



Exhibit B

Hiring and Retaining a Diverse Staff 2024-2025

December 14, 2023



Executive Summary

Key Takeaways:

- LHPUSD has several key openings for 2024-2025.
- LHPUSD has struggled to hire due to short timelines and outdated hiring practices.

Impact:

- Early planning for hiring in 2024-2025 provides the necessary time to review and modify current practices.

Changed Behavior

- Revised hiring practices.

Diversity is Good for Everyone

Students who are in classrooms where they don't necessarily see diverse people, teachers, and leaders, need to also see people of color to understand that everyone has capabilities, potential and value.

How do we help people to understand how to get along better together, to learn together, to work together, to play together?

National Equity Project (NEP)

LHPUSD Equity Goal and Measurable Outcome Language

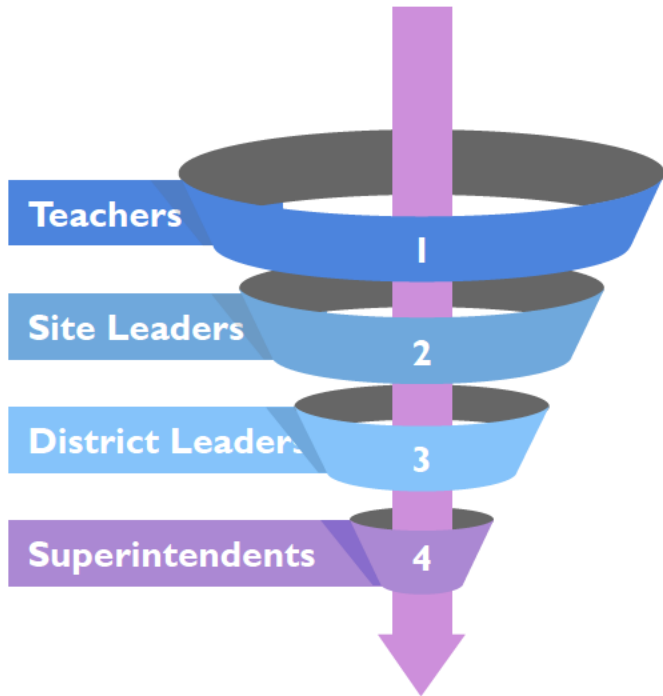
Equity Policy Language- Adopted October 2023:

It is imperative that our workforce—our teachers, administrators, and other staff—represent the diversity of our students and families.

Measurable Outcome #2- Adopted October 2023:

2) That it is imperative that our workforce—our teachers, administrators, and other staff—represent the diversity of our students and families. By June 2024, district and site staff shall fully implement the LHPUSD hiring policy and achieve an increase in the diversity of the workforce in at least 75% of new hires

The Education Funnel



~80% of teaching force is White

>50% of principals are White women

<4% of superintendents are males of color

What the Research Shows

“Increasing teacher diversity is a very important strategy for improving learning for students of color and for **closing achievement gaps**. While **White students also benefit** by learning from teachers of color, the impact is especially **significant for students of color**, who have **higher test scores**, are more likely to **graduate high school**, and more likely to **succeed in college** when they have had teachers of color who serve as role models and support their attachment to school and learning. Students with racially diverse teachers also have **fewer unexcused absences** and are **less likely to be chronically absent**.”

Linda Darling-Hammond

Strategies to Encourage Diverse Candidates

Language and messaging

- Job ads signal who belongs in a district from the very outset - write job ads that include, not exclude
- Prioritize messaging that centers diversity/POC
- Capitalize racial/ethnic categories in a consistent manner
- Ensure the verbiage is equitable/welcoming
- Be purposeful about saying experience in lieu of degree
- Do not use jargon

Include salary/benefits (increases respondents)

Diverse hiring panel

Slide from SMCOE: Hiring and Sustaining
a Diverse Staff Presentation

Track Results

In one study, the odds of hiring a woman were 79 times greater if there were at least two women in the finalist pool; the odds of hiring a person of color were 194 times greater.

Review metrics to gain insight

- Track demography of candidate pool through the entire hiring process.
- Track interviewers' reviews and recommendations to ensure they are not consistently rating majority candidates higher than others.

LHPUSD Plan for 2024-2025 Hiring

- Review and rewrite job postings with a focus on inclusivity, diversity and equity.
- Develop hiring pamphlet
- Review and rewrite interview questions- in progress
- Utilize tools and resources in [Bias Free Hiring Practices](#)- Turner Consulting
- Recruit a diverse hiring panel
- Attend job fairs in and out of the area
- Expand recruiting tools beyond EdJoin
 - Local universities
 - [New Teacher Center](#)
 - [UCSC Latinx Initiative for New Teachers](#)
 - Indeed
 - Diversity job boards TBD
 - Word of mouth

Timeline

December-January: Rewrite job postings, pamphlet, interview questions. Seek editing and review from SFCESS, SMCOE

February 2024: Post positions- known positions

- Site Leader for PES
- ELA at PHS
- Possible Math position at PHS TBD

March 1 closing date

March- Until positions filled- Hiring process

Let's Promote our Strengths!



