



**Interdistrict School for Arts and Communication
SPECIAL MEETING OF THE BOARD OF DIRECTORS**

March 12, 2024 at 3:00 pm via ZOOM

New London, CT

*This meeting will be held virtually

AGENDA

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|---------|---|-----------------------------|
| 3:00 pm | 1. WELCOME/CALL TO ORDER | <i>Chairman R.F. Muckle</i> |
| 3:01 pm | 2. ISAAC Increasing Educator Diversity Plan | <i>Dr. Nicholas Spera</i> |
| | <ul style="list-style-type: none">• <i>Possible Motion: Approve the ISAAC Increasing Educator Diversity Plan</i> | |
| 3:15 pm | 3. Requirements for Submitting Healthy Food Certification Statement for 2024-25 | |
| | a. Participation in the Healthy Food Option | |
| | <i>Possible Motion: Pursuant to C.G.S. Section 10-215f, the board of education or governing authority certifies that all food items offered for sale to students in the schools under its jurisdiction, and not exempted from the Connecticut Nutrition Standards published by the Connecticut State Department of Education, will comply with the Connecticut Nutrition Standards during the period of July 1, 2024, through June 30, 2025. This certification shall include all food offered for sale to students separately from reimbursable meals at all times and from all sources, including but not limited to school stores, vending machines, school cafeterias, culinary programs, and any fundraising activities on school premises sponsored by the school or non-school organizations and groups.</i> | |
| | b. Allowance of Food and Beverage Exemptions | |
| | <i>Possible Motion: The board of education or governing authority will allow the sale to students of food items that do not meet the Connecticut Nutrition Standards and beverages not listed in Section 10-221q of the Connecticut General Statutes provided that the following conditions are met: 1) the sale is in connection with an event occurring after the end of the regular school day or on the weekend; 2) the sale is at the location of the event; and 3) the food and beverage items are not sold from a vending machine or school store. An "event" is an occurrence that involves more than just a regularly scheduled practice, meeting, or extracurricular activity. For example, soccer games, school plays, and interscholastic debates are events but soccer practices, play rehearsals, and debate team meetings are not. The "regular school day" is the period from midnight before to 30 minutes after the end of the official school day. "Location" means where the event is being held.</i> | |
| 3:20 pm | 4. Possible Executive Session to Discuss the Negotiations with the Collective Bargaining Unit | |
| | <ul style="list-style-type: none">• <i>Possible Motion: Move to Executive Session to discuss the negotiations for the collective bargaining agreement and invite Dr. Spera to join.</i> | |
| 3:40 pm | 5. ADJOURNMENT | <i>Chairman R.F. Muckle</i> |



INCREASING EDUCATOR DIVERSITY PLAN

ISAAC Board of Directors
March 2024



Proposed BOD Approved on March 12, 2024

INCREASED EDUCATOR DIVERSITY PLAN

Agenda

- **Educator Diversity Team**
- **Core Values & Beliefs Statement**
- **Current Related Policies**
- **Theory of Action**
- **The Plan for Recruitment**
- **The Plan for Hiring & Selection**
- **The Plan for Retention**





Educator Diversity Team



ISAAC Educator Diversity Team Members:

- **Dr. Nicholas J. Spera**, *Executive Director*
- **William J. Linski**, *Principal*
- **Tanya Collins**, *Human Resources Director*
- **Lisa Lazarou**, *Teacher's Union President*
- **Michael Presti**, *Social Studies Teacher*
- **Bobby Harris**, *Director of Safety & Security*
- **Jereidi Alvarez**, *Executive Assistant*
- **Norm Harrison**, *Academic Interventionist*

ISAAC Core Values & Beliefs About Learning

At ISAAC Middle School, we pride ourselves on fostering a safe, fun, and nurturing environment that promotes hard work, happiness, and effort for all who work, learn, and grow within our school community. We believe that *All Students Can Succeed* with high expectations, maximum effort, and a growth mindset. Our success as an ISAAC Family is deeply rooted in the positive relationships shared among our diverse student body, devoted staff, and engaged families. Our professional learning community of talented and passionate educators is committed to the delivery of a rigorous and innovative curriculum, which promotes the shared belief that *Effort Creates Ability*. We support the growth of each student by developing the academic, civic, and social skills essential to succeed in high school and beyond.



Current Related Policies

ISAAC BOD Policy 4180 & Policy 4004

ISAAC Board of Directors Policy #4180

Plan for Minority Educator Recruitment

In accordance with Sections 10-4a(3), 10-220(a), and 10-156ee of the Connecticut General Statutes, the ISAAC Board of Directors (the “Board”) has developed the following written plan for minority educator recruitment:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. The Board will develop contacts with local training and educational institutions, including those with high minority enrollments, to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The Board will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
4. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by minority community organizations or otherwise targeted toward minorities.
6. 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.
7. The Board will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

ISAAC Board of Directors Policy #4004

Non-Discrimination

The Board of Directors (the “Board”) will not make employment decisions (including decisions related to hiring, assignment, compensation, promotion, demotion, disciplinary action and termination) on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression, except in the case of a bona fide occupational qualification.

It is the policy of the Board that any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, Board employees or third parties subject to the control of the Board.

See [BOD Policy 4004](#) for the full policy.



Non-Discrimination & Equal Opportunity Statement

Any form of discrimination or harassment on the basis of race, color, religion, age, sex, marital status, sexual orientation, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression, or any other basis prohibited by state or federal law is prohibited, whether by students, employees or third parties subject to ISAAC's control. It is also the policy of the ISAAC Board of Directors to provide for the prompt and equitable resolution of complaints alleging any discrimination on the basis of protected characteristics such as race, color, religion, age, sex, sexual orientation, marital status, national origin, alienage, ancestry, disability, pregnancy, genetic information, veteran status, or gender identity or expression. ISAAC is an equal opportunity employer.

All aspects of employment including the decision to hire, promote, discipline, or discharge, will be based on merit, competence, performance, and business needs. We do not discriminate on the basis of race, color, religion, marital status, age, national origin, alienage, ancestry, physical or mental disability, pregnancy, genetic information, sex, sexual orientation, gender identity or expression, veteran status, or any other status protected under federal, state, or local law.



Educator Diversity Theory of Action



**IF ISAAC Middle School attracts, recruits, hires,
and retains a diverse workforce**

THEN...

- **Our workforce will be more representative of our student body;**
- **Both staff and students will feel represented and included in their educational community;**
- **Our students will observe educators of diverse backgrounds that will inspire them to become leaders within the community;**
- **Our school community will grow their experience to connect and honor practices of inclusion and respect for diversity in thought and experience.**



Increasing Educator Diversity Plan: Recruitment

Goal	Who Manages the Goal?	Strategies / Key Activities	Indicators of Progress	Resources Required	Risks & Mitigation	Communication / Engagement Efforts
Analyze Applicant Pool / Root Cause Analysis	Human Resources / Administration Team	Analyze, on an annual basis, the demographic information of applicants for posted positions within the district Review of data on EdSight / Student vs. Staff diversity statistics Current Root Analysis: Lack of Diverse Applicants at the certified teacher level	Increase in diversity of applicant pool Reduction of the ratio between the student body and educators of color	Time / Technology	Low Applicant Pool leaving no choice; Conduct further root cause analysis, if needed.	Communication of data with Board, Executive Director, & Administrators
Increase Diversity of Applicant Pool at All Levels	Human Resources / Administration Team	Seek out and inform current and future teachers to build an understanding of the mission of ISAAC Middle School for future consideration Post positions in a variety of online sources to increase school exposure into a variety of applicant pools Include Non-Discrimination and Equal Opportunity Statement on all position postings	Increase in diversity of applicant pool	Time / Technology	Continued lack of diverse applicants Conduct further root cause analysis, if needed.	Administrator participation in recruitment activities



Increasing Educator Diversity Plan: Recruitment

Goal	Who Manages the Goal?	Strategies / Key Activities	Indicators of Progress	Resources Required	Risks & Mitigation	Communication / Engagement Efforts
Grow Your Own	Human Resources / Administration Team	Utilize student teachers / graduate interns Communicate information to non-certificated staff of certification opportunities, i.e. ARC, TEACH Connecticut and other State resources	Transition of student teachers / interns to district staff Participation of non-certified staff in Teacher preparation programs	Connections with local colleges / universities / Time Information on teacher prep programs / Time/ Funds to support Graduate Interns	Pool of candidates from Colleges / Universities may not reflect diversity Lack of interest in non-certified staff to move into teaching profession	Contact with local college and university teach prep programs Communication of resources to non-certified staff



Increasing Educator Diversity Plan: Hiring & Selection

Goal	Who Manages the Goal?	Strategies / Key Activities	Indicators of Progress	Resources Required	Risks & Mitigation	Communication / Engagement Efforts
Applicant Review Process	Human Resources	Review initial applicant screening protocol in order to not screen-out diverse candidates from second level review by Administrators	Increase in diversity of applicants from initial screening	Time	Ensuring viability of candidates	Communication with Administrators
Communication of Diversification Goals	Executive Director/ Administrators	Share with and get buy-in from staff on the positive benefits of staff diversification	Staff knowledge of Board direction	Time / Funding	Lack of buy-in from staff; Reconvene to review strategies	Executive Director /Administration messaging, Professional Development
Overview / Instructions for Hiring Committees	Human Resources / Administration Team	Recommend all participants on Selection Committees to complete training or professional development on unconscious bias	Awareness of bias and diversification	Time / Resources	Staff does not buy into concept; Reconvene to review strategies	Development of Professional Development / School Staff Development



Increasing Educator Diversity Plan: Retention

Goal	Who Manages the Goal?	Strategies / Key Activities	Indicators of Progress	Resources Required	Risks & Mitigation	Communication / Engagement Efforts
Analyze Staff Retention Data	Human Resources / Administration Team	Provide exit surveys to certified staff who leave the district; determine if diverse staff members are leaving the district and why.	High retention of diverse staff members	Time	If trend is found for lack of retention of diverse staff; reconvene to further analyze	Communication of data with Executive Director and Administrators
Organizational Culture that Supports Diverse Staff Members	Executive Director / Administrators	Professional development for all staff on diversity.	High retention of diverse staff members	Time / Funding	Lack of buy-in	District Professional Development / Executive Director & Administrator Communications
New Hire Mentoring	Administrators	Develop mentoring programs to support new teachers / Strategically pair teachers with TEAM Mentor	High retention of diverse staff members	Time	TEAM mentor is not a fit with teacher; reassign as needed	New hire communications / Administrator contact with new employees