# Increasing Educator Diversity Plan Template

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| COVER PAGE | |
|---|---|
| **District:** | Sprague Public Schools Rev. 3 10-4-24 |
| **Vision:** | To attract, create and maintain a diverse staff that mirrors a diverse student population. |
| **Theory of Action** | The goal of the plan is to recruit, hire and select an outstanding staff that mirrors or exceeds the level of diversity of the student body.  If this is accomplished, then research points to an improved learning environment for students, improved school behavior as well as improved student academic success. This will lead to a stronger community where students can positively respond to future environments. |
| **Team Lead:** | William Hull, Superintendent of Schools |
| **Team Members:** | William Hull, Superintendent of Schools, Jill Shamback, Sayles Principal, Brynn Lipstreu, Director of Pupil Personnel Services, Daniel Sandoval, Director of Facilities, Briana Dube, Grade 1/2 Teacher, Claudia Danna, Instructional Interventionist, Nancy Gray, School Librarian, Preston Hensley, Substitute Teacher, Lily Colon, Administrative Assistant to the Principal, Carolyn Baker-Reck, Executive Assistant to the Superintendent/Board of Education Clerk, Michael Shaughnessy, Building Substitute. |

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| RECRUITMENT | | | | | | | |
|---|---|---|---|---|---|---|---|
| **Goal**<br><br>(What are we trying to do?) | **Who Manages the Goal?**<br><br>(name, position) | **Strategies/Key Activities**<br>(How are we going to do it?) | | | **Indicators of Progress**<br><br>(How will we know if we are on track for success?) | **Resources Required**<br><br>(What people, time, money, and technology will be needed?) | **Risks and Mitigation**<br><br>(What could go wrong? How will we make that less likely to happen?) | **Communication/ Engagement Efforts**<br><br>(Who needs to be consulted/ engaged? What needs to be communicated? To whom?) |
| | | **What?** | **Who Owns This?** | **By When?** | | | | |
| **Goal:** Increase the number of diverse backgrounds of candidates by 5%. | Superintendent William Hull | Publish job postings in multiple areas targeted to diverse groups & ensure they can access them. Reach out to multiple, educational institutions. Broadcast district's uniqueness. | Superintendent William Hull | Immediately and as needed | Increase in applications from a diverse population over time, leading to increased participation in the process by diverse candidates. | Increase budget for postings, supplies, and labor and time to track applicants' backgrounds and to analyze applicant pool. | Many of our postings have 0-1 applicant, so despite best efforts, unable to attract a diverse pool of applicants. | Provide internships & shadow opportunities to HS students. Create a flyer/brochure & distribute with job postings to colleges; post on website. Nurture college relationships. Participate in local job fairs. |
| | | | | | | | | Inform recruiting sources of non-discrimination policy. Develop contacts with local training/educational & community organizations to solicit referrals of diverse/qualified candidates & to publicize job openings. |

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| HIRING & SELECTION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Goal**<br><br>(What are we trying to do?) | **Who Manages the Goal?**<br><br>(name, position) | **Strategies/Key Activities**<br>(How are we going to do it?) | | | **Indicators of Progress**<br><br>(How will we know if we are on track for success?) | **Resources Required**<br><br>(What people, time, money, and technology will be needed?) | **Risks and Mitigation**<br><br>(What could go wrong? How will we make that less likely to happen?) | **Communication/ Engagement Efforts**<br><br>(Who needs to be consulted/ engaged? What needs to be communicated? To whom?) |
| | | **What?** | **Who Owns This?** | **By When?** | | | | |
| Increase practices used to hire candidates by 5%. | Superintendent Hull | Change hiring practice to include race & ethnicity on application form. Provide implicit & anti bias training to hiring committee. Conduct survey to gain applicant perspectives & analyze applicant pool. | Superintendent Hull | June 2024/2025 | Data confirms an increased diversity of applicants interviewed and hired due to ease of access to online job applications & due to more applicants seeing hiring notices. | Time to make the change to the applications; time for training; time & increased budget to implement GCN software diversity/anti-bias training/conduct applicant survey & to analyze data pool. Funds to purchase online application system. | Many postings have 0-1 applicant so despite best efforts, unable to attract a diverse pool of applicants. | Hiring Committee and diversity staff training to ensure all teams share the same vision through a communication of goals & objectives. |

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| RETENTION | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| **Goal**<br><br>(What are we trying to do?) | **Who Manages the Goal?**<br><br>(name, position) | **Strategies/Key Activities**<br>(How are we going to do it?) | | | **Indicators of Progress**<br><br>(How will we know if we are on track for success?) | **Resources Required**<br><br>(What people, time, money, and technology will be needed?) | **Risks and Mitigation**<br><br>(What could go wrong? How will we make that less likely to happen?) | **Communication/ Engagement Efforts**<br><br>(Who needs to be consulted/ engaged? What needs to be communicated? To whom?) |
| | | **What?** | **Who Owns This?** | **By When?** | | | | |
| Decrease staff turnover resulting in 5% less turnovers the next four years. | Superintendent Hull, Administrators Shamback & Lipstreu, Staff | Change hiring to include a focus on diversity & equity & to ensure the school climate makes staff want to stay (increase mentors, provide freshman academy, increase salaries). | Superintendent Hull, Administrators Shamback & Lipstreu, Staff | June 2027/2028 | School climate shows an increase of positive responses by 5% over the baseline of the 2024 school climate survey. | Time to conduct climate survey and to implement and increase budget funding to increase staff salaries & to provide GCN diversity training. | Budget not approved/lack of funding; Resistance to goals & objectives of the plan; Lack of survey participation. | Communicate with the staff and employee unions; encourage team approach and partnership with staff. |