

Strategies for Recruiting and Hiring Diverse Educators

- Examine the SU/SD **website/social media presence** to:
 - Evaluate and improve how the district presents itself in regard to its mission, vision, core values and strategies, along with images used to represent staff and students.
- Diversify and /or re-train the **hiring committee** to:
 - Encourage, incentivize and require the creation of professional learning networks for people making hiring decisions; members should share ideas, strategies, resources, and support while also engaging in anti-bias education.
 - Engage school boards in anti-bias training, rethinking hiring processes and procedures, and updating policies.
- Expand the means for **advertising and recruiting** by:
 - Expanding the diversity and reach of job posting platforms, especially beyond smaller boutique platforms with limited geographic reach.
 - Posting job vacancies/advertisements in multiple languages
 - Developing regional partnerships to better leverage recruiting resources
 - Developing incentives and supports for new recruits including those new or outside of Vermont
- Examine the **interview process** to:
 - Rethink questions asked and activities requested of interviewees.
 - Apply an equity lens tool to surface any implicit biases in questions or activities
- Facilitate the **licensing/certification** process by:
 - Supporting teachers who are on provisional licenses through the peer review process or alternate pathway to certification/licensure.
 - Incentivizing and supporting paraeducators and support staff in obtaining their educators license
- Build connections with **higher education** to:
 - Support recruitment practices
 - Encourage 1st and 2nd year students to explore career pathways in education.
 - Identify recruitment sites in higher ed institutions throughout New England.
- Design and implement a hiring plan with stakeholders **within your community** to:
 - Support the efforts of people previously licensed in their home country to become licensed in Vermont.

Contact Information:

If you have questions about this document or would like additional information please contact:

Jess DeCarolis, Student Pathways at jess.decarolis@vermont.gov