

HEBRON BOARD OF EDUCATION

Personnel

4008

INCREASING EDUCATOR DIVERSITY PLAN

In accordance with Sections 10-4a(3), 10-220(a), 10-156ee, and 10-156hh of the Connecticut General Statutes, the Hebron Board of Education (the “Board”) has developed the following written plan for increasing educator diversity:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. Each Board employee involved in hiring educators for the Hebron Public Schools (the “District”) shall successfully complete the video training module relating to implicit bias and anti-bias in the hiring process, developed pursuant to Connecticut General Statutes § 10-156ee, prior to such employee’s participation in the educator hiring process for the District.
3. The Board will develop contacts with local training and educational institutions, including those with highly diverse enrollments, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.
4. The Board will develop contacts with local community organizations, including diverse community organizations, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.
5. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to diverse individuals.
6. The Board will participate in local job fairs, as appropriate, including those that are sponsored by diverse community organizations or otherwise targeted toward diverse individuals.
7. The Board, or its designee, will maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
8. The Board will review on an annual basis the effectiveness of this plan in increasing diverse applicant flow and attracting qualified candidates for employment.

Legal References:

Connecticut General Statutes §10-4a (3) Educational interests of state identified
Connecticut General Statutes §10-220(a) Duties of boards of education
Connecticut General Statutes §10-156ee Duties re minority teacher recruitment

Connecticut General Statutes §10-156hh Completion of video training module
re implicit bias and anti-bias in hiring
process for certain school district
employees

ADOPTED: 10/10/2013

REVISED: 11/10/2016, 2/7/2024

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ADMINISTRATIVE REGULATIONS REGARDING INCREASING EDUCATOR DIVERSITY PLAN
2024-2027 Plan

Theory of Action: If we make our equity work more visible and streamline our hiring/selection process, then we will onboard committed staff to advance our mission and vision.

	Goal	Who Manages the Goal?	Strategies/Key Activities			Indicators of Progress	Resources Required	Risks and Mitigation	Communication/Engagement Efforts
	(What are we trying to do?)	(name, position)	(How are we going to do it?)			(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?)
			What?	Who Owns This?	By When?				
Recruitment	Partner with organizations (Hebron Education Association & Central Connecticut State University) to grow teacher leadership	Superintendent	Continue 092 Administrative Certification partnership with CCSU	Superintendent	Continuous & Ongoing	Partnership continues	Funding within local budget to offer course reimbursement for cohort. Space for CCSU	Funding	Continue to market programming to prospective teachers (Administrative Team & HEA Leadership)
	Offer funding and other incentives to encourage and advance teacher	Superintendent	Continue to advance stipend leadership opportunities with the teacher contract	HEA Leadership, Superintendent, & Board of Education	Continuous & Ongoing	Stipends continue and additional opportunities are created	Funding within local budget to offer stipends leadership roles	Funding	Continue to recruit prospective teachers (Administrative Team & HEA Leadership)
Hiring & Selection	Streamline the hiring process while attracting diverse applicants	Superintendent	Hire early, implementing an efficient, streamlined hiring process to guard against delays, continuing to advertise equity focus of the district	HR Specialist & Superintendent	Continuous & Ongoing	Increase in number of total and diverse applicants	HR Specialist, Superintendent and CTREAP	Delays in budget passing at referendum	On-going, proactive approach to posting of positions/recruitment
	Use interview practices, protocols, and resources that minimize the chance for bias on the part of the interviewers	HR Specialist	Ensure all staff participating in the hiring process complete the video training model by CSDE for anti-bias in hiring	HR Specialist & Hiring Supervisor	1/1/2024 and Ongoing	100% compliance with training	CDSE Training, VECTOR tracking, coverage for training	Coverage for training	Hiring Supervisors to communicate expectations to staff who participate in hiring
Retention	Implement an exit survey as required under state statute & utilize feedback to inform practices	HR Specialist	Implement an exit survey as required under state statute & utilize feedback to inform practices	HR Specialist	1/1/2024 and Ongoing	100% completion rate of interviews and interviews inform district and school improvements	Coverage for interviews	Coverage for interviews	HR Specialist to initiate process with staff who are departing
	Provide professional learning opportunities for all educators to develop dispositions that promote equity and support students in meeting their highest potential	Principals	Plan for the regular integration of reflection of practice and using an equity lens with professional learning opportunities (PDEC & School Leadership Teams)	Principals	Continuous & Ongoing	Teacher and staff feedback regarding professional learning as valuable with evidence of implementation within instruction	School leadership teams, Curriculum and Instruction Specialists	Time within the professional development calendar. Coverage for professional development	Plan for on-going communications with staff on professional learning goals as part of the professional learning program (PDEC & School Leadership Teams)

All goals and strategies adapted from: *Creating a District Plan to Increase the Racial, Ethnic, and Linguistic Diversity of Your Educator Workforce, Connecticut State Department of Education*