

Vernon Public Schools Increasing Educator Diversity Plan

- 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 administrator to make any necessary Plan revisions, the school board or equivalent governing body will be expected to formally approve any necessary revisions to its Plan prior to resubmitting the revised Plan by May 15, 2024

COVER PAGE								
District:	Vernon Public Schools							
Vision:	The Vision of the Vernon Public Schools is that every graduate is a Critical Thinker, Collaborator, Communicator, Resilient Individual, and Responsible Citizen□							
Theory of Action	If we prioritize recruiting, hiring, supporting, and retaining a diverse educator workforce who reflect and value the racial, ethnic, cultural, and linguistic diversity of Vernon Public Schools then we will diversify our workforce, decrease opportunity gaps, and improve outcomes for all students.							
Team Lead:	Robert Testa, Assistant Superintendent□							
Team Members:	Melissa Trantolo-Parent, Robert Nagashima-Director of Pupil Services, Alba Osorio-Teacher, Gui Estes-Social Worker, Rob DeJesus-Teacher, Alicia McEvila-Teacher, Kimberly Grant-Human Resources Specialist, Jaime Markham-Human Resources Specialist, Jennifer Bergin-Interventionist							

RECRUITMENT										
Goal	Who Manages the Goal?		k/ Key Activities e 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?)		
Recruit a faculty and staff more representative of the experiences and backgrounds of students enrolled in Vernon Public Schools	Superintendent	Partner with the University of Connecticut to establish a Teacher Residency Program for future educators	Robert Testa, Assistant Superintendent	by August 2024	Host (3-6) Resident Teachers in Vernon Public Schools each school year, Resident teachers include candidates that are racially and ethnically diverse. Acess to resident teacher candidates for potential positions within Vernon Public Schools	Year long paid Teacher Residency Program: \$130/day per resident teacher, identify staff that will serve as mentor/host teachers	Lack of Teacher Residency candidates, no students enroll in the Residency Program	Communication with UConn regarding potential Teacher Residency candidates, Communication with VPS staff regarding potential resident placements		
	RECRUITMENT (continued)									

Partner with an educational preparation program to build a "grow your own" teacher program that attracts and prepares RHS students for a career in the field of education.	Robert Testa, Assistant Superintendent	Offer UCONN ECE course If You Love It Teach It at Rockville High School for seniors who are interested in becoming future educators	Director of Teaching & Learning, Dominique Fox Course instructor, Kristen Piscottano	by August 2024	Course enrollment of at least 15 students per section. Course enrollment reflects the diverse experiences and backgrounds of students enrolled in Vernon Public Schools.	Year long course \$150 per student, approved course instructor, text books and instuctional materials	Course instructor needs to apply to UConn-syllabus may not be approved, curriculum may not be completed	Communication needs to go out to all RHS teachers so they can recruit students to take the course who they feel have potential to be a future educator
Increase our presence at job fairs in order to recruit a diverse pool of candidates UCONN,CCSU,ECSU, USJ and make connections with Historically Black Colleges and Universities (HBCU)	Human Resources Specialists, Jaime Markham and Kimberly Grant	Reach out to colleges and universities to connect with teacher candidates, Attend job fairs and meet with potential teachers prior to graduation	Human Resources Specialists, Jaime Markham and Kimberly Grant, Increasting Educator Diversity Committeee members	by August 2025	Target: Increase the diversity of educators from 6.6% to 8.6% (track recruitment and hiring data to measure growth) Make Contacts with at least 2 HBCUs	Human Resources Specialists, Jaime Markham and Kimberly Grant, Increasing Educator Diversity committee members. Funds for recruitment materials.	Poorly attended job fairs, failure to connect with Historically Black Colleges and Universities, Inability to attract candidates of color to apply to Vernon Public Schools	Identify and connect with potential candidates through reach out and connections with colleges and universities, Individualized follow up w/ candidates after job fairs, Offer opportunity to visit Vernon Public Schools or connect with staff members
Market Vernon Public Schools through social media and other means of marketing and advertisment.	Human Resources Specialists, Jaime Markham and Kimberly Grant	Update district website to reflect our committment to increasing eductator diversity, Include testimonials of current teachers about why they chose Vernon, Expand recruiting through the following social media platforms- Facebook, LinkedIn, Indeed, CT Reap, etc., Publish vacancy notices early in the process(March) and hire early in the process	Human Resources Specialists, Jaime Markham and Kimberly Grant, Hiring Committees	by August 2025	Target: Increase the diversity of educators from 6.6% to 8.6 % (track recruitment and hiring data to measure growth)	Human Resources Specialists, Jaime Markham and Kimberly Grant, Resources and time to support website re-design	Failure to attract a diverse applicant pool	Potential candidates view Vernon Public Schools as a potential welcoming employer who values equity and diversity

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?)
Increase educator diversity by creating a racially, ethnically, and linguistically diverse hiring committee that oversees and monitors the hiring and selection process.	Human Resources Specialists, Jaime Markham and Kimberly Grant	Monitor the racial, ethnic, and linguistic diversity data of teachers and leaders by district and by school. Plan and facilitate professional learning sessions for hiring committee related to the benefits of diversity in the teaching workforce and cultural competency, Incorporate student involvement into hiring process at Rockville High School.	Human Resources Specialists, Jaime Markham and Kimberly Grant Hiring Committee Chair-Building Administrators	by August 2025	Formation of a diverse hiring committee, (including at least 2 members that are racially, ethnically, culturally, and linquistically diverse) Track and analyze demographic data of staff with the goal of increasing the diversity of the teaching and admnistrative staff from 6.6% to 8.6% On-going professional learning for hiring committee members	Human Resources Specialists Jaime Markham and Kimberly Grant, Professional learning resources, time to plan and facilitate professional learning sessions	Lack of progress in recruiting, attracting, selecting, and hiring staff representative of the experiences and backgrounds of students enrolled in Vernon Public Schools	Hiring Committee and Building Administrators
Adopt procedures that ensure hiring practices prioritze candidates who have demonstrated high levels of cultural responsiveness	Robert Testa, Assistant Superintendent Increasing Educator Diversity team members (committee work)	Revamp the open ended questions in Applitrack teaching application to assess the cultural competencies of our teacher/administrator candidates. Review and revise interview questions that center on equity and cultural responsivenes	Human Resources Specialists Jaime Markham & Kimberly Grant, Hiring Committee members	by September 2024	Revise Applitrack online application and in- person interview questions to include questions that center on equity and cultural responsiveness	Research and identify cultural responsive questions	Ineffective questions that dont prompt desired outcome	Review open ended questions for accuracy and purpose. Communicate revised application to all hiring commitees and administrators

Retain a diverse and highly qualified staff and personnel that is reflective of the Vernon Community Provide high-quality ministrators and staff, Professional Development and Educator Evaluation Committee Provide high-quality with district instructional Development and Educator Evaluation Committee Specialists Jaime Markham & Kimberly Grant Committee Strategies/Key Activities Strategies/Key Activities Indicators of Progress Resources Required Resources (What people, time, money, and technology will be will we are to have are to h	or reject the job offer. Markham & Kimberly Grant and Hiring Committees Markham & Kimberly Grant, Hiring Committees, District Ambassadors	aff. the importance of this inititiave.
Community Community Communite Communication Communitation Communitatio	PETENTION	
Retain a diverse and highly qualified staff and personnel that is reflective of the Vernon Community Winhard & Kimberly Grant, Building based administrators and staff, Professional Development and Educator Evaluation Committee Evaluation Evaluation Evaluation	Who Manages the Strategies/Key Activities Indicators of Progress Resources Required Risks and Mit	
highly qualified staff and personnel that is reflective of the Vernon Community Community Provide high-quality induction program, mentors for eaching staff, Professional Development and Superintendent Superinten	(What are we trying to do?) (name, position) (How will we know if we are on track for success?) (What people, time, money, and technology will be will we make that	g? How (Who needs to be s likely consulted/ engaged? Wha needs to be communicated?
	highly qualified staff and personnel that is reflective of the Vernon Community Community Assistant Superintendent Human Resources Specialists Jaime Markham & Kimberly Grant, Building based administrators and staff, Professional Development and Educator Evaluation Committee Assistant Superintendent Human Resources Specialists Jaime Markham & Kimberly Grant, Building based administrators and staff, Professional Development and Educator Evaluation Committee Assistant Superintendent Human Resources Specialists Jaime Markham & Kimberly Grant, Building based administrators and staff, Professional Development and Educator Evaluation Committee Office of Teaching & Learning-Dominique Fox and Melissa Trantolo Human Resources Specialists Jaime Markham & Melissa Trantol	stakeholders(teachers administrators, Board o Education members, VPS community)

As a menas to retain	Robert Testa,	Celebrate diversity by	Building & central	by June 2025	Increase in favorable	VPS administration and	Strategies do not yield	Communicate with
staff, continue to foster a	Assistant	recognizing or highlighting	office		responses on staff and	staff,	positive results(retention)	stakeholders
welcoming school and	Superintendent	staff and students from	administration and		student surveys,	Funding to support	and or increase in	(administrators,
district climate that	Human Resources	Vernon Public Schools.	staff		Increased staff retention,	activities and	favorable responses on	teachers, Board of
promotes inclusivity and	Specialists Jaime	Building and district based			staff recommendation	recognitions, incentives	staff and student surveys	Education
diversity.	Markham &	activities that promote a sense			and recruitment of new	to support retention	·	members,VPS
	Kimberly Grant,	of belonging among all staff.			teaching candidates			community)
	Building based	Explore various finacial						
	administrators and	11						
	staff, Professional	at retaining staff.(ex. tuition						
	Development and	reimbursement. payment of						
	Educator	test fees, books, supplies)						
	Evaluation							
	Committee							