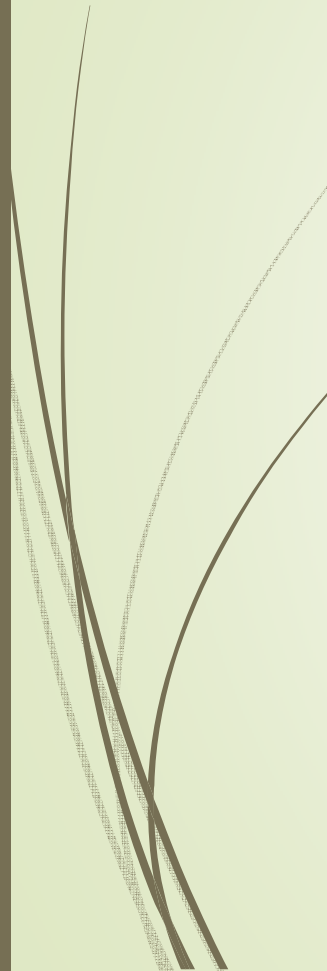
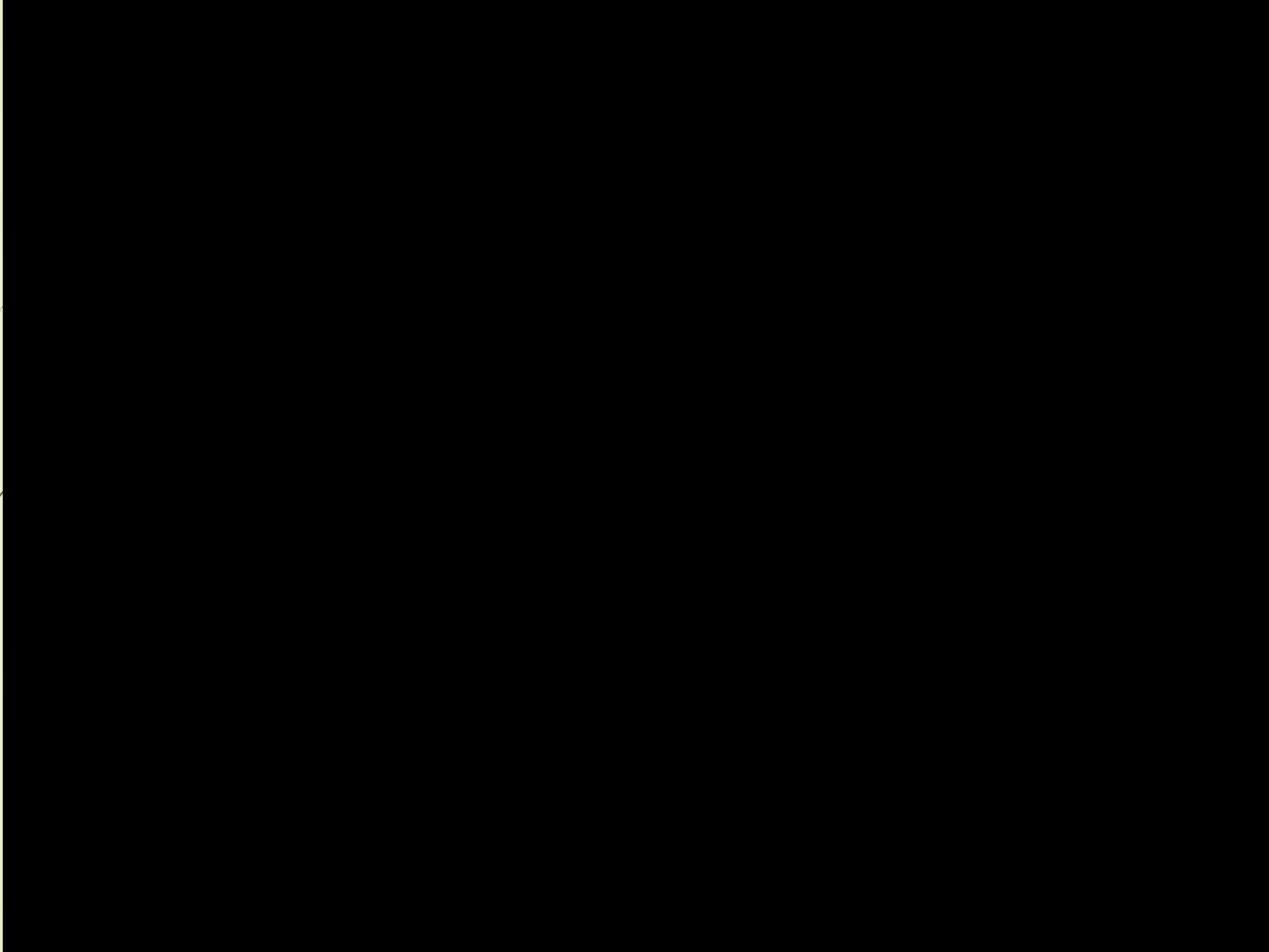




## Where Do We Go From Here?

Recruiting, Hiring, and Retaining Staff of Color and White Allies Focused on Achieving Equity and Excellence for all Learners



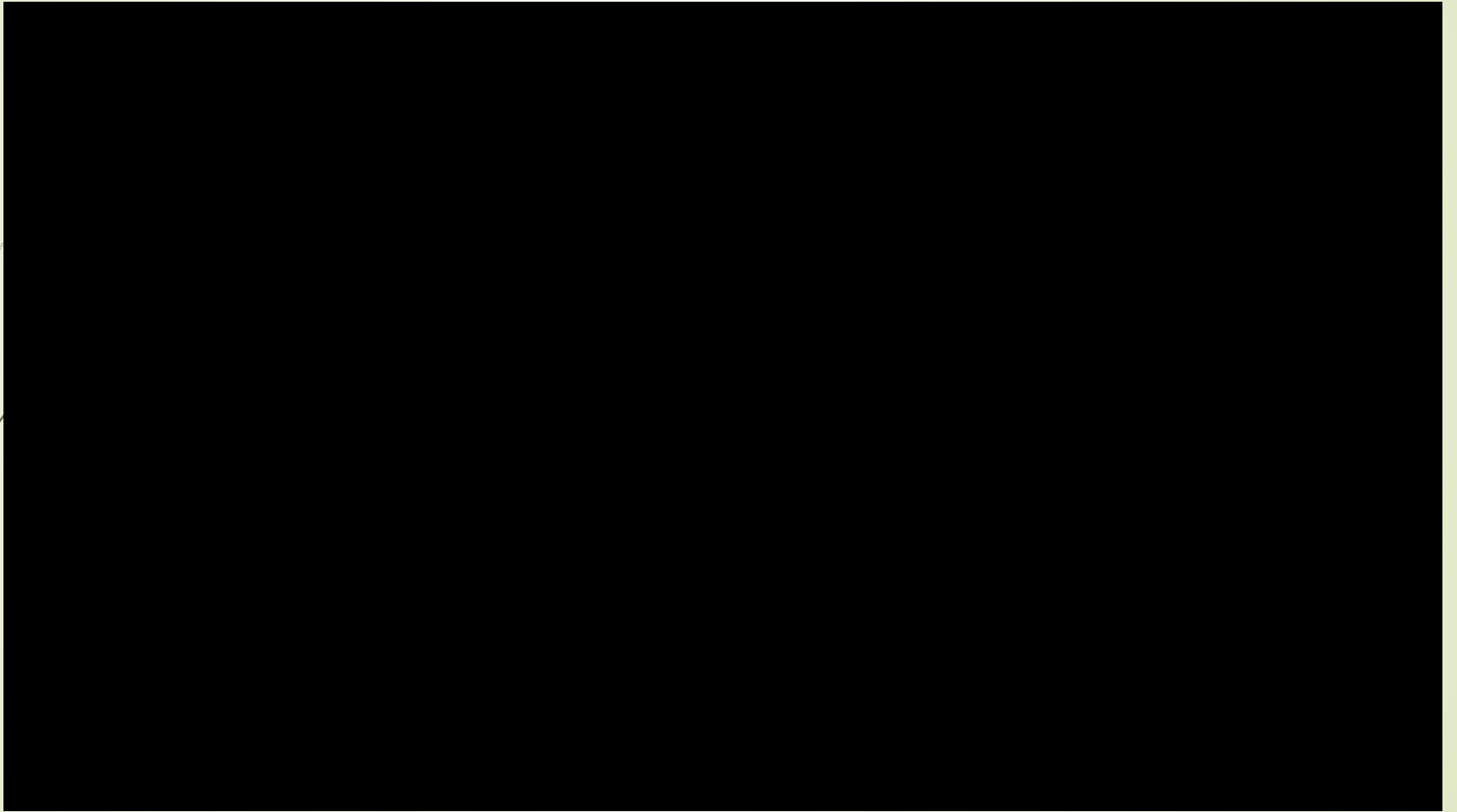


# Our Story

[http://www.usd497.org/Page/9393 -](http://www.usd497.org/Page/9393)



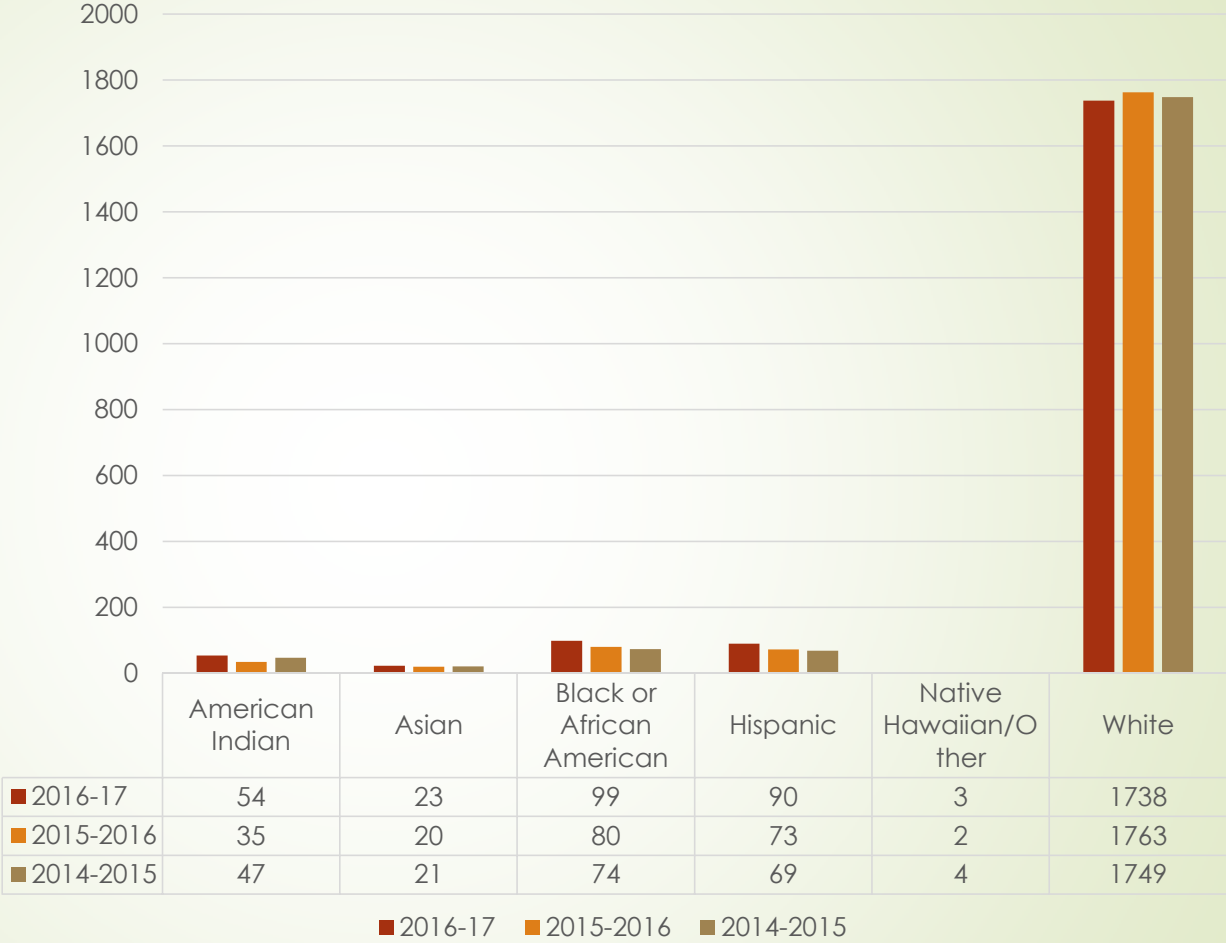
# District Demographics Video



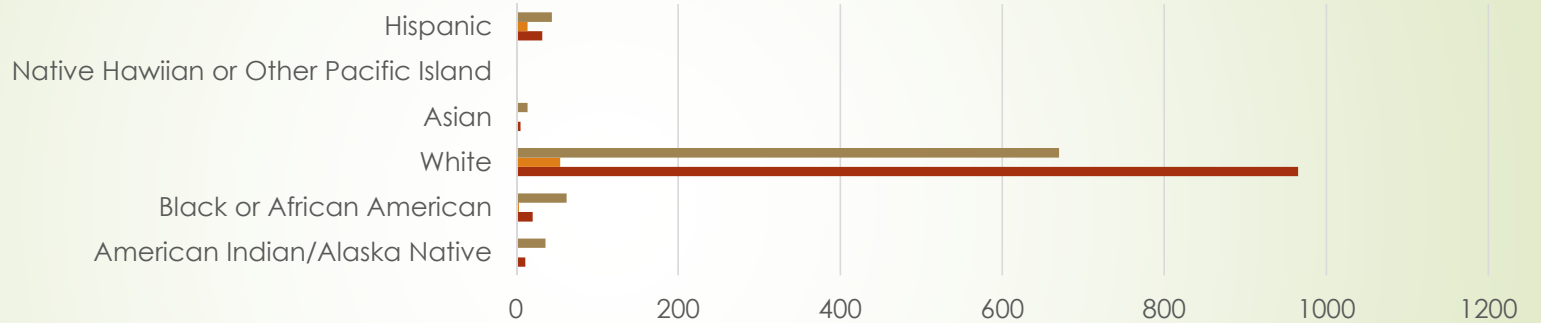


# Staff Demographics

- Inclusive of certified and classified employees
- Superintendent's Leadership Team expanded from all white to 50% staff of color



# Disaggregated Staff Demographics



	American Indian/Alaska Native	Black or African American	White	Asian	Native Hawaiian or Other Pacific Island	Hispanic
■ Classified	36	62	670	14		44
■ Admin		3	54		1	14
■ Certified	11	20	965	5	2	32

■ Classified ■ Admin ■ Certified

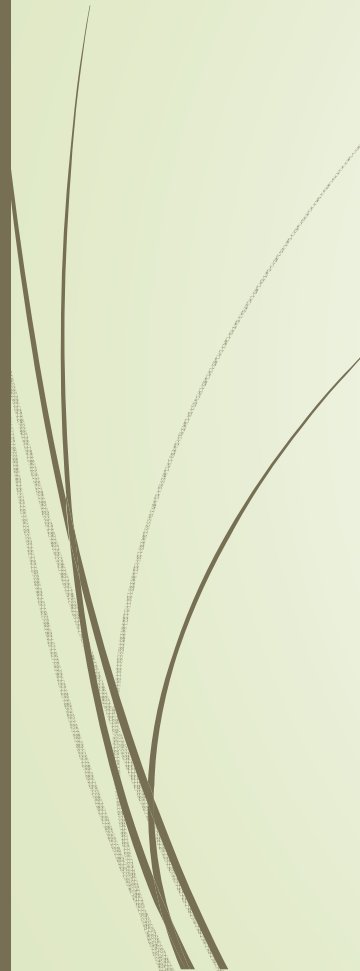
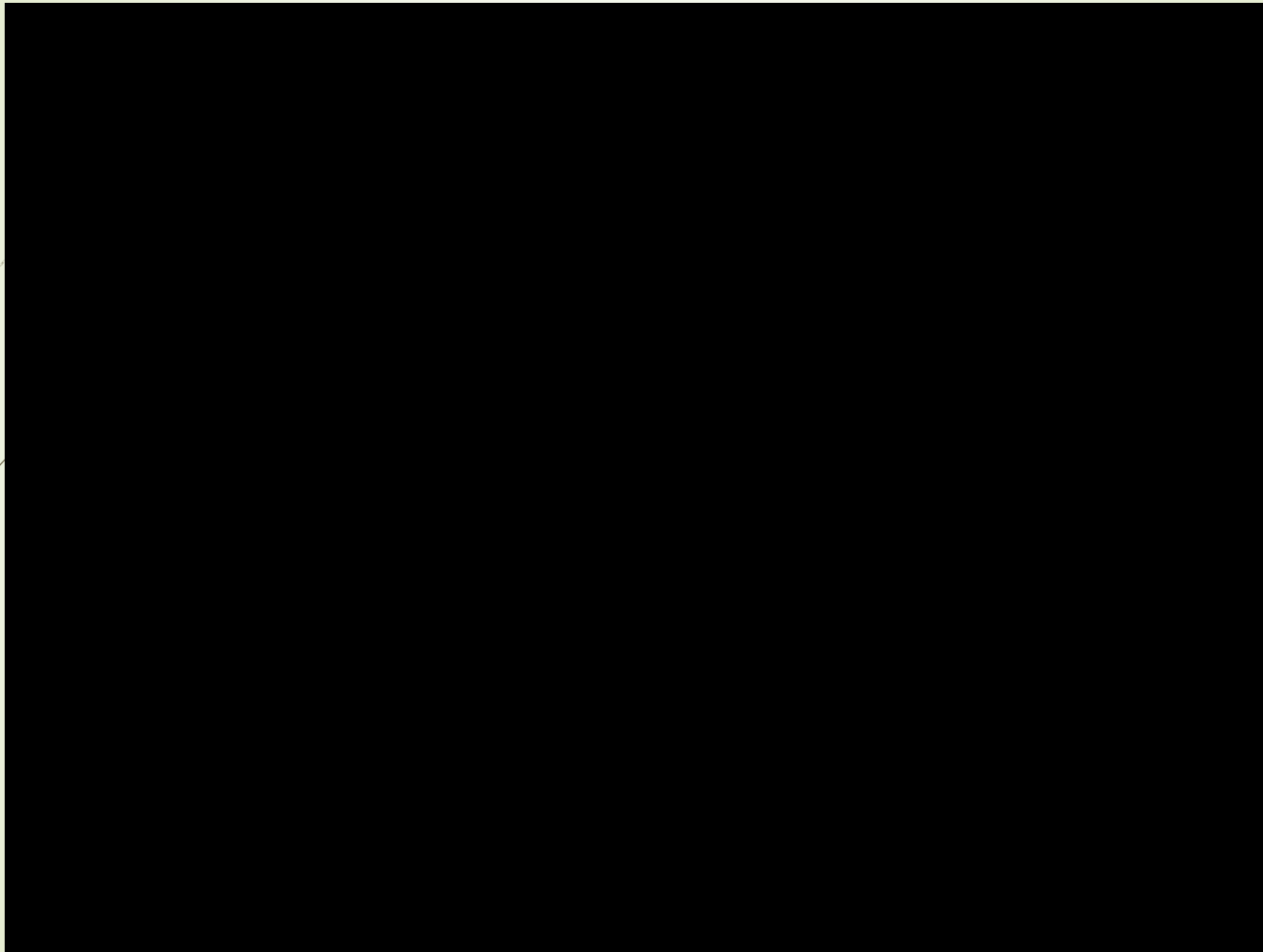


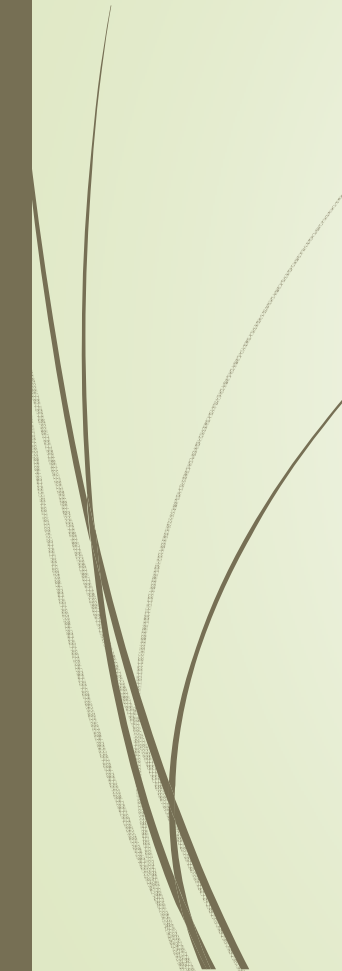
# National Data

- Minority students account for more than 50 percent of all students in public education
- From 1987-2012 minority in the teaching profession has grown from 12 percent to 17 percent
- Minority teachers are not evenly distributed across schools: They tend to be concentrated in urban schools

(Albert Shanker Institute 2015)

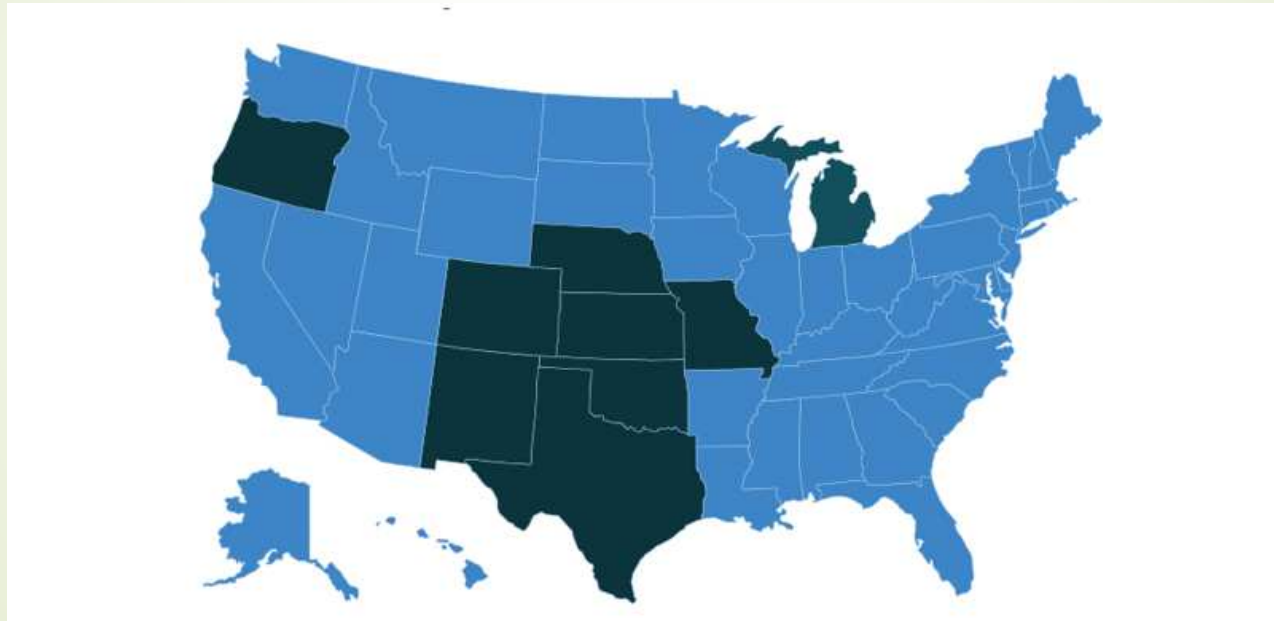









# Recruitment Fairs

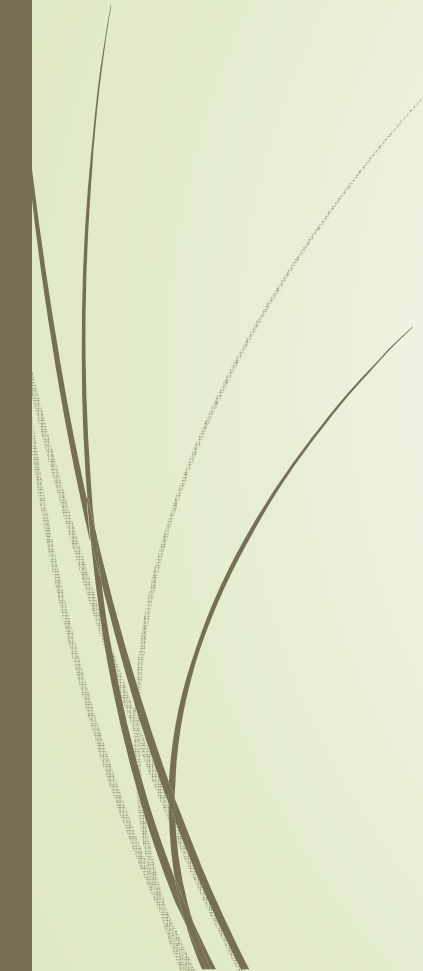


Attending 30 recruitment fairs and conferences across multiple states.

[List of Recruitment Fairs](#)



# What will it take for you to relocate and teach in Lawrence, KS?

- Support system
  - Mentoring
  - Competitive Salary
- 

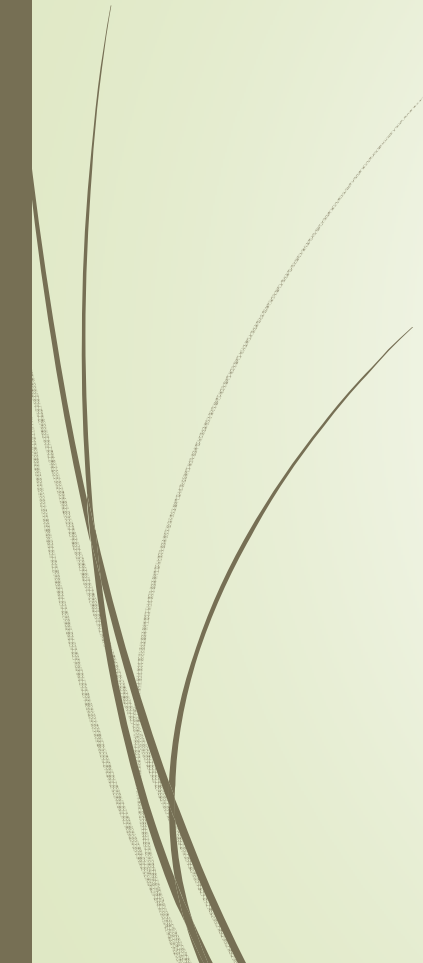


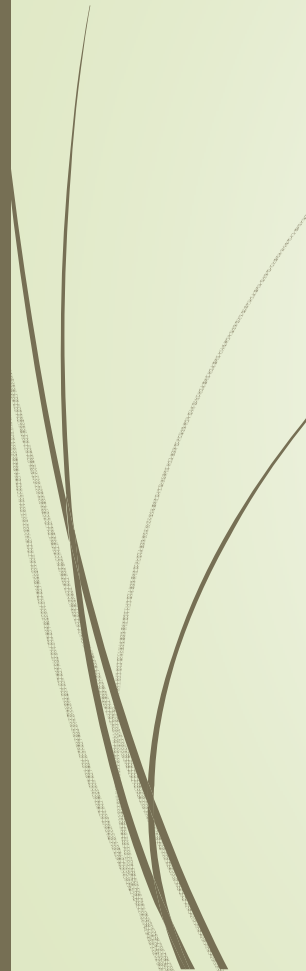
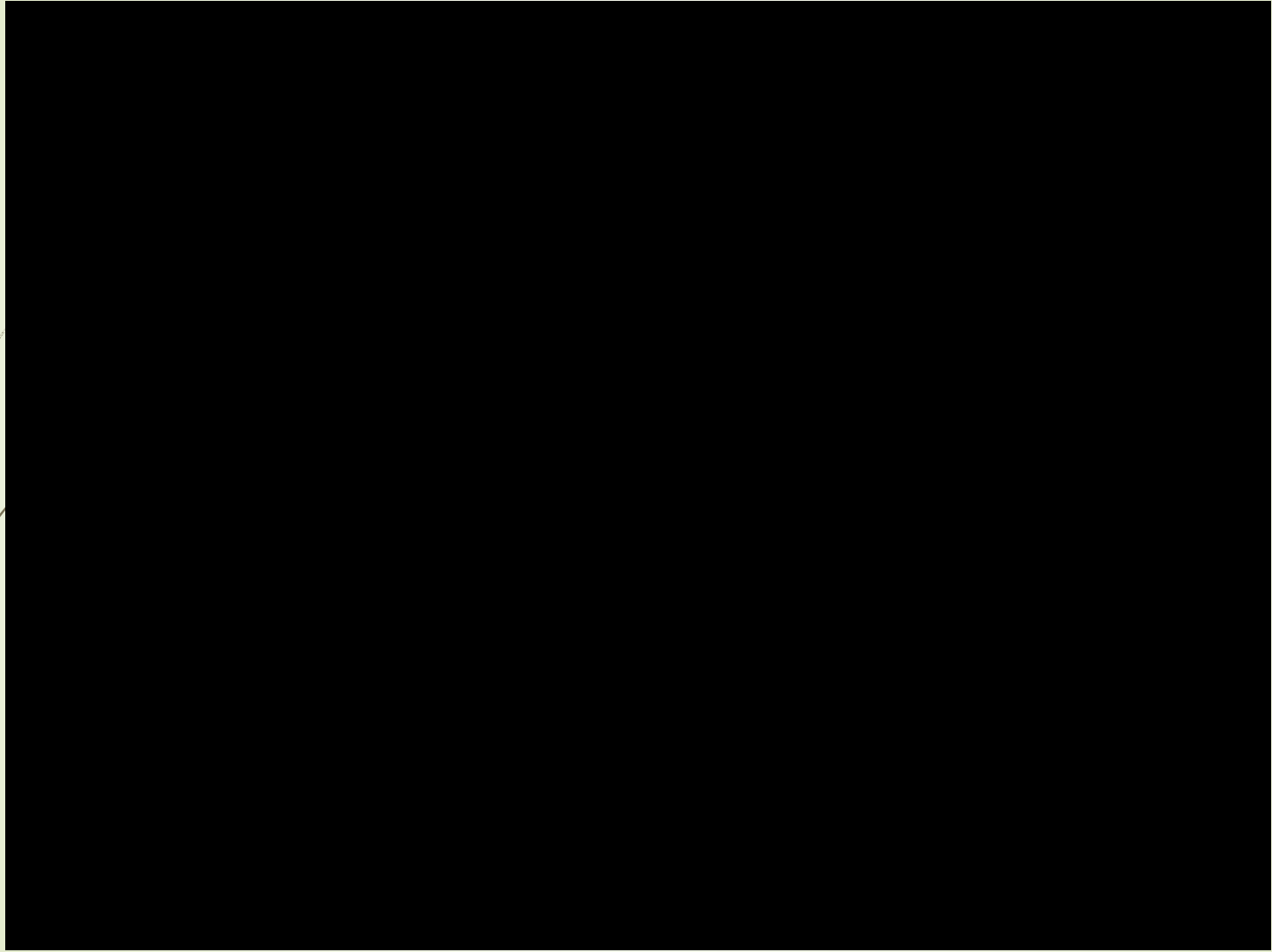
## Next Steps

- Continue Partnerships with Universities
- Establish A “Grow Your Own” Program to recruit certified staff



## Implementation of Staff of Color Support Group

- Began in Year 6 (January 2014)
  - Multiple Perspectives across states to create
  - Increase from May 2014 to August 2014 of 10.4% STOC
  - DELT discussion with PEG to launch vision
- 







## On the Horizon...

1. Immediate building/department support and mentors
2. Extended development in the protocol
3. Intra-racial dialogues to dismantle whiteness and white racism amongst the black and brown groups
4. Hosting Inter-racial dialogues for community and staff
5. Invitations focused on missing perspectives



## What is required to retain and sustain staff?

- Opportunities for Professional Growth
- Promoting within (Grow our own)
- Support Systems to connect & transition to community



# Follow-up Questions and Clarifications?



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# Contact Information

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## Reference List

Albert Shanker Institute. (September 2015). The state of teacher diversity in American Education. Retrieved from:  
<http://www.shankerinstitute.org/resource/teacherdiversity>

