Woodbridge Increasing Educator Diversity Plan Overview

- developed in collaborative partnership with the Bethany, Orange, Woodbridge, and Amity school districts
- reflects the district's Equity and Diversity Policy
- fosters a collective commitment to promoting inclusivity and embracing diversity within the educational landscape

Theory of Action- If the District proactively engages in researching, establishing, and implementing diverse, inclusive, and equitable hiring and selection practices; continuously analyzes, critiques, and modifies recruitment, selection, and retention practices; and concurrently provides professional learning support to enhance diversity and cultural awareness among responsible staff, then we will witness an increase in the establishment and maintenance of a more diverse educator workforce. This workforce will be reflective of our student population and community, and as a result, prepare our students for an increasingly diverse world.

Recruitment Goal – Beginning in the 2024-2025 school year, we will decrease the gap between diverse students and diverse certified staff by engaging in key strategies to recruit more diverse candidates reflecting the richness of our community and fostering an inclusive and equitable learning environment.

- Application review
- Data review
- Job fairs
- College partnerships

Hiring and Selection Goal – Beginning in the 2024-2025 school year, we will decrease the gap between diverse students and diverse certified staff by employing strategic hiring practices to increase diversity of personnel, reflecting the richness of our community and fostering an inclusive and equitable learning environment.

- Uniform hiring practices for hiring committees
- · Aggressive timelines for hiring
- CSDE mandated training on implicit bias
- Data review
- Candidate feedback on process

Retention Goal – Beginning in the 2024-2025 school year, we will decrease the gap between diverse students and diverse certified staff by enhancing staff retention initiatives to ensure the continued presence and success of diverse staff members reflecting the richness of our community and fostering an inclusive and equitable learning environment.

- Exit surveys
- Professional learning
- · TEAM mentoring and feedback
- Data review

Increasing Educator Diversity Plan Template

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District:

Vision:

Team Lead:

Team Members:

Theory of Action:

	Goal	Who Manages the Goal?	S T)	Strategies/Key Activities (How are we going to do it?)	s (?)	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?)
Recruitment									
Hiring & Selection		8							
Retention									