



2021 EQUITY COMMITTEE TOPIC BRIEFING

Strategies for Recruitment of African American Instructional Staff 5/3/2021

Overview

Alignment with 2018 Joint Plan Section: III. Strategies for Recruitment of African American Teachers

Alignment with 2020-2021 SDIRC African American Achievement Plan: Recruitment, Hiring, and Retention of African American Teachers



This year, the recruitment efforts of the District have been focused on building a strong recruiting program, implementing strategic hiring strategies, and increasing support for new hires. The WEpromise recruiting program explains the strengths of the School District of Indian River County (SDIRC) and the reasons a candidate should choose the SDIRC over other districts. This program encompasses the mentor program, leadership academies, professional supports, as well as professional development on cultural responsiveness. Strategic hiring includes increased interactions with candidates of Historically Black Colleges and Universities (HBCUs), increased collaboration with community members and IRCEA to discuss recruiting strategies, increased involvement of African American staff members in recruiting fairs, and increased support for new hires from the Offices of Curriculum and Instruction and Strategic Planning and Support Services, as well as Human Resources.

Key Actions Taken

- Involved African American staff members in recruiting fairs with HBCUs and others. Over half of the SDIRC Recruiting Team is African American.
- Continued to implement and grow the WEpromise recruiting program. WE PROMISE to listen, support, be inclusive and equitable, build instructional leaders, and work stronger together.
- Utilized email, phone calls, messaging through Handshake and social media to establish and grow relationships between the District and HBCUs.
- Held our first SDIRC Virtual Career Fair in collaboration with “Diversity in Education.” The Fair was advertised on social media, @Twitter, LinkedIn, and Facebook. The Fair also was advertised through Handshake, the leading early career community in the United States, and Diversity in Education platform.
- Held regular meeting(s) with the established Recruitment Focus Group of African American community members to identify and discuss recruitment strategies and discuss current monthly data.
- Reviewed position vacancies for match between African American student representation and African American instructional staff representation of each school site to support school administration teams in reaching equitable hiring practices goals.
- Worked with IRCEA to facilitate employment of African American instructional staff by inviting IRCEA’s Vice President to participate in Career Fairs, as well as updates on recruiting efforts.
- Invited the IR-NAACP to participate in Focus Group meetings, as well as sponsor Career Fair.
- Required school-based administration to interview, whenever possible, a diverse pool of applicants.

- Initiated the creation of an onboarding package for new employees that includes information about benefits, the District's employee wellness center, District Strategic Plan, discounts from the community, recruiting partners, basic moving information, (e.g., utilities, cable, etc.), as well as SDIRC gear and wear.
- Established the SDIRC teachIR Academy for the 2021-2022 school year in partnership with Indian River State College. The teachIR Academy is a dual enrollment track for high school students interested in a career in teaching that leads to an Associate of Arts in Education.
- Established FFEA (Future Florida Educators of America) chapters at each middle school and high school for the 2021-2022 school year.
- Established an FFEA Scholarship program for 2021-2022 school year. Each staff member in the district will have the opportunity to donate through a payroll deduction to the scholarship. Scholarship application submission processes will begin in January of each year and awards will be given out at each high school's Scholarship Night.
- Plan and hold a local in-person SDIRC Recruiting Fair (location TBD) with sessions on certification, salary, benefits, mentoring program, and new teacher information.
- Partnered with the Office of Strategic Planning & Support Services to implement an IR Recruitment Data Dashboard through the Power BI data platform that updates daily. This dashboard provides percentages of instructional staff and students by race/ethnicity at each school site.

****The below explains programs created and/or expanded this school year for the purpose of recruiting.**



WEpromise to listen

1. Check-ins with NEW instructional staff
2. Feedback from surveys to drive recruitment and retention strategies
3. Feedback from community FOCUS group

WEpromise to support

1. NEW TEACHER support from STARR program and ACP Program Coordinator
2. Quality Professional Development catered to individual needs and district and school initiatives
3. Mentoring Program and School-based tiered support from coaches and instructional leadership

WEpromise to make inclusion and equity a priority

1. Cultural Competence and Trauma-Informed Care training
2. Hiring of African American and Hispanic instructional staff to match student population at each school (aspirational goal)
3. Multicultural Club and Activities
4. Unity through Equity training

WEpromise to build future school leaders

1. School-based instructional leadership professional development
2. Leadership Program for aspiring administrators

WE promise to work STRONGER TOGETHER

1. Collaboration amongst staff at each site
2. Collaboration between schools and district staff
3. Collaboration between district and community

teachIR Academy

In partnership with Indian River State College (IRSC), the School District of Indian River County is offering a dual enrollment program for students starting in the Fall of 2021 to earn their Associate of Arts in Education. Courses will include Student Success, Intro to Teaching, and more. Students in the teachIR Academy will receive a SDIRC Contract of Instructional Employment upon completion of program.



FFEA CHAPTERS in SDIRC

Florida Future Educators of America (FFEA)



To inspire the love for teaching in the SDIRC, each middle and high school will offer FFEA chapter membership to students starting in the Fall 2021. Vero Beach High School (VBHS) currently has a chapter for the 2020-2021 school year. Students will have the opportunity to listen to guest speakers, visit master classrooms, take field trips, and more. An FFEA Scholarship Program will be available to graduating seniors at VBHS and Sebastian River High School (SRHS).

SDIRC Virtual Career Fair was held on April 8th from 10-4pm

- 146 candidates registered
- All schools participated
- 3 webinars offered on ZOOM (Diversity in Equity in SDIRC, NEW TEACHER SUPPORTS, and SCHOOL CHOICE and INNOVATION)
- 9 candidates in hiring process as of 4/12 (3 African American, 1 Hispanic, 5 Caucasian)

Progress Monitoring of Recruitment of African American Instructional Staff

One of the major supports for recruitment of African American instructors implemented by the District during the current academic year is the advertisement of the offering of a district-supported mentoring program for new teachers via a variety of platforms and opportunities. An important aspect in evaluating whether the mentoring program is meeting the needs of new, African American teachers, is through the monitoring of retention rates of new, African American teachers participating in the program. As of May 2021, the cumulative retention rate for new, African American teachers participating in the mentoring program during the 2020-2021 academic year is 97%. This retention rate for new, African American teachers is similar to the cumulative 2020-2021 retention rates of 96% for both African American and White, Non-Hispanic instructors in the District.

For all of the following tables: Data is representative of PK-12, non-charter schools in the SDIRC.

Retention Rates for New, African American Teachers - Districtwide Participating in the SDIRC New Teacher Mentoring Program Retrieved on 04/29/21, Source: Department of Educator Quality					
	February 2021	March 2021	April 2021	May 2021	
				#	%
New, African American Teachers Retained (%)	100%	100%	97%	33/34	97%

Retention of Instructors by Race (%) – Districtwide Retrieved 04/29/21, Source: Focus School Software					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	97%	97%	97%	114/119	96%
White, Non-Hispanic	95%	95%	96%	878/915	96%

An additional measure closely monitored related to recruitment efforts is the number and percentage of instructional vacancy applicants who are African American. Please note that data provided regarding applicants is retrieved from the District's Applitrack employment application system. Applitrack utilizes the Department of Labor's non-single race/ethnicity methodology when identifying individual's race/ethnicity, which enables individuals to select all race/ethnicities with which they identify. As of February 2021, 241 instructional vacancy applications were submitted by African American applicants for the 2020-2021 academic year, representing 16% of the total instructional vacancy applications. Since February 2021, an additional 57 instructional vacancy applicants were submitted by African American applicants. As a result, the representation of African American applicants as related to total instructional vacancy applications submitted increased by three percentage points and represents 19% of the total applications submitted to date. In addition to the representation of applicants, other measures of representation are provided below. These measures of representation will be discussed in further detail in the Topic Briefing entitled "Representation of African American Teachers & Instructional Staff." For additional information on progress monitoring data in this area, please click [here](#).

Representation of Applicants for Instructional Positions by Race (%) – Districtwide Retrieved 04/29/21, Source: Applitrack*					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	16%	17%	17%	298/1538	19%
White, Non-Hispanic	72%	86%	86%	1414/1538	92%

*Applitrack utilizes the Department of Labor's non-single race/ethnicity methodology when identifying individual's race(s)/ethnicity(ies). All other indicators provided below utilize the Department of Education's single race/ethnicity methodology.

Representation of Interviewers by Race (%) – Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	24%	26%	26%	26/105	25%
White, Non-Hispanic	66%	64%	64%	67/105	64%

Representation of Interviewees by Race (%) - Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	16%	15%	15%	77/500	15%
White, Non-Hispanic	74%	74%	74%	370/500	74%

Representation of New Hires by Race (%) - Districtwide Retrieved 04/29/21, Source: Office of Human Capital and Operations					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	13%	13%	13%	14/113	12%
White, Non-Hispanic	74%	74%	72%	80/113	71%

Representation of Certified Instructors by Race (%) - Districtwide Retrieved 04/23/21, Source: Focus School Software					
Race	February 2021	March 2021	April 2021	May 2021	
				#	%
African American	10%	11%	11%	122/1152	11%
White, Non-Hispanic	82%	82%	82%	941/1152	82%

Planned Next Steps

- Continue to grow the WEpromise program to include specific supports for new teachers (e.g., certification assistance, study guide and study sessions).
- Provide next layer of professional development on Culturally Responsive Interviewing.
- Meet with school administration teams to answer any questions and assist with individual school marketing plan for hiring.
- Continue to attend recruitment fairs (emphasis on any remaining HBCU fairs).
- Continue to build relationships with HBCUs in Florida and out of state.
- Implement the WEpromise Onboarding Box which will include pertinent information for new hires and SDIRC gear.