

GOAL 2A

Strategy Statement:

Build a cohesive recruitment system that includes innovative recruitment strategies.

Description:

Designing and implementing multiple recruitment strategies will develop a larger, more talented, racially and ethnically diverse teacher candidate pool, from which to adequately staff the needs of the district by the start of the school year.

Activities:

1. Establish and maintain a diverse recruitment team and process with the purpose of creating a diverse instructional pool.
2. Attend and provide a variety of recruitment events and activities, tracking data to determine event return on investment.
3. Early and close association with student interns and potential future teaching candidates.

Rationale:

By recruiting a diverse and qualified teacher pool, our instructional vacancies will decrease, which will have a direct impact on instruction (Goal 1). Research shows that teachers of color help close achievement gaps for students of color in a safe and supportive environment (Goal 3). Focusing on hiring a diverse teaching population will have a positive impact on student achievement as well as workforce equity (Goal 2).