

APPROVED

Following are the recommendations aimed at increasing full-time Latino teachers and professional staff at HPS:

	Recommendation	Comments/explanation
PROFESSIONAL DEVELOPMENT	Opening day training with external partners	Similar to last year, this way ALL staff would get at least an introduction to the concepts.
	Incorporate topics of racism and equity into induction/mentoring programs* (Intro to the culture of equity and inclusion)	Perhaps have affinity groups for teachers/staff of color for additional support by like groups (some need more support to feel heard and valued for differences)
HIRING AND RECRUITMENT	Advertise through diverse channels	via Handshake, <i>Rumbo</i> , s college recruitment fairs (e.g. Salem University, Cambridge College)
	Grow your own teachers	Create a Pupil to Para Pipeline and Para to Teacher Pipeline
RETENTION	Create Support Networks	Create learning communities; Pot lucks, celebrations, appreciation; Support structure ability to ask questions; Networking affinity groups; Connections over the summer – new teacher mixer/ coffee off sight; Ongoing community gathering opportunity for newer teachers; Connection to the community, colloques, commute time.
	Move beyond exit interviews	Consider surveys or touch -points for new teachers across the first 3 years to create supports needed.
ACCOUNTABILITY, RESOURCES & SUPPORT	Incorporate accountability into the evaluation process	Consider a system-wide goal that focuses on improving school culture and supporting all staff. Hold staff accountable when not meeting goals. Ensure tools and resources are available to staff who need support/PD/training/mentorship/etc. http://www.doe.mass.edu/eval/model/guide-to-rubrics.pdf
	Place intentional focus on cultural responsiveness for STAFF as well as students	Focusing on teacher support will model a commitment to addressing concerns around cultural non-proficiency for students, parents, and community members http://www.doe.mass.edu/odl/e-learning/culturally-resp-sust/content/index.html#/