

# LEA 57

## Educator Diversity Plan

COVER PAGE	
<b>District:</b>	LEA 57
<b>Vision:</b>	LEA 57 is an organization where our goal is to establish and maintain that the very best, most caring, and most talented educators are serving our students. We acknowledge, respect, and empathize with people of all backgrounds. Our recruitment and retention practices are focused on hiring and retaining diverse educators who will ensure the success of all students.
<b>Theory of Action</b>	If we value educator diversity through our recruitment, hiring, and retention processes, then we will be more likely to increase and support a culturally diverse workforce.
<b>Team Lead:</b>	Superintendent
<b>Team Members:</b>	Superintendent, Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel

# 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?				

Create a system for potential candidates to build an awareness of our district.	Superintendent	Attend educator diversity recruitment conferences and job fairs sponsored by diverse community organizations or otherwise targeted toward diverse individuals.	Superintendent, Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel	Starting 7/1/2024	1. Document the educator diversity recruitment conferences and job fairs that are attended by district administration. 2. Document the number of contacts made at job fairs. 3. Document the number of contacts that submit applications for employment. 4. Document the number of applicants hired.	Superintendent, Principals, Supervisor of Pupil Personnel and Special Education, Middle and High School Administration, Human Resources Personnel will attend job fairs. The District will share informational materials (electronic and print) about Northwestern Regional, including district website information, links to the Highlander Highlights Newsletter, and a link to our	Due to the size of our LEA 57 school district, we have limited openings within our district in any given year. We are also in the process of reducing staff in several areas over the next several years due to shrinking enrollment. 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.
---	----------------	--	---	-------------------	--	---	---	--

## 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?				

Expand our applicant pool and attract a more racially, culturally, and linguistically diverse individuals to apply for open positions within the school district.	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, Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel	July 2024	Utilize Frontline to monitor how many of our applicants are racially, culturally, and linguistically diverse.	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, LEA 57 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 linguistically 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?				

Provide our current students with pathways to a career in education.	School Counseling Department	Provide opportunities for students to observe and work with elementary and middle school students within the region. Support high school students in understanding their options on how they can become certified as a Connecticut educator. Offering the "If You Love It, Teach It" UConn ECE Course.	High School Counselors, ECE Course Teacher	Starting 9/1/2024	The high school guidance department will monitor how many of our students pursue a post-secondary degree in education. The administration and school counselors will work to persuade students to consider the UConn ECE Teaching course.	Coordination between the administration, high school counselors 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 local elementary schools. Since our middle school is on the same campus as our high school, shadows and experiences in the middle school will be much less complicated to arrange.	High school counselors and area principals will need to coordinate job shadow and volunteer opportunities.
--	------------------------------	--	--	-------------------	---	--	--	--

# LEA 57

## 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?				
Maintain an awareness of application review and interview process bias.	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, Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel	Starting 7/1/2024	As part of the interview process, discuss each candidate and why they were interviewed and/or selected for an interview to reduce possible bias.	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.

# LEA 57

## 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?				
Participate in conversations between school districts with similar educator demographics to discuss retention strategies.	Superintendent	Participate in group conversation opportunities by pairing diverse hires with veteran diverse educators or with teachers in partnering school districts with similar demographics (Sharon, Cornwall, Kent, North Canaan, Falls Village/Canaan, Salisbury, Region 1, Region 10, Region 14). We are partnering with EdAdvance to host these conversations.	Superintendent	July 2024	A structure will be in place to connect diverse groups of educators between districts	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?				
Further develop and sustain a climate and culture in which all educators feel welcomed, valued, and part of the Northwestern Regional Family.	Superintendent	Pair all new hires with a tenured teacher to support them in their transition into the LEA 57, and have administration check in with all new employees on at least a monthly basis.	Superintendent , Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel	Current Practice	The Superintendent and the entire administrative team will meet with new faculty members at the beginning of each school year. Building administration will also check in with new faculty members at various times throughout the school year.	We will continue to utilize tenured teachers and our administration to support new employees.	Due to the size of our school district, we may not have tenured teachers in academic areas or grade levels that align to the new employee's content area. Support might have to be offered by individuals in different grade levels and academic departments.	The District's administration will communicate and align the tenured teacher support for all new hires.



RETENTION (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?				
Identify areas for improvement in retaining faculty.	Superintendent	Survey the certified and non-certified faculty to assess how supported they feel and identify areas for improving retention.	Superintendent , Principals, Special Education Supervisor, Middle and High School Administration, Central Office Personnel	Starting 7/1/2024	The results from the survey that certified and non-certified faculty will complete to assess retention strengths and weaknesses.	Google Form for the retention survey.	Certified and non-certified faculty taking the time to respond to the survey.	Superintendent and Principals will develop the retention survey and share with the administrative team for revisions prior to its release.