

Increasing Educator Diversity Plan for Mansfield Public Schools



BOE Adopted 2/8/2024;

REVISED 9/12/24

CSDE Approved 11/12/24

COVER PAGE	
District:	Mansfield Public Schools
Vision:	Mansfield Public Schools leads with equity and believes that children must be supported to learn and develop in a safe, antiracist environment free from discrimination, bias, and prejudice against all people where conscious efforts and intentional actions ensure equitable opportunities. (Mansfield Board of Education Core Belief) Mansfield's long standing efforts to increase staff diversity has steadily increased the percentage of diverse educators over the past four years. The percentage of educators of color grew from 5.5% in 2019-2020 to nearly doubling that percentage to 10.7% in 2023-2024.
Theory of Action	If Mansfield Public Schools develops a partnership with University and Teacher Preparation programs, connects to regional recruitment events, and creates networks and supports to attract, prepare, recruit, and retain highly qualified educators racially, ethnically, culturally, and linguistically diverse, then we will increase the diversity of Mansfield educators by 20% in the next five (5) years resulting in culturally responsive teaching and learning environment that mirrors our students.
Team Lead:	Peter Dart, Superintendent
Team Members:	Peter Dart, Superintendent; Michele Beers, Director of Talent Management/HR; Kate McCoy, Principal; Larry Barlow, Principal; Dr. Shamim Patwa, Director of Student Support Services; Candace Morell, Director of Teaching & Learning ; Margaret Chatey, Communications Specialist.

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Plan for Mansfield Public Schools**



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RECRUITMENT								
Goal (What are we trying to do?)	Who Manages the (name, position)	Strategies/Key Activities		Indicators of Progress	Resources Required	Risks and Mitigation	Communication/ Engagement	
		What?	Who Owns This?	By When?	(How will we know if we are on)	(What people, time, money, and	(What could go wrong? How will we	(Who needs to be consulted/
Increase the diversity of highly qualified candidates applying for positions in Mansfield with targeted efforts to increase the number of Asian educators, Hispanic/Latinx educators, and Black/African American educators by 10% over the next 5 years from a 2023-2024 baseline of 4.1% Asian educators, 2.5% Black/African American educators, and 3.3% Hispanic/Latinx educators.	Michele Beers, Director of Talent Management & HR	Create and share various media tools/platforms (website, social media, internet postings) that highlight Mansfield's Core Beliefs and vision for teaching and learning.	Margaret Chatey, Communications Specialist	December 2024	Increased number of visits to websites, "likes" or "reach" on social media by 10%.	Website, IT supports, Facebook Account, Video Postings \$2000, Photography \$1000	Not enough time to complete all components for December 2024 recruitment season.	Communications Specialist will work with Superintendent and Director of Talent Management/HR to be sure messaging is consistent, relevant & engaging.
		Broaden the reach and visibility of job postings.	Michele Beers, Director of Talent Management & HR	Spring 2025	Increased number of qualified diverse applicants by 100% from a baseline of 5 candidates.	CTREAP, Indeed, Diversity/InEd.com, NEMNET.com \$2000	Decreased student enrollment that eliminates the need to hire new staff.	Diversifying Workforce plan and actions will be shared with BOE and staff.
		Trained Mansfield Administrators who can lead TEAM training in district to increase the number of TEAM trained teachers who can support pre-service teachers from partnering universities and ed prep programs.	Rebecca Granitini and Danielle Vliet, Assistant Principals	On-going	Increased number of UCONN and ECSU student teachers hosted in Mansfield with a 100% fill rate for pre-service teachers seeking placement.	TEAM Train the Trainers; Stipends for TEAM teachers \$2500	Not enough teachers interested in working with pre-service teachers; Administrators will have 1:1 conversations to help increase participation.	District TEAM Coordinators will report to Talent Management/HR and Superintendent re number of TEAM trained staff & fill rate each school year.
		Partner with alternative area Teacher Training Programs: ARC, etc.	Peter Dart, Superintendent	2029-30 school year	Increase the diversity of staff over a 5 year period from 2023-24 baseline of 10.7% to a target goal of 20% to better reflect the diversity of our student population. Based on 2023-2024 data, 37.4% of our students identify as being from a race/ethnicity other than White. Of this group of students, 12.41% identify as Asian, 3.5% identify as Black/African American, and 17.7% identify as Hispanic/Latinx.	Willing outside partners.	Decreased student enrollment that eliminates the need to hire new staff.	Principals will work with willing teachers to take on a teacher in training.
		Attend regional recruitment events and share district recruitment materials.	Michele Beers, Director of Talent Management & HR	On-going	Calendar of attended recruitment events and increase number of table visits by 20% from 40 to 48.	District Leadership time, Recruitment materials \$500	Decreased student enrollment that eliminates the need to hire new staff.	Communicate with Directors, Principals and Assistant Principals to coordinate attendees at events.

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HIRING & SELECTION

Goal (What are we trying to do?)	Who Manages the (name, position)	Strategies/Key Activities What?	Who Owns This?	By When?	Indicators of Progress (How will we know if we are on track)	Resources Required (What people, time, money, and)	Risks and Mitigation (What could go wrong? How will we)	Communication/ Engagement (Who needs to be consulted/ engaged?)
<p>Develop an interview process, including the selection of candidates and hiring criteria, that aligns to our district's Core Beliefs regarding equity and teaching and learning so that our staff reflects the cultural and linguistic diversity of our students. Based on 2023-2024 data, 37.4% of our students identify as being from a race/ethnicity other than White. Of this group of students, 12.41% identify as Asian, 3.5% identify as Black/African American, and 17.7% identify as Hispanic/Latinx. In comparison, 4.1% of our educators identify as Asian, 2.5% of our educators identify as Black/African American, and 3.3% identify as Hispanic/Latinx.</p>	Peter Dart, Superintendent	Provide implicit bias and DEI training related to hiring for leaders and interview teams.	Peter Dart, Superintendent; Michele Beers, Director of Talent Management & HR	On-going	100% successful completion of training; applying training to work with interview teams.	Vector training platform; State Dept of of Ed https://portal.ct.gov/SDE/Talent_Office/Workforce-Diversity/Diversity-Training-Guide-for-Hiring-Recruiting-Diverse-Educators	Decreased enrollment that eliminates the need to hire new staff at this time.	Principals and Director of Student Support Services.
		Develop hiring protocols that allow administrators and school based teams to competitively interview and select candidates as early hires each spring.	Peter Dart, Superintendent; Michele Beers, Director of Talent Management & HR	On-going	Published protocol and training for principals and directors.	Opportunities and time for administrators to attend university and regional recruiting events and network events.	Decreased enrollment that eliminates the need to hire new staff at this time.	Principals and Director of Student Support Services.
		Ensure questions and performance tasks that are used during the interview process are free from implicit bias and provide opportunities to learn about DEI/culturally responsive work.	Michele Beers, Director of Talent Management & HR; Larry Barlow and Kate McCoy, Principals; Dr. Shamim Patwa, Director of Student Support Services	On-going	100% of all questions and performance tasks are free from implicit bias.	Time to allow for input from our DEI Team, examples/models, further training and professional development.	Providing fresh, varied examples of questions/performance tasks that continue to evolve and remain relevant and culturally responsive.	Ad hoc Interview Teams, Principals and Directors
		Ensure interview teams are culturally, racially, and/or linguistically diverse with at least one (1) representative from a diverse or underrepresented group.	Dr. Shamim Patwa, Director of Student support Services; Michele Beers, Director of Talent Management & HR	On-going	100% of the membership of Interview Teams include at least one (1) diverse member.	Opportunities and time for staff to participate.	Inability to identifying diverse staff members who are able/interested in participating in interviewing.	Principals and Directors.

