

Strategic Initiative F.1.a

Design and implement an effective recruitment and retention plan with an emphasis on diversity and inclusion for each employee group

Why is this important?

- Recruitment and retention must include a focus on diversity and supportive inclusion for each employee group to maintain the numbers and quality of staff necessary to effectively serve our students.
- Our hiring and retention practices must target all employee groups – not just those who are principals, teachers or instructional staff.
- We have wonderful students in our district who would like to stay in our community. We have an opportunity to engage our high school students in teacher preparation activities to support their move into the teaching profession.
- We also have opportunities to engage our staff in growth opportunities to become teachers and administrators.

What will be accomplished?

Date	Action
February 2022	Provide training in unbiased hiring practices.
May 2022	Examine retention trends among employees of color.
May 2022	Establish exit surveys for departing employees.
June 2022	Identify vacancies earlier in the year.
June 2022	Broaden recruitment locations for instructional and classified staff.
June 2023	Provide support for non-teaching employees to become certificated teachers.
June 2023	Expand support programs for new hires, including mentoring.

What are the benefits of this?

- ✓ The percentages of employees of color in our district will increase through improved hiring and retention practices.
- ✓ Our students will have the opportunity to become teachers in our district, and our employees will have the opportunity to move into roles as teachers and administrators.
- ✓ Employee vacancies will decrease and retention will increase.

