

Increasing Educator Diversity Plan



District: Madison Public Schools

Team Lead: Heather Dobson, Director of Human Resources

Vision: Madison Public Schools is a welcoming community committed to providing an accepting and safe place for all to learn and work. We seek to foster inclusive and culturally responsive environments founded on respect for diverse backgrounds, identities, experiences, and a sense of belonging. Through our efforts as academics and educators, we endeavor to continually empower all students to become upstanding, constructive members of a diverse global society. We see this commitment to championing equity and inclusion in our schools as our collective responsibility to re ensure

Team Members: Equity Committee, Administrative Council

Theory of Action: IF Madison Public Schools attracts, recruits, hires and retains a diverse workforce, THEN our work force will be more representative of the world; both staff and students will feel represented and included in our educational community; our students will grow in their ability to acquire the capacities they need to engage as global thinkers; and our district community will grow their experience to connect and honor practices of inclusion and respect for diversity in thought and experience.

	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?				
Recruitment	Analyze Applicant Pool / Root Cause Analysis	Human Resources	Analyze, on an annual basis, the demographic information for applicants for posted positions within the district; Review Data on EDSight	Human Resources	1-Sep-24	Increase in diversity of applicant pool; reduction of delta between students and educators of color	Human Resources / Time	n/a	Communication of date with Board, Superintendent and Administrators

Recruitment	Increase Diversity of Applicant Pool at All Levels	Human Resources / Administrators	Attend College and Diversity Recruitment Fairs; Post positions in a variety of online sources to increase district exposure into a variety of applicant pools; include culture/diversity statement on all position postings and recruitment materials	Human Resources / Administrators	1-Sep-24	Increase in diversity of applicant pool	Administrators / Time	Continued lack of diverse applicants. If so, then conduct further root cause analysis of district's hiring process	Administrator participation in recruitment efforts
Recruitment	Grow Your Own	Human Resources / Administrators	Utilize student teachers / interns; communicate information to non-certified staff of certification opportunities; develop future teachers program	Human Resources / Administrators	30-Jun-25	Transition of student teachers/interns to district staff; participation of non-certified staff in Teacher preparation programs; student participation in Future Teachers program	Connections with local colleges/universities; Information on teacher preparations programs; development of Future Teachers Club; Time; Interest of staff to serve of club advisor; funding for advisor stipends	Students teachers/interns may not reflect diversity; lack of interest by non-certified staff to move into teaching profession; lack of student interest in Future Teachers program	Contact with local colleges and universities; communication of resources to non-certified staff; student communication on Future Teachers program.
Hiring & Selection	Applicant Review Process	Human Resources	Review initial applicant screening protocols in order to not screen out diverse candidates from second level review by Administrators / Program Coordinators / Hiring Entities	Human Resources	1-Sep-24	Increase in diversity of applicants from initial screening	Human Resources / Time	Ensuring viability of candidates	Communication with Administrators / Program Coordinators / Hiring Entities
Hiring & Selection	Communication of District Diversification Goals	Superintendent / Administrators	Share with and get buy-in from staff on positive benefits of staff diversification	Superintendent / Administrators	30-Jun-25	Staff knowledge of district direction	Time / Funding	Lack of buy-in from staff; reconvene to review strategies	Superintendent / Administrators messaging and professional development

Hiring & Selection	Overview / Instructions for Selection Committee	Human Resources / Administrators	District informational handbook for all participants on Selection Committee including benefits of staff diversification / unconscious bias; Recommend that all participants complete State training on unconscious bias	Human Resources / Administrators	1-Sep-24	Completion of document review by Selection Committee / Awareness of bias and diversification	Applicant Screening. Selection & Increasing Staff Diversity	Staff not having time / interest in reviewing materials. Staff does not buy into concept; Reconvene to review strategies	Communication of handbooks with Administrators / Program Coordinators / Hiring Entities
Retention	Analyze Staff Retention Data	Human Resources / Administrators / Equity Committee (Staff Diversity Subgroup)	Provide exit surveys and interviews to certified staff who leave the district; determine if diverse staff members are leaving the district and why	Human Resources / Administrators / Equity Committee (Staff Diversity Subgroup)	1-Sep-24	High retention of diverse staff members	Time	If trend is found with lack of retention of diverse staff members, reconvene to further analyze	Communication of date with Superintendent and Administrators
Retention	Organizational Culture that Supports Diverse Staff Members	Superintendent / Administrators	Professional development for all staff on diversity; Participation in RESC Affinity Group Programs	Superintendent / Administrators	6/30./25	High retention of diverse staff members	Time / Funding	Lack of buy-in	District professional development / Superintendent and Administrator communications
Retention	New Hire Mentoring	Administrators	Develop mentoring program to support new teachers	Administrators	6/30./25	High retention of diverse staff members	Time	n/a	New hire communications / Administrator contact with new employees