

Haverhill School Committee Remote Diversity Committee
Wednesday, May 19, 2021 @ 5:00 pm

Due to the ongoing COVID-19 Pandemic, Governor Baker issued an Emergency Order temporarily suspending certain provisions of the Open Meeting Law, G.L.c. 30A sec. 20. Public bodies otherwise governed by the OML are temporarily relieved from the requirement that meetings be held in public.

- 1) Call to order by Mr. Scott Wood, Vice Chair, School Committee.
- 2) Group Discussion as outlined below.
- 3) Next Steps.
- 4) Adjournment.

Agenda: This is a group discussion to report on progress made on the recommendations presented by the Haverhill Diversity Committee to the School Committee.

Background information:

HAVERHILL DIVERSITY COMMITTEE CHARGE ~ “In an effort to move towards inclusive excellence, our charge is to make recommendations to the school district to increase the diversity of our full-time teachers and staff by attracting, recruiting, hiring, and retaining a professional workforce that reflects our student population.”

	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> , 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 touchpoints 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/eeval/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#/