

Equity/Minority Recruitment Teams Meeting | 7.23.20

Introductions



Sherri Penix - Recruitment Update

- Ready to come back in the fall to help support minority recruitment
- No other comments

Dreams and Goals

Minority Recruitment Opportunities

- Making sure we execute based on Vision 2023, very tangible ways to give attention to priorities, and throw resources to it quickly and immediately

- Felt we had momentum going, need to continue that process. We didn't look at anything for students and staff, our goal was recruitment
- Partnership with UAFS, taking part in the opportunities to get in front of students, also wanting to do this year with Monica Riley is trying to work with a paraprofessional approach.
- Students at NHS and SHS that can be certified teaching assistants, they take the Para-pro. Start to plant seed at middle/junior high level. Grow your own opportunities.
- Go beyond normal ideas of places we normally go and recruit. Typical career fair is still a way to connect, but not where students are anymore. They are online, socially.
- Identify and actually hire, need to be more flexible, or consider redesigning a timeline. Think we lose people b/c positions aren't available until late in the school year or summer. Essential to have a mechanism to lock minority teachers in. No luxury to ask them to hang around for us to have availability.
- We started hiring a lot earlier this year. Pandemic slowed down some procedures.
- Principals have been generous about hiring all summer.
- Hope we don't systematically hinder what HR is doing. Enough flexibility and authority if we do find the ideal candidate soon enough, that we can court them in such a way, do all we can, to get them to commit
- Creating a bench team, necessary pivot that must occur. Technology opportunities, a little behind, is a challenge, and training. Long-term strategies is ideal. Short-term opportunities is addressing those minority students where they're at and expediting the process. May put some constraints on budget. Anticipate that 5% of our team retires annually.
- Nothing holding us back from doing succession planning in the educational model, within regulations and laws of our state
- Call it forecasting

Equipping Teachers (training opportunities)

- PD of on biases, need to understand our kids before we can educate them, at Kimmons
- Some type of in service with current climate, sensitivity to it as kids have experienced, or triggers

Additional Thoughts

- 1D recognizing and awarding those who embrace the mission of equity in the district, systematic recognition, put it in the weekly publication.
- [Harvard unconscious bias test](#)
- High minority schools, where ppl of high authority positions and where minorities were placed. Didn't see positions of authority in those schools. Systemic. Consideration of placing minority authority positions in white schools
- Increase minority certified teachers, in one sense, that our students of color need to see those in authority, but so do white students.

- By way of the PD, Dr. Higgins at UAFS, lead or assist with PD. Sometimes it's easy for whites to listen from POC but not necessarily connect, but when there's another white person who gets it, it becomes a lot more prevalent for them to get it. Plus he is local. Recommends consideration.

Adolph Brown has developed relationships with teachers and students. Significant price.

Hannibal Johnson, Billy Higgins.

How can we begin to move forward right now?

Sensitivity training or even to the standpoint where we allow the kids to have a forum to express concerns they have that will be taken seriously. How do you team up? Having some people of color to help bridge the gap. Show sincerity, intentionality. Bridge that gap. Got to hear from the students of how they are feeling and addressing it. Might have to partner with individuals in the community they may trust. May not even be on campus. Talk in a safe space, action behind it.

Start with the biases.

It would help us to understand our own biases

Felix (a coach) addressing other coaches (Beaumont meeting example). Biases are bigger than race. Uncomfortable conversations. When they start talking, we see them in a whole different light. Relationships shift and change. Safe environment for adults to talk, not create some additional tension.

Simple way...teachers are deficient in the area of race and race conversations. Mentorship between staff, and other people in the community. Very quickly and easily implement as it relates to our staff. Social economic and gender biases too. Mentors that are peer-to-peer and mentors that are local.

Concerned that the conversation isn't more about the environment the school sits in, so it's more a representation of the community around it.

Participants should include child nutrition, custodians, bus drivers

Bigger guys in PIE, not the smaller businesses in PIE

Student leadership teams are sometimes the most popular, "A" students, etc. Consider other students in the student voice groups.

Where do we begin?

Restorative practices PD, along with bias training and look at that feasibility

What is the relationship and PD day for our district peace officers, law enforcement?

School resource officers

Vita for SROs to be involved in this

SRO, teachers, etc. - powerful

Exec team

Something willing to try, not mandated (bias quiz) - may tip people to further discuss

Is there a group element to it? The test?

Would hope it'd be strictly voluntary

Talk about it at leadership team meeting?

If we're willing to get to the core, tools like this help us to understand where we are and make a plan around it. Do it and then see what the action steps look like it.

Action Items

Dr. CMorawski

Restorative practices

Talk to Dr. Johnson about bias training

Revs Flake and Davis

List of potential building mentors

Team

All come back having taken the Harvard Implicit test

To see if that's something we want to invite staff to participate

- We're past the time re: cordial conversations regarding race, LGBT, religious, ethnicities backgrounds. Make sure if we're really wanting to be change agents and modeling the behavior stated in the mission statement, here is the opportunity.
- PLC processes include this strategy
- Reward behaviors of those making a difference. (1D)

Lori Griffin

Find rubric for awards program in the PLC Process? Tools we can use that exist already?

Brubaker

Positive indication of our commitment to seeing it through