

Increasing Educator Diversity Plan



District:

Stonington Public Schools

Team Lead:

Bethany Wagner, Human Resources Manager

Team Members:

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Kristen Morehouse, K-5 Curriculum Coordinator Whitney Ross, West Vine Street School Teacher
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Vision:

To create a welcoming and connected environment that promotes diversity, equity, and inclusion.

Theory of Action:

If Stonington Public Schools increases educator diversity by establishing
equitable hiring practices and increasing cultural awareness
for recruiting, hiring, and selection,

Then, Stonington Public Schools will create a more diverse workforce

And, Stonington students will benefit from cultural connection and awareness.

Recruitment

Goal	Who Manages the Goal?	Strategies/Key Activities <i>What?</i>	Strategies/Key Activities <i>Who?</i>	Strategies/Key Activities <i>When?</i>	Indicators of Progress	Resources Required	Risks and Mitigation	Communication & Engagement Efforts
Expand the pool of qualified applicants including diverse applicants who apply for open positions within SPS	Human Resources Manager	<p>Develop contacts with local training and educational institutions and other community organizations, including those that traditionally have highly diverse enrollments or membership, to publicize job openings and solicit referrals of qualified diverse candidates</p> <p>Include on the district website and in position postings a diversity statement along with a non-discrimination statement to inform applicants that the district values diversity</p>	<p>Design leadership training focused on promoting diversity, cultural competence and awareness, sensitivity, and recognizing bias within the application process</p> <p>Provide training to school leaders</p>	<p>Adjust hiring documents before June 2024 to show district commitment to diversity and a welcoming and inclusive environment</p> <p>By August 2024, create a marketing video that highlights diversity and inclusion within all SPS schools</p>	<p>Increased number of diverse applicants, as assessed after the hiring and selection process has been finalized</p> <p>Increased number of diverse student teachers in the district as assessed after the hiring and selection process has been finalized</p>	<p>Time to train leaders</p> <p>Time to build and improve content</p> <p>Methods to make job applications and descriptions more reflective of a community that values diversity</p>	<p>Town demo- graphics could hinder the district's appeal to diverse candidates</p> <p>Garner diversity plan buy-in from town decision- makers</p> <p>Support town plans to address its affordable housing crisis</p>	<p>Utilize career center coordinator and school counseling office</p> <p>Gain buy-in from district and town leaders</p>

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Establish equitable hiring practices that reduce or eliminate the effects of unconscious and implicit bias	<p>Driven by District Leaders</p> <p>Monitored by HR Manager</p>	<p>Select diverse interview committees (parents/staff) that include individuals with a wide range of experiences and perspectives</p> <p>Provide implicit bias and anti-bias training to all members of the hiring committee</p> <p>Ask interview questions that reveal commitment to Board goals regarding cultural competency and creating a welcoming, safe, and inclusive school environment</p> <p>Host job fairs</p> <p>Post openings on various search engines</p>	<p>Ensure hiring staff has tools needed to track applicant flow, consistent with legal requirements, after the hiring and selection process concludes</p> <p>Offer more than one round of interviews</p>	<p>Train between June 2024 to August 2024</p> <p>Revisit changes and review data before the 2025 hiring season</p>	<p>Increased number of diverse candidates selected to interview, as assessed after the hiring and selection process concludes</p> <p>Increased number of diverse candidates offered positions as assessed after the hiring and selection process concludes</p>	<p>Interview checklist/ scorecards</p> <p>Standard interview questions on cultural awareness</p>	<p>Volunteer- based committees limit willing participants</p> <p>Heavy summer hiring needs limit willing participants</p> <p>Budget cuts decrease future hiring and chances to diversify staff</p> <p>Offer pay or incentives to serve on committees</p> <p>Conduct as few July and August interviews as possible</p>	<p>Identify the many staff members who may publicize job openings to potential candidates</p> <p>Ensure that these staff members understand the increased staff diversity plan, its goals, and its strategies</p>

Retention

Goal	Who Manages the Goal?	Strategies/Key Activities <i>What?</i>	Strategies/Key Activities <i>Who?</i>	Strategies/Key Activities <i>When?</i>	Indicators of Progress	Resources Required	Risks and Mitigation	Communication & Engagement Efforts
Maintain an environment where everyone, including diverse employees, feels safe, welcome, and valued	Human Resources	Prioritize cultural awareness, competence, and responsiveness throughout the district	District Office Leaders	On-going	Climate data reflects that all stakeholders (including staff, students, and families) feel connected to the school community	Maintain staff funding levels	Budget cuts could prevent retention of diverse staff (most recent hires are the first to be cut)	Discuss DEI goals with Board of Education and Board of Finance liaison
	Leadership Team	Provide opportunities for staff to interact with all members of our educational community and discuss areas of interest or concern	TEAM District Facilitator	Annual data analysis	Curriculum writing and revisions include a more in-depth lens with input from a diverse pool of staff with varied perspectives, expertise, and interests	Provide time for leaders to train employees and committees	Garner diversity plan buy-in from both town and district decision-makers	Collaboration with TEAM district facilitator and building leaders to recruit mentors from the entire school community
	DEI Committee	Provide TEAM mentors with resources to provide adequate support and encouragement to mentees	Building Leaders		Climate data that shows job satisfaction of all staff, including diverse staff	Compensate mentors		
	Board of Finance							
	Board of Education							
	Classroom							
	Teachers							