

Jefferson County Public Schools
Minority Teacher Recruitment Plan 2014

School Year	Number of White Students	Percentage of White Students	Number of Minority Students	Percentage of Minority Students	Number of White Teachers	Percentage of White Teachers	Number of Minority Teachers	Percentage of Minority Teachers
08-09	52,079	53%	46,323	47%	4,401	84%	824	16%
09-10	51,697	52%	47,105	48%	4,757	84%	898	16%
10-11	51,061	51%	48,111	49%	5,220	84%	978	16%
11-12	50,374	51%	49,279	49%	4,919	84%	928	16%
12-13	50,036	49%	51,169	51%	5,312	84%	975	16%
13-14	48,873	48%	51,982	52%	5,496	84%	1,009	16%

The Jefferson County Public School (JCPS) District in Louisville, Kentucky, has been intentional in its efforts to recruit and retain minority teachers. Although the number of minority teachers has gradually increased during the past five years, the percentage of teachers has not changed. JCPS has a vision to maintain a teaching staff that reflects the diversity of the student population. To achieve this goal, JCPS must increase the minority teaching population by 35 percent. This change will not happen in a short period of time; however, there are strategies JCPS could employ to be more intentional with recruiting, developing, and retaining minority teachers.

Strategy	Purpose	Rational	Process	Goal/Expenses
1. Specific Professional-Development (PD) Opportunities	Development/Retention	Quarterly seminars could be offered to Minority Teacher Recruitment Program (MTRP) recruits to assist them with the adjustment of first-year teaching. These seminars will offer support for classroom issues as well as professional guidance by current or retired minority teachers and JCPS administrators.	<ul style="list-style-type: none"> September-(KTIP) process/classroom management. November—Curriculum Maps January—Assessment/Interventions March—Testing preparation 	<p>The overall goal of quarterly seminars is to increase the retention of minority educators.</p> <p>Assessment Tools</p> <ul style="list-style-type: none"> Attendance logs Exiting surveys <p>Budget \$4,000</p>
Strategy	Purpose	Rational	Process	Goal/Expenses
2. Exiting Survey for Previous First-Year Teacher Recruits and Focus Group	Retention	This survey/focus group would serve as an assessment/reflection tool to better serve the minority teacher candidates in recruitment and transition into the classroom.	I, along with Catherine Collesano, would develop a survey on SurveyMonkey or another data-management program to inquire about current recruitment practices and hiring procedures. Additionally, a focus group will be held during the	<p>The goal of implementing a survey and focus group is to assess the effectiveness of our current recruitment strategies in a qualitative and quantitative format.</p> <p>Assessment Tools</p>

			summer of 2015 to discuss the recruitment initiative, hiring procedures, and first-year experiences.	<ul style="list-style-type: none"> Survey Focus groups Budget No expense
3. Pathways Collaboration With University of Louisville (UofL) Education Programs	Retention/ Development	All teachers in Kentucky are required to complete a master's degree program in the field of education within ten years. I propose that JCPS partner with UofL in assisting new minority teachers with finding the appropriate education pathway to achieve their goals.	I, along with UofL partners, will present the current M.Ed. programs offered at UofL in the spring semester. Information on administration and counseling programs will be offered.	<p>The goal of this effort will be to establish an education pathway to encourage lifelong learning and support the participants in their future professional goals.</p> Assessment <ul style="list-style-type: none"> Exiting surveys Budget No expense
4. Early Hire for Minority Candidates	Recruitment	Many of the candidates I recruited in the winter have already been offered positions for the fall semester in another school district. This is before JCPS has even settled transfer positions and principals are thinking of hiring for the fall. To compete with other urban districts in recruiting qualified candidates, JCPS needs to offer job security to highly qualified minority candidates. This will assist candidates in planning for the move to Louisville and making a smooth transition at the start of the school year.	<p>When recruiting new teachers to our city/JCPS, a JCPS hiring specialist or I will interview immediately. If qualified, candidates will be offered a conditional contract for a certified position in the fall semester.</p> Major Conditions <ul style="list-style-type: none"> Completion of application Receipt of Kentucky teacher certificate or SOE Receipt of university transcripts Satisfactory state and federal criminal records check 	<p>The goal of early hiring is to secure qualified minority applicants to our school district.</p> Assessment <ul style="list-style-type: none"> Recruitment numbers from partnering universities Budget No expense
Strategy	Purpose	Rational	Process	Goal/Expenses
5. Data Reports on School Teaching Population Analyzed and Addressed	Recruitment	As we move toward the vision of a teaching staff reflecting student diversity, it is important that we begin to break down the teaching staff at the school level. Adjusting the face of our	Data books will be pulled for each school in JCPS to examine the number/percentage of minority students compared to the	The goal of this task will be to break down the school-based teaching populations in an effort to increase the district numbers/percentages.

		schools is not something that can be done solely at the district administrative level. Principals and School-Based Decision Making (SBDM) committees must have buy-in of this vision.	number/percentage of minority teachers in school buildings.	Budget No expense
6. Teaching Pathway Seminars in the Louisville Community	Recruitment	I believe that there are many aspiring teachers in the Louisville community, churches, and social/professional organizations; however, they are unaware of the various avenues of certification and the benefits of the teaching profession. In partnership with Dwayne Compton, UofL Teacher Recruitment Program director, I could visit major churches, NPHC Organizations, and other locations to discuss the different avenues to teaching and the benefits of being a minority teacher. This will allow us to have a strong presence in the community as well as ensure that the community is aware of the various options available.	Compton and I will visit the major churches in Louisville, along with major organizations in the Louisville community, to present teaching options and pathways. Topics covered: <ul style="list-style-type: none"> History of minority teachers Issues of minority teachers Reasons for underrepresentation of minority teachers Kentucky/JCPS efforts to increase the number of minority teachers ACES Program and JCPS MTRP MTRP Program at UofL 	The goal of these seminars will be to inform the Louisville community of avenues and pathways to teacher certification by offering the pros and cons of both alternative and traditional routes to certification. Budget No expense
7. More Funding and Intentional Recruitment for ACES Program	Recruitment	I, without reservation, believe in the ACES Program. JCPS is the only district in Kentucky that has a state-approved teacher preparation program; however, this past year, we were only able to prepare seven teachers due to budget issues. If we had more positions/funding for ACES candidates, we would be able to prepare more educators for the classroom. Essentially, more funding would enable JCPS to prepare 25 teachers a year as opposed to	For the 2013-14 school year, the ACES Program was funded through a state grant and Title II funding. Approximately \$160,000 funded the program. This amount supported seven teachers in the field placement experience. The cost of field placement can range between \$20,000 and \$40,000. If general funds were to support the ACES Program with an additional \$200,000, we would be able to prepare an additional 20 teachers.	Assessment <ul style="list-style-type: none"> ACES Program completers JCPS/ACES Praxis scores Budget <ul style="list-style-type: none"> \$360,000 <ul style="list-style-type: none"> \$80,000 Title II \$80,000 state funds \$200,000 general funds
Strategy	Purpose	Rational	Process	Goal/Expenses
8. Screen Certified Applications for Minority	Recruitment	In screening the applicants at the elementary level, I found more than 300 active applicants in our Munis	I will screen the certified teaching position applicants for minorities and for the following:	The goal of this will be to identify qualified minority

Candidates, and Provide a Minority Teacher Recruitment Log to Hiring Specialist		application system. When there are thousands of applications to screen, some applicants can easily be overlooked in our application system. If I take the responsibility of screening applications for minority candidates, I will be able to ensure that hiring specialists have a list of qualified applicants with a completed application file to send to principals for interviews.	<ul style="list-style-type: none"> • Six returned references • University transcripts • Teacher Disposition Survey • SOE or Kentucky teaching certificate <p>Applicants with an incomplete application file will be contacted to update them on the missing elements. An MTRP recruitment log will be compiled for the JCPS hiring specialist.</p>	<p>applicants in the JCPS Munis system.</p> <p>Assessment</p> <ul style="list-style-type: none"> • MTRP recruitment log <p>Budget</p> <p>No expense</p>
9. Memberships With Professional Organizations	Recruitment/Retention	Offering professional networks is an essential tool to recruiting and retaining educators of color. These organizations will offer exposure to minority teachers across the nation for recruitment and also for establishing professional relationships with other districts with a similar vision on recruitment.	<p>I will join the following organizations and participate in professional recruiting and networking opportunities.</p> <ul style="list-style-type: none"> • Teachers of Color • National Alliance of Black School Educators (NABSE) • Diversity: Recruitment Partners in Education 	<p>The goal of joining these professional organizations will be to recruit and retain minority applicants to JCPS and build a professional network with other urban districts.</p>
10. Building Positive Relationships With Prospective Applicants	Recruitment	The most beneficial recruitment tool is giving applicants a personal connection to JCPS. The applicants having someone to monitor their application, prepare and encourage them through interviews, and support them in the classroom is the most vital element to recruiting and supporting minority educators.	<p>I will start monitoring applications in December for the upcoming school year. I will make phone calls and send e-mails to ensure that candidates have a name and number to contact regarding their accounts.</p>	<p>The goal of this will be to build and maintain healthy relationships with the minority applicants of JCPS.</p> <p>Budget</p> <p>No expense</p>

Measurable Goals

- In implementing this plan, JCPS will recruit 100 new teachers to our school district by September 2015.
- In implementing this plan, JCPS will retain 90 percent of the newly hired minority teachers for the 2014-15 school year.