

Santa Rosa County School District

Diversity in the Workplace Action Plan

Recruit, hire, and retain a diverse group of teachers and administrators that reflect our student population

It is important to have and maintain a diverse pool of candidates for teaching, administrative and other positions within the district so that our workforce is reflective of student demographics. Our administrators and district leadership will have a resource from which to pull highly qualified candidates from diverse backgrounds for interviews and the hiring process. Our goal is to increase the diversity of staff across the district to be reflective of the diversity within our community.

Strategies:

- We will use our current Recruitment and Retention team to focus on increasing the diversity of our employees to match the demographics of our schools.
- We will develop new partnerships and maintain and strengthen current partnerships with culturally diverse institutions, including colleges, organizations and churches with a focus on conducting targeted recruiting and hiring initiatives for potential candidates that will diversify our staff.
- We will establish procedures for district-wide diversity orientation for all building leaders and interview committees. This includes developing a consistent process for screening and interviewing job candidates that includes questions and scenarios relating to diversity and equity.
- The Recruitment and Retention Team will review existing exit surveys and make recommendations which could improve the quality of information we receive from staff members leaving our district.
- We will establish and implement a process to provide orientation to all new administrators on the topic of diversity/equity.
- We will encourage diversity in the membership of all district-level committees and all building-level and district-level hiring committees.