

**RESOLUTION IN SUPPORT OF INCREASED RECRUITMENT, HIRING AND
RETENTION OF PROFESSIONAL STAFF, SCHOOL LEADERS AND
ADMINISTRATORS OF COLOR**

WILLIAM PENN SCHOOL DISTRICT BOARD OF SCHOOL DIRECTORS

WHEREAS, the William Penn School District Board of School Directors supports racial justice and human dignity for our students, colleagues, and communities; and

WHEREAS, our district's professional staff workforce (superintendent, administrators, counselors, teachers, aides and other school employees and leaders) does not come close to representing the rich diversity of the district's students, leaving far too many students without access to professional staff of the same race or ethnicity; and

WHEREAS, Black teachers and Black male teachers are especially under-represented in the school district's teacher workforce. While the share of the Black teacher workforce (18 percent) is a 1:70 ratio of the Black student population (86 percent), the Black male teacher workforce (3.30 percent) is approximately a 1:200 ratio of the Black male student population (52 percent); and

WHEREAS, the importance of recruiting, hiring and retaining more professional staff (teachers and staff) of color for students of color is well-reported and evidenced through peer-reviewed research; and

WHEREAS, educators of color play a unique role in supporting the educational achievement and the social emotional development of all students, and a diverse teaching force is crucial to students of all races; and

WHEREAS, providing students with exposure to teachers and school leaders of color serves the important function of demonstrating from a young age to all students that people of color can and should hold leadership positions in our society; and

WHEREAS, improving staff diversity also promotes more representative voices at the table when important decisions are made about curriculum and instruction, so that teaching and learning better reflect the cultural repertoires, linguistic practices, experiences and histories of all groups of students; and

WHEREAS, efforts to increase teacher diversity must be accompanied by systemic practices that support all educators in critically engaging with issues of race, racism, and racial justice.

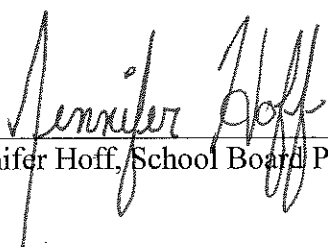
NOW, THEREFORE, BE IT RESOLVED that the William Penn School District Board of School Directors commits to ensuring all students receive high-quality, culturally-affirming instruction by setting a goal to increase the percentage of professional staff/educators of color to 32% by 2023. We will work in partnership with school district staff, youth, families, alumni and our communities to improve the recruitment, preparation, development, and retention of successful teachers and school leaders of color, with a special emphasis on Black male educators, school leaders and other effective teachers and school leaders responsible for the education of our student body, which is made up of 90% students of color.

Resolved that the District will:

1. We will improve recruitment and hiring at the school district level.
2. We will collect and use data to examine school district recruitment, interview, and hiring practices. An essential step in improving teacher and school leader diversity at the school district level is to understand where the pipeline is working and where it is not. This begins with data systems that provide disaggregated data for every step of the process — including who submits applications, is invited for an initial interview, proceeds to subsequent interview rounds, receives a job offer, is hired by the school district, and is successfully retained over multiple years.
3. We will closely examine and change recruitment practices to identify additional qualified applicants of color.
4. We will identify supports and best practices to address retention and leadership of teachers of color.
5. We will improve the working environment for teachers of color, create and support cohorts of teachers, assistant principals, and principals of color and invest in mentorship and career ladders for current and aspiring teacher, school, and district leaders.

Adopted this 23rd day of April 2018


A. Jeff Cuff, Board Secretary


Jenifer Hoff, School Board President