

OUR GOAL:

Build a highly skilled and diverse workforce to better represent the population we serve in both background and experiences by attracting a pool of nontraditional candidates through creative recruitment methods.

WHEN WE SUCCEED IN 2025:

- We will have a revised and comprehensive set of hiring protocols that actively seeks a diverse talent pool.
- Our teachers and staff workforce will be comprised of highly skilled individuals that more closely represent the student populations we serve.



WHY THIS MATTERS: Students need exposure to academic role models that represent their cultures and backgrounds so that they gain richer perspectives about future possibilities as emerging adults.

INITIAL IDEAS AND ACTIONS:

- Review, revise and capture any necessitated changes to our existing hiring protocols so that we ensure to capture strategies for diversifying our workforce.
- Partner with local universities to identify the top available candidates
- Create clear pathways to certification in high-need content with our existing staff
- Cultivate staff members with specialized certifications.

Timeline and Next Steps

- Research/Discovery
- Transition Period
- Implementing

SY 2019-2020
(July - December)

SY 2019-2020
(January - June)

SY 2020-2021

SY 2021-2022

2019-2020: Review, revise, and adjust existing hiring protocols. Implement new protocols for next hiring season (March-August 2020)

SY 2020 - 2021: New hiring protocols become standard operating procedure.

SY 2021 - 2022: Full evaluation of effectiveness of the new protocols and impact on diversifying our workforce.

Ignite your passion.
Nurture your potential.
Embrace your future.