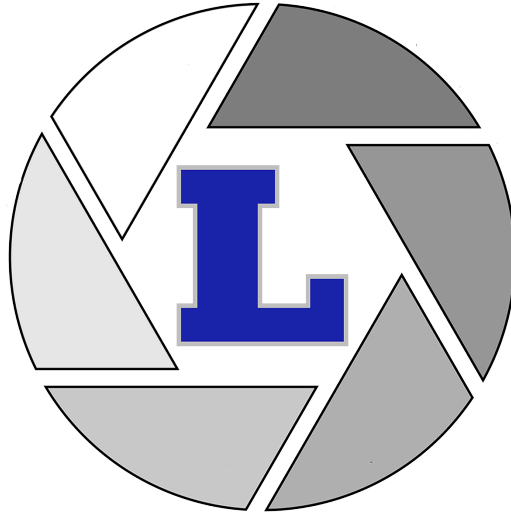


Lebanon Public Schools Increasing Educator Diversity Plan



Increasing Educator Diversity Vision:

Lebanon Public Schools is committed to fostering a diverse and inclusive educational environment that reflects our close-knit community. We envision a teaching staff that mirrors the diversity of our student body, providing a broad range of perspectives and experiences. Through intentional recruitment, professional development, and support programs, we strive to cultivate a workforce that is representative of our nation's cultural, ethnic, and socioeconomic diversity. Our shared commitment to equity and inclusivity will empower educators to create an enriching and supportive learning environment, where all students feel valued, understood, and inspired to reach their full potential.

Increasing Educator Diversity Theory of Action:

If Lebanon Public Schools prioritizes intentional recruitment, professional development, and support programs to increase educator diversity, then we will cultivate a learning environment where students benefit from a broad spectrum of perspectives, fostering inclusivity, understanding, and a sense of belonging for all.

Team Lead:

Superintendent Andrew Gonzalez

Team Members:

Superintendent of Schools
Director of Curriculum, Assessment & Instruction
Director of Pupil Services
Principals
Executive Assistant to the Superintendent

Recruitment Goal:

Increase the percentage of diverse educators applying for positions in Lebanon from 7% to 14% by 2025.

Who manages the goal: District administration and Central Office

Strategies/Key Activities

- What?
 - Post Educator Diversity Plan & Create DEI tab with resources on website
 - Share demographic information of our town and schools- EdSight
 - Make sure documents and pictures on our website reflect diversity in the district
 - Include educator statements on the website speaking about culture of the district
 - Use multiple platforms and methods to post for positions
 - Mass email directory certification group
 - CTReap
 - District website, social media accounts and newsletters
 - Indeed
 - Newspapers
 - Create radio & social media ads highlighting our district
 - Attend regional recruitment events
 - Maintain/increase partnerships with colleges & universities

- Who Owns This?
 - Superintendent of Schools
 - Director of Curriculum, Assessment & Instruction
 - Director of Pupil Services
 - Principals
 - Executive Assistant to the Superintendent
 - School Administrative Assistants

- By When?
 - Summer of 2024 & Ongoing

Indicators of Progress

- Increased number of applicants for open positions
- Diverse applicant pool
- Increased number of clinical or student teacher candidates

Resources Required

- Support and coordination with Executive Assistant and Administrative Assistants to post positions
- Use of Frontline applicant tracking system
- Funding for ads
- Time to attend regional fairs

Risks & Mitigation *(What could go wrong? How will we make that less likely to happen?)*

- Positions do not get posted appropriately
 - Create checklist to follow when posting positions
- Do not get notified regarding recruitment fairs
 - Get on mailing list
- Lose touch with universities
 - Be proactive with outreach
 - Have recurring yearly (or more) meetings
- Lose funding for ads
 - Prioritize this in the building of the budget

Communication/Engagement Efforts

Who needs to be consulted/ engaged? District webmaster, teachers, community members, local newspapers and radio stations, local colleges and universities

What needs to be communicated? Lebanon's increased efforts to recruit diverse educators

To whom? The community and all current and prospective teachers

Hiring & Selection Goal:

By summer 2024, all hiring committee members will receive implicit bias training.

Who manages the goal: District administration and Central Office

Strategies/Key Activities

- What?
 - Hiring Committees will be diverse
 - Teachers

- Support staff
 - Parents
 - Students
 - Racial
 - Gender
 - Age
- Committee members will complete implicit bias training
- All committee members will sign confidentiality agreements
- Update application & interview questions to reflect best practices
- Interview process will include a rubric-based scoring system
- Who Owns This-?
 - Superintendent of Schools
 - Director of Curriculum, Assessment & Instruction
 - Director of Pupil Services
 - Principals
- By When?
 - Summer of 2024 and ongoing

Indicators of Progress

- Log of completed training for committees
- Record of confidentiality agreements
- Google folder with interview questions and associated rubrics

Resources Required

- Training modules

Risks & Mitigation *(What could go wrong? How will we make that less likely to happen?)*

- Trainings are not assigned/completed with fidelity
- Agreements are not signed and kept
 - Create non-negotiable to do list for those leading interview committee
- Rubrics are not used appropriately
 - Calibration training

Communication/Engagement Efforts

Who needs to be consulted/ engaged? District administration and principals

What needs to be communicated? Lebanon's improved hiring and selection processes

To whom? Members of Lebanon Public Schools interview and hiring committees

Retention Goal:

Lebanon Public Schools will retain 90% of non-tenured staff in the 2024-2025 school year .

Who manages the goal: District administration and Central Office

Strategies/Key Activities

- What?
 - DEI training
 - Culturally responsive practices, etc.
 - Professional Development Opportunities
 - Feedback on in-district training
 - Opportunities to attend out-of-district workshops
 - Enhanced support structures
 - Improved onboarding
 - Surveys
 - Entry
 - Post-year
 - Mentorship- formal (TEAM) and informal (New staff cohort meetings)
 - Celebrations/Success Stories

- Who Owns This?
 - Superintendent of Schools
 - Director of Curriculum, Assessment & Instruction
 - Director of Pupil Services
 - Principals
 - Executive Assistant
 - Teachers/TEAM Mentors

- By When?
 - Summer 2024 and ongoing

Indicators of Progress

- Increase in percentage of teachers who remain in the district
- Increase in survey participation
- Increase in teacher satisfaction ratings through surveys
- Completion of diversity trainings

Resources Required

- Time/Funds for trainings
- Volunteer personnel to mentor new teammates

Risks & Mitigation *(What could go wrong? How will we make that less likely to happen?)*

- Funds not approved for professional development
 - Advocate for the need for this training- use legislation and this plan as evidence
- Surveys are not complete
 - Provide reminders and incentives for completion
- Inability to respond to survey data
 - Communication and feedback given immediately even if we cannot accommodate requests

Communication/Engagement Efforts

Who needs to be consulted/ engaged? All new and existing staff of Lebanon Public Schools

What needs to be communicated? Improved training and professional development on diversity and culturally responsive teaching as well as enhanced efforts to support and retain staff

To whom? All LPS staff members