

# Increasing Educator Diversity Plan Template



COVER PAGE	
<b>District:</b>	District: Wallingford Public Schools□
<b>Vision:</b>	"Vision: Wallingford Public Schools, in partnership with our families and community, will strive to employ and develop an educational staff that reflects the community it serves. We will do this through promoting equitable and
<b>Theory of Action</b>	Theory of Action: If the Wallingford Public Schools increase the racial consciousness and cultural responsiveness of district staff in positions responsible for talent management, professional learning, and talent recruitment/development, then WPS will transform and implement policies, structures, and practices that result in hiring practices which increase access to diverse educators resulting in a more representative staff composition that reflects the community we serve. □
<b>Team Lead:</b>	Dr. Fran Thompson, Assistant Superintendent of Personnel
<b>Team Members:</b>	"Team members: D. Bellizzi, C. LaTorre, A. Turner, F. Thompson, D. Barone, J. Bondi, D. Bryant "□

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RECRUITMENT								
Goal  (What are we trying to do?)	Who Manages the Goal?  (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress  (How will we know if we are on track for success?)	Resources Required  (What people, time, money, and technology will be needed?)	Risks and Mitigation  (What could go wrong? How will we make that less likely to happen?)	Communication/Engagement Efforts  (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
<p>"Promote employment opportunities to a diverse, qualified candidate pool of potential candidates</p> <p>The diversity pool of applicants for teaching positions will increase by 15% over the next three years"</p>	Dr. Fran Thompson	<p>"BOE Policy 411.3/4211.3</p> <p>The Board recognizes the diversity of the people who live in this school district and believes that this diversity should have an important bearing on all aspects of the school system's activities. It is especially important that this diversity of population be recognized in the recruitment, hiring, promotion, and assignment of personnel.</p> <p>Design outreach programs to inform middle and high school students about the value of teaching and the need for teachers.</p> <p>Recruit in our community (Grow Your Own) Parents/Community Collaborate with and Promote TEACH CT</p> <p>Other Programs such as Future Teachers of</p>	<p>" District Climate and Engagement Committee members</p> <p>Administrative Council</p> <p>"</p>	Spring/Summer 2024 and ongoing	<p>"- Increase in diversity of applicant pool</p> <p>- Increase in partnerships with local community agencies to promote opportunities for employment within the district</p> <p>- Increase collaborative opportunities with teaching preparation universities and look for avenues to explore partnerships (internships, student teaching, recruitment fairs)</p> <p>"</p>	<p>"Advertising Budget to promote employment opportunities</p> <p>Recruitment Team for Job Fairs, College/ Career Fairs, other local community outreach opportunities</p> <p>"</p>	<p>"RISK: Dearth of diverse applicants to positions</p> <p>MITIGATION: Continue review of data and action plan to seek qualified, diverse applicants for positions</p> <p>RISK: Language barriers in job posting and description/ expectation</p> <p>MITIGATION: Have translations for postings in Spanish and other dominate secondary languages, where applicable</p> <p>"</p>	<p>"Streamline recruitment processes</p> <p>Develop comprehensive job descriptions and leverage various recruitment platforms such as online job boards, professional networks and social media.</p> <p>Collaborate with teacher education programs and attend job fairs to engage with potential candidates.</p> <p>Streamline the application and interview process to ensure a positive and efficient experience for candidates, reflecting the professionalism and dedication of the Wallingford Public Schools</p> <p>Emphasize competitive compensation and benefits</p>

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HIRING & SELECTION								
Goal  (What are we trying to do?)	Who Manages the Goal?  (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress  (How will we know if we are on track for success?)	Resources Required  (What people, time, money, and technology will be needed?)	Risks and Mitigation  (What could go wrong? How will we make that less likely to happen?)	Communication/Engagement Efforts  (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
<p>"Ensure an a fair and equitable hiring process that recognizes the need for a diverse educational staff in our district</p> <p>The selection and hiring of candidates will increase by 10% over the next three years</p> <p>"</p>	Dr. Fran Thompson	<p>"Expansion of hiring committees to include new and diverse members to assist in interview question creation and evaluation of candidates</p> <p>Create an articulated hiring process that includes an explicit Interviewing &amp; Selecting Protocol including questions, task/demo protocols and rubrics to be certain all applicants are considered in an equitable &amp; unbiased manner</p> <p>"</p>	<p>"Admin., Hiring Committees from a diverse representation pool</p> <p>Building and Central Office Administrative teams</p> <p>"</p>	Spring/Summer 2024 and ongoing	<p>"- Increase in the diversity of our district educator and staff composition; Residents placed in our schools</p> <p>Training plan developed; "</p> <p>Training completion sign-off</p> <p>"</p>	<p>"Training of hiring committees (including facilitators) on equity hiring practices</p> <p>"</p>	<p>"RISKS: Lack of cohesive training to committee members (given the many different stakeholders and many different hiring committees)</p> <p>MITIGATION: Ensure the facilitator of each committee has been given training"</p>	<p>"Implicit bias Training of Selection Committees</p> <p>Multiple Measures as selection indices for interview process - including performance-based tasks—to evaluate the qualifications of applicants.</p> <p>"</p>

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RETENTION								
Goal  (What are we trying to do?)	Who Manages the Goal?  (name, position)	Strategies/Key Activities (How are we going to do it?)			Indicators of Progress  (How will we know if we are on track for success?)	Resources Required  (What people, time, money, and technology will be needed?)	Risks and Mitigation  (What could go wrong? How will we make that less likely to happen?)	Communication/Engagement Efforts  (Who needs to be consulted/ engaged? What needs to be communicated? To whom?)
		What?	Who Owns This?	By When?				
Ensure a highly trained staff that not only feels supported and that their voices are heard but also has room for professional growth and upward mobility	Dr. Fran Thompson	<p>"Create training for all staff around equity and diversity in the workplace.</p> <p>Foster climate building that celebrates diversity and inclusion in the workplace (as strengths for the district)</p> <p>Hold focus groups and survey for all departments to access work climate</p> <p>Create Affinity groups that create belonging and build a shared commitment to professional growth and development to champion equity efforts in district</p> <p>"</p>	Administrators. Central Office Leadership, DEP Committee	Ongoing	<p>"- Retention rates of staff</p> <p>- Leadership opportunities for existing staff within the organization</p> <p>"</p>	<p>"Personnel Staff to support focus groups for current staff</p> <p>Time to analyze survey results and convene team to evaluate action plan and next steps for retention focus</p> <p>"</p>	<p>"RISK: Opportunities for advancement are limited due to prerequisite qualifications/ certifications</p> <p>MITIGATION: - Provide leadership and growth opportunities that foster and support advancement in areas that are not solely based on certifications. - Promote pathways for advancement to staff (including tuition assistance opportunities from state and local funding sources)</p> <p>"</p>	<p>"Build supportive mentorship programs</p> <p>Pair new teachers with experienced mentors who can provide guidance, advice and support during the initial years of their teaching careers. I</p> <p>Implement a structured mentorship program that includes regular check-ins, observation and feedback sessions, and opportunities for collaboration.</p> <p>Foster a sense of camaraderie and community among teachers, creating an environment where knowledge-sharing and support are valued.</p> <p>"</p>