TO: Elizabethtown Board of Education

**FROM**: Cora Wood, Director of Personnel

**SUBJECT**: Request to Change Definition for Measure of Educational Recruitment Success

**DATE**: August 3, 2012

Each year I complete a Minority Educator Recruitment and Retention Report (MERR) on behalf of our district for the Kentucky Department of Education. In this report, I have to specify the Board of Education’s definition for the measurement of educational recruitment success.

When I began employment here in 2005, I found that the following statement had been used in completing this report: ***The measure of success will be defined as having the same percentage of minorities hired as we have students enrolled. The ultimate, long-range goal would be to increase our district’s minority certified and classified staff by 20%.*** In my search of data from prior Board reports, I was unable to find any record of the Board having approved this definition of recruitment success.

I find this answer somewhat difficult to interpret. As a result, I would like to recommend that the following answer be used as of this year to define the measurement of educational recruitment success with regard to the employment of minorities: ***The percentage of minority staff members will equal the percentage of minority students enrolled in the district.*** At this time, I estimate our minority student population to be approximately 27.8% percent of the total student population. Our percentage of staff members who represent minorities is estimated at approximately 4.9% percent: 4.5% classified and 5.2% certified.

Unfortunately meeting either one of the definitions above has eluded us. We have made every attempt to recruit and employ highly qualified minority applicants. I rarely find a minority teacher applicant, and when I have, they are almost always recruited by larger districts who offer hiring bonuses to attract them. We don’t employ those hiring practices in this district. In an effort to attract more minority educators, we have increased the number of minority student teachers in our schools, have offered internships to minority graduate students seeking certification in counseling, and have increased the number of minority substitute teachers. We will continue to strive to meet the requested change in definition without changing our expectation for the best qualified employee in every position.