

Increasing Educator Diversity Plan Template



IMPORTANT NOTES:

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:	Granby
Vision:	All Granby Students will become resource learners and effective communicators who positively contribute at the local, state and national levels.
Theory of Action	If the Granby Public Schools creates and implements an effective increasing educator diversity plan in the areas of recruitment, hiring and retention then the staff will maintain and increase its diversity.
Team Lead:	Jennifer Parsons, Assistant Superintendent
Team Members:	Cheri P. Burke, Superintendent, Jennifer Brown, Human Resources Coordinator

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?				
Attract a diverse candidate pool for openings in the Granby Public Schools.	Jennifer Brown, Human Resources Coordinator	Identify career fairs and recruiting platforms that will attract a diverse candidate pool.	Jennifer Brown, Human Resource Coordinator	Spring 2024 and annually	Attendance at fairs and posting on identified platforms results in a diverse candidate pool.	Time for research, possible subscription fees for platforms and registration fees for job fairs.	Will need monitoring to ensure we are attracting more diverse pools.	Progress communicated to and monitored by the district leadership team.
Participate in the CREC Teacher Residency Program.	Jennifer Parsons, Assistant Superintendent	Continue to engage with TRP and take additional residents as space in the teaching force allows.	Jennifer Parsons, Assistant Superintendent	Spring 2024 and annually	Residents successfully complete their residence and their first 3 years in district teaching.	\$68,000 per resident for training, space in the teaching force to ensure employment.	Resident could leave or not successfully make it to certification. Provide ongoing supports and check-ins and identify supportive mentors.	Board of Education needs to fiscally support and district leadership team needs to work to identify space in teaching force and potential mentors.

HIRING & SELECTION								
Ensure that hiring and selection processes are free of barriers and biases that would prohibit hiring of racially, culturally and linguistically diverse educators.	Jennifer Brown, Human Resources Coordinator	Review all hiring and selection processes to eliminate any bias and barriers that may exist and create any structures and processes that may be missing.	Jennifer Brown, Human Resources Coordinator	September 2024 and annually	The hiring process, forms and procedures will be reviewed, revised and field tested.	Time for review, revision and creation of district resources and exemplars of procedures. State resources for training individuals on hiring committees.	Looking at exemplars and having multiple eyes on the procedures and resources will allow a more thorough approach and reduce chances that items could be missed.	Work with district leadership team and administrative council group as they will need to offer feedback on forms, processes and procedures and trial any changes to ensure usability.

RETENTION								
Retain our educators, especially educators that are racially, culturally and linguistically diverse.	Jennifer Parsons, Assistant Superintendent	Frequently check in with staff, especially in their first years of employment and match staff with appropriate resources as needed and address any needs that arise.	Jennifer Parsons, Assistant Superintendent	Ongoing yearly, New Teacher Orientation, monthly check ins and mid year and end of year meetings and TEAM progress checks.	Educators are expressing high job satisfaction and their needs are being met so that they indicate that they feel supported.	Time for regular check-ins, survey and feedback tools, access to the supports teachers request, including events specific to TRP participants.	Teachers could indicate a lower than desired job satisfaction and leave, frequent check ins will help monitor satisfaction.	Teachers, administrators, mentors and oversight by district leadership and PDEC team.