

To: Board of Education

From: Anna Stubblefield, assistant superintendent, educational support
Danica Moore, teacher on special assignment for equity

Re: District Equity Focus: Part I

Date: October 6, 2016

Background:

Recruiting, hiring, and retaining a diverse staff has become increasingly more difficult during this time with tight budgets and a limited number of candidates. Lawrence Public Schools has become more deliberate about where and how we recruit.

We have developed partnerships with various universities and provided a support group for staff. This report will include the following:

- Overview of the district's partnership with Pacific Educational Group
- Update of district staff demographics
- Strategic plan of recruiting, hiring, and retaining staff of color
- Partnerships and strategies that are in the planning and development phase