

# 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

COVER PAGE							
<b>District:</b>	Chester, Deep River, Essex, and Region 4 Public Schools						
<b>Vision:</b>	Committed to Excellence						
<b>Theory of Action</b>	If the schools of Chester, Deep River, Essex, and Region 4 focus on attracting, hiring, developing and promoting a talented, diverse work force, THEN we will continue to grow our professional capacity so that all students achieve. To achieve this goal, we will align our school development plans, our district development plan under the umbrella of our 5 year strategic plan to expand opportunities of growth within our current workforce, while leveraging our Career Pathways at Valley Regional High School to promote education as a career opportunity for students.						
<b>Team Lead:</b>	Dr. Sarah Brzozowv, Assistant Superintendent						
<b>Team Members:</b>	Natalia Barragan, Human Resources Coordinator	Meri Minor-Ramos, Human Resources Specialist	Mike Barile, Principal Valley Regional High School	Dr. Carolyn Gbunlee, Principal, John Winthrop Middle School	Josh Torchia, Principal Deep River Elementary School	Tyson Stoddard, Principal, Chester Elementary School	Dave Kitzman, Principal, Essex Elementary School

# Increasing Educator Diversity Plan Template



RECRUITMENT								
Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of	Resources Required	Risks and	Communication/
(What are we trying	(name, position)	What?	Who Owns This?	By When?	(How will we know	(What people, time,	(What could go	(Who needs to be
Attract, hire, develop, and promote a talented and diverse work force. Outcomes: to increase the number of diverse applicants and persons of color to apply for open positions with Chester, Deep River, Essex, and Region 4	Brian White, Superintendent Dr. Sarah Brzozowy, Assistant Superintendent Natalia Barragan, Human Resources Coordinator Meri Minor Ramos, Human Resources Specialist. Principals/Directors	Create recruitment practices and strategies to allow for early spring hiring for anticipated vacancies. Leverage Career pathways program at Valley Regional High School to promote interest in educational careers.	Building Principals, Valley Regional High School Staff, Directors, and Central Office Team (Listed)	May 2025 for the 2025-2026 school year	Hiring data from the Human Resources Office and an analysis of staff demographics, including graduates of Valley Regional High School who return in an educator capacity. Tracking data in both school and	Staff time, training for leaders, collaboration with universities and teacher preparation programs	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent office is working with collaborative relationships in higher education. Many graduates of Valley Regional High School return to Chester, Deep River, Essex, and Region 4 Public Schools in an
Attract, hire, develop, and promote a talented and diverse work force. Outcomes: to increase the number of diverse applicants and persons of color to apply for open positions with Chester, Deep River, Essex, and Region 4	Dr. Sarah Brzozowy, Assistant Superintendent	Cultivate diversity events at higher ed	Assistant Superintendent and Building Principals	Ongoing, will continue to review data over a 3-5 year period.	Hiring data from the Human Resources Office and an analysis of staff demographics. Tracking data in both school and district development plans	Staff time, training for leaders	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent and Building Principals continue to work together on recruiting efforts

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## HIRING & SELECTION

Goal	Who Manages the	Strategies/Key Activities			Indicators of	Resources Required	Risks and	Communication/
(What are we trying	(name, position)	What?	Who Owns This?	By When?	(How will we know if	(What people, time,	(What could go	(Who needs to be
Develop a talented and diverse work force. Continue to review recruiting and hiring process by developing an equitable and reliable hiring system that leads to unbiased (conscious and/or unconscious) hiring	Brian White, Superintendent Dr. Sarah Brzozowy, Assistant Superintendent Natalia Barragan, Human Resources Coordinator Meri Minor Ramos, Human Resources Specialist	Provide DLC training focused on cultural competencies The Professional Development and Evaluation Committee to determine necessary professional learning opportunities for staff	Central Office Leadership, Principals, Directors	Ongoing	Hiring data from the Human Resources Office and an analysis of staff demographics	Staff time, training for leaders, updated hiring practices and human resources manual to support diverse recruitment and implementation of culturally responsive hiring practices	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent office is working with collaborative relationships in higher education
Develop a talented and diverse work force. Continue to work with the District Leadership Team to improve hiring practices that focus on attracting and retaining staff of color, particularly certified staff	Dr. Sarah Brzozowy, Assistant Superintendent, Principals, Directors, Central Office Team	Offer a variety of district PD offerings to engage all staff and leaders in hiring practices at school and district level that promote diversity	Central Office Leadership, Principals, Directors	Ongoing	Hiring data from the Human Resources Office and an analysis of staff demographics. Development of a staff handbook that promotes culture responsiveness in an effort to retain staff members of color	Staff time, training for leaders	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent and Building Principals continue to work together on recruiting efforts
Develop a talented	Dr. Sarah Brzozowy	• Develop/implement a	Central Office	Ongoing	Hiring data from the	Staff time, training	There is not a high	Assistant

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RETENTION								
Goal (What are we trying to)	Who Manages the (name, position)	Strategies/Key Activities			Indicators of (How will we know if)	Resources Required (What people, time,	Risks and Mitigation (What could go wrong?)	Communication/ (Who needs to be
		What?	Who Owns This?	By When?				
Retain a talented and diverse work force through meaningful professional development opportunities with a focus on equity and culturally responsive practices	Brian White, Superintendent Dr. Sarah Brzozowy, Assistant Superintendent Natalia Barragan, Human Resources Coordinator Meri Minor Ramos, Human Resources Specialist, Principals, Directors	Teacher recognition programs : time in district, outstanding performance and continue to support staff with meaningful learning opportunities. Professional Development for school teams and all staff to ensure equitable practices are implemented throughout the	Central Office Leadership and Building Principals/ Directors	Ongoing: over a 3-5 year period to develop a cohesive PD program	Retention data from the Human Resources Office and an analysis of staff demographics. Staff surveys and ongoing conversations with colleagues, principals, directors, and central office	Staff time, training for leaders	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent office is working with collaborative relationships in higher education, District Leadership team, Staff
Goal: Retain 95% of TOC/AOC by the end of the 2024-25 school year. Through this approach, new staff members will feel connected to the district and school(s). They will continue their employment within Chester, Deep River, Essex, and Region 4 Public Schools	Brian White, Superintendent Dr. Sarah Brzozowy, Assistant Superintendent Natalia Barragan, Human Resources Coordinator Meri Minor Ramos, Human Resources Specialist, Principals, Directors	Teacher recognition programs : time in district, outstanding performance and continue to support staff with meaningful learning opportunities. Professional Development for school teams and all staff to ensure equitable practices are implemented throughout the district. Ongoing meetings with the Assistant Superintendent throughout the year to gauge engagement	Central Office Leadership and Building Principals/ Directors	Ongoing: over a 3-5 year period to develop a cohesive PD program	Retention data from the Human Resources Office and an analysis of staff demographics. Staff surveys and ongoing conversations with colleagues, principals, directors, and central office	Staff time, training for leaders	There is not a high level of turnover in Chester, Deep River, Essex, and Deep River Public Schools. We had a hiring class of less than 15 for the start of the 2023-2024 school year.	Assistant Superintendent office is working with collaborative relationships in higher education, District Leadership team, Staff