

Revision June 5, 2024				District: POMFRET		Team Lead: Mike Cummings			
				Theory of Action: If we, with purpose and diligence, create, implement, and monitor a deliberate and accelerated action plan focused on increasing the racial, ethnic, cultural, and linguistic diversity of the State of Connecticut we will develop and retain a staff of educators that reflects the fulfillment of our vision.					
	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?)
Recruitment	By summer, 2025, increase the diversity of the pool of applicants for staffing positions at Pomfret Community School to 33% for each open position.	PCS Administrative Team	Increase the visibility of job postings through online portals	PCS Administrative Team	Immediately	Increased number of applicants of diversity by 33% (current average rate is less than 10%)	Funding for online postings	The applicant pool does not increase/review action steps to identify possible failure points and correct those issues.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret
		PCS Administrative Team	Attend regional job fairs	PCS Administrative Team	Immediately	Increased number of applicants of diversity by 33% (current average rate is less than 10%)	Staff time	The applicant pool does not increase/gather feedback from potential applicants on why they chose not to have interest in PCS in order to remediate those concerns with the support of staff and the parent community.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret
		PCS Administrative Team	Notify college teacher preparation programs and other child care training programs of expected openings	PCS Administrative Team	Immediately	Increased number of applicants of diversity by 33% (current average rate is less than 10%)	Staff time	The applicant pool does not increase/gather feedback from potential applicants on why they chose not to have interest in PCS in order to remediate those concerns with the support of staff and the parent community.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret

<b>Hiring &amp; Selection</b>	In order to support our recruitment goal we will broaden our hiring criteria to ensure that the chosen applicant reflects not only the instructional ability required for working with students but the cultural and linguistic background and skills to connect with all students.	PCS Administrative Team	Review interview questions to ensure greater reflection of staffing needs.	PCS Administrative Team	Immediately	Hired candidates will reflect the additional criteria and more accurately reflect the diversity of the greater community.	Staff time	Identification of appropriate expanded criteria/conduct after action reviews of the interview process to ensure alignment of selection to revised criteria and continue to review criteria to ensure relevance and value.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret
		PCS Administrative Team	Broaden interview process to include a parent panel that reflects the diversity within the community.	PCS Administrative Team	Immediately	Hired candidates will reflect the additional criteria and more accurately reflect the diversity of the greater community.	Training for mentors/Staff and parent time	Identification of appropriate expanded criteria/conduct after action reviews of the interview process to ensure alignment of selection to revised criteria and continue to review criteria to ensure relevance and value.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret
<b>Retention</b>	Ensure that 100% of effective new hires maintain their educational careers at Pomfret Community School.	PCS Administrative Team	Support new hires with mentoring	PCS Administrative Team	Upon hiring	100% of effective new hires will maintain their educational careers at Pomfret Community School.	Budget stipends for mentors	Hired applicants leave PCS employment/exit interviews to determine cause and repair, when possible, those causes.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret
	As measured on annual school climate surveys, promote a positive and inclusive school culture through policies and practices, awareness campaigns, events, and celebrations	PCS Staff	Seek out, and implement support policies, practices, and other essentials to ensure new hires feel not only welcome but view themselves as contributing members of the PCS community.	PCS Staff	Immediately and ongoing	100% of effective new hires will maintain their educational careers at Pomfret Community School.	Developmental costs of activities and campaigns to be determined	Changes do not go far or fast enough to ensure staff remain in PCs employment/adapt changes as needed to exit interviews and other sources of feedback including selection of mentors and other support systems.	This plan, and progress towards fulfillment will be communicated to PCS staff, PCS Board of Education, Town of Pomfret