rating protocol to reduce subjectivity.	Ensure common hiring and selection processes across all school and district positions.	The District's administration will communicate with the interview committee the systems put in place to reduce possible bias.

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Plymouth Public School Educator Diversity Plan - Retention

RETENTION (GOAL #1)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Engage in at least two collaborative discussions with school districts that have similar educator demographics over the next year to share and evaluate retention strategies. Document key insights and actionable strategies from each conversation, aiming to implement at least one new retention initiative based on these discussions by the end of the academic year.	Brian Falcone - Superintendent	Participate in group conversation opportunities by pairing diverse hires with veteran diverse educators or with teachers in partnering school districts with similar demographics to Plymouth (Sharon, Cornwall, Kent, North Canaan, Falls Village/Canaan, Salisbury, Region 1, Region 10, Region 14). We are partnering with EdAdvance to host these conversations.	Brian Falcone - Superintendent	July 2024	A structure will be in place to connect diverse groups of educators between districts and implement at least one new retention initiative based on these discussions by the end of the academic year.	Collaboration with partner districts to create the conditions under which the conversations can flourish: release time, travel time/reimbursement.	The conversations may need to be held virtually to increase participation and reduce the time commitment required.	EdAdvance will connect with representatives from similar districts to develop a network of opportunities.

RETENTION (GOAL #2)								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
		What?	Who Owns This?	By When?				
Implement a climate and culture survey for all educators to assess feelings of welcome and value within the Plymouth School community by the end of the academic year. Aim for a participation rate of at least 90%, and set a goal to achieve an average satisfaction score of 80% or higher in the areas of feeling welcomed and valued. Based on survey results, develop and launch at least one targeted initiative to enhance community engagement by the following school year.	Brian Falcone - Superintendent	Implement a climate and culture survey for all educators and utilize the results to develop at least one targeted initiative to enhance community engagement.	Superintendent, Assistant Superintendent/ Director of Pupil Personnel and Special Education, Director of Curriculum and Instruction, District Building Administration	July 2024	The Superintendent, Director of Curriculum and Instruction, and the entire administrative team will create climate and culture survey for all educators to assess feelings of welcome and value within the Plymouth School community. Achieve an average satisfaction score of 80% or higher in the areas of feeling welcomed and valued and develop at least one targeted initiative to enhance community engagement.	Google Form for the retention survey.	Certified and non-certified faculty taking the time to respond to the survey.	The District's administration will create a climate and culture survey and aim for a participation rate of at least 90%.