

Employee Recruitment and Retention Plan

Committee of the Whole
March 2025



OUR MISSION

Every student, every day will be empowered with learning opportunities for growth, creativity and curiosity, in preparation for their future in a global community.

OUR VISION

Duluth Public Schools provides an academically engaging, safe and inclusive environment with high expectations and responsible use of resources.

OUR CORE VALUES

Learning



Developing a love of learning through life-long inquiry.

Excellence



Having high standards for all through accountability, integrity and authenticity.

Equity



Creating conditions of justice, fairness and inclusion so all students have access to the opportunities to learn and develop to their fullest potential.

Collaboration



Working in partnership with staff, families, students and community.

Belonging



Providing a welcoming and accessible environment where everyone feels safe, seen and heard.

Why this plan matters...

- Supporting Every Student
 - A blueprint for ensuring student success through dedicated employees.
- Advancing Equity
 - Our commitment to attracting and retaining top-quality, diverse staff.
 - Emphasis on hiring employees that are lifelong learners, and value diversity.
- Improving Systems
 - Multi-year development process: Attract, Develop, Retain.
 - Utilize data-driven strategies for continuous improvement.



Commitment to Diversity, Equity and Inclusion

- Workforce reflecting our diverse student body.
- Recruiting racially, ethnically, culturally, and linguistically diverse educators.
- Creating an inclusive and supportive environment.
- Equal employment opportunities for all.



Attracting and Retaining Talent

- Expanded advertising and partnerships.
- Participation in targeted job fairs.
- Comprehensive onboarding and mentorship.
- Professional development opportunities.
- Employee wellbeing initiatives.



Streamlined and Equitable Hiring

- Openings advertised on diverse platforms.
- Applicant tracking system for efficiency.
- Diverse interview committees with bias training.
- Culturally sensitive interview questions.
- Follow-up communication for all candidates.



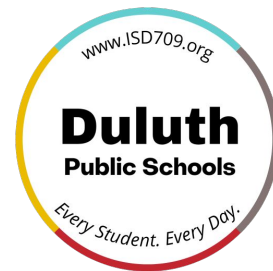
Supporting our American Indian Staff

- Formal partnerships with tribal bands.
- Culturally responsive hiring practices.
- Mentorship programs and resource groups.
- Dedicated budget for targeted efforts.
- Clear discrimination complaint procedure.



Measuring Our Success

- Quarterly data analysis and action planning.
- Regular evaluation of program effectiveness.
- Using data to refine strategies.
- EEOC data analysis for equity.



Moving Forward Together

- Implementation of the plan and ongoing monitoring.
- Continued collaboration with stakeholders.
- Commitment to building a strong, diverse, and supportive workforce.
- Questions and Discussion.

