Staff Diversity

Diversity Goal #1
**Diversity Goal 1:** Recruit, hire and retain a diverse staff that reflects our student population.

<table>
<thead>
<tr>
<th>Meeting</th>
<th>Topic</th>
<th>Strategic Goal</th>
</tr>
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<tbody>
<tr>
<td>August</td>
<td>Strategic Plan Overview</td>
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</tr>
<tr>
<td>September</td>
<td>Access &amp; Opportunity</td>
<td>Equity Goal 1</td>
</tr>
<tr>
<td>October</td>
<td>Professional Learning</td>
<td>Equity Goal 2</td>
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<tr>
<td>November</td>
<td>Local Funding</td>
<td>Funding Goal 1</td>
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<tr>
<td>December</td>
<td>Health &amp; Safety</td>
<td>Equity Goal 4</td>
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<tr>
<td>January</td>
<td>Student Discipline Disparity</td>
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<td>February</td>
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<tr>
<td>March</td>
<td>Student Learning</td>
<td>Equity Goal 3</td>
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<tr>
<td>April</td>
<td>Staff Diversity</td>
<td>Diversity Goal 1</td>
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Outcomes

- Maximize student instructional time! (E1)
- Increase student academic results! (E1)
- Cultivate professional learning! (E2)
- Secure structures for relevant, meaningful professional development! (E2)
- Increase available funding through a local referendum! (F1)
- Utilize referendum funding to advance the strategic plan! (F1)
- Promote student physical health, mental health, and overall wellness! (E4)
- Strengthen programming and procedures to enhance school safety! (E4)
- Identify and reduce disciplinary disparity! (D2)
- Reduce exclusionary practices! (D2)
- Improve the timeliness and relevancy of information that is communicated! (C1)
- Increase regular communication on the progress and participation of strategic objectives of the MCCSC! (C1)
- Accelerate learning through growth for all students! (E3)
- Identify and reduce academic disparity! (E3)
- Increase staff diversity! (D1)
- Retain qualified staff! (D1)

An equitable, inclusive, and supportive environment allows staff to flourish through community-building, leading to a strong pipeline of recruiting, hiring, and retaining a diversified staff.
Diversity is the range of human differences, including but not limited to race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, and political beliefs.

(MCCSC Anti-Racism Policy definition, adopted February 2023)
Definition and Context

The following data points are collected via hiring practices to analyze in relation to our Board goal: (1) race, (2) *language* ethnicity, and (3) gender.

*(Data points that provide information on the demographics of our student and staff are self-reported under federal law.)*
Foster the greatest opportunities to recruit, hire, and retain a diversified staff.

Utilize clear and timely systems that provide appropriate support to every candidate and employee with a people-first mentality that promotes a positive environment.

Analyze leading and lagging data points aligned to the components of our vision and mission.
## Staff Diversity Data*

<table>
<thead>
<tr>
<th>Self-Reported Race</th>
<th>Indiana Certified Staff</th>
<th>Indiana Students</th>
<th>IN Staff-Student Ratio</th>
<th>MCCSC Certified Staff</th>
<th>MCCSC Students</th>
<th>MCCSC Staff-Student Ratio</th>
<th>MCCSC Non-Certified Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>0.3%</td>
<td>0.2%</td>
<td>15:10</td>
<td>0.1%</td>
<td>0.2%</td>
<td>5:10</td>
<td>-</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>0.5%</td>
<td>2.8%</td>
<td>2:10</td>
<td>1.1%</td>
<td>5.2%</td>
<td>2:10</td>
<td>2.25%</td>
</tr>
<tr>
<td>Black</td>
<td>4.6%</td>
<td>12.5%</td>
<td>4:10</td>
<td>2.6%</td>
<td>5.8%</td>
<td>5:10</td>
<td>4.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>1.8%</td>
<td>13.2%</td>
<td>1:10</td>
<td>1.9%</td>
<td>7.5%</td>
<td>3:10</td>
<td>3.7%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>0.7%</td>
<td>5.2%</td>
<td>1:10</td>
<td>1.3%</td>
<td>8%</td>
<td>2:10</td>
<td>1.3%</td>
</tr>
<tr>
<td>White</td>
<td>92.1%</td>
<td>66.1%</td>
<td>14:10</td>
<td>93.1%</td>
<td>73.4%</td>
<td>13:10</td>
<td>88.4%</td>
</tr>
</tbody>
</table>

MCCSC self-reported data collected on 4.4.23
Indiana data from INview on 4.4.23, data from 2019-2020 school year
Strategic Staffing Conceptual Frameworks

- Recruit
- Analyze & Explore
- Hire
- Retain

- Ideate
- Activate
- Implement
- Analyze
Recruit a diversified staff!

- Strategic plan
- Attractive salary and hourly wages
- Benefit packages
- **Redesigned employment webpage**
- Career fair engagements
- University partnerships

**Employment Opportunities**

MCCSC strives to educate tomorrow’s leaders and to engage, empower, and educate all students in a world-class learning environment empowering them to maximize their educational success in becoming productive, responsible global citizens.
Hire a diversified staff!

- Employee onboarding system
- Grow Your Own programs
- Focus on HR operations
- Professional learning for hiring managers

There have been two (2) paraeducator pathway cohorts.

There will be seven (7) paraeducators student teaching in the Fall of 2023.

Three (3) paraeducators have successfully completed the program & are now teaching!

Enrollment in both cohorts equals twenty-two (22) paraeducators.
Retain a diversified staff!

- Inclusive Board policies and resolutions
- Stay & exit interviews
- Strategic staffing
- Building community
- Data-informed staffing decisions
- An emphasis on professional learning
- The MCCSC retention strategies are the recruitment strategies
“What steps are you prepared to take to protect diversity in advance of pending and possible legislation?”

-Nathan M., MCCSC Parent & Monroe County Resident
Staff Feedback

“How will MCCSC specifically address department equity, retention, and recruitment issues considering the student equity issues that arise when we do not have enough staff to meet the needs of special populations? (i.e. SLP, ENL, Social Worker, etc.)”

-MCCSC Teacher

“What strategies are in place to recruit Spanish-speaking teachers and staff?”

-MCCSC Teacher

“Can we reward all teachers for their expertise and experience outside of MCCSC to attract more diverse staff?”

-MCCSC Teacher
Staff Feedback

Themes

- Community and collegial collaborations are a key component of developing and maintaining a diversified staff.

- Increasing opportunities for both students and staff to engage in the art of educating others is an important recruitment strategy.

- Providing support to staff with basic needs, such as childcare and housing, is a progressive and necessary strategy to recruit, hire, and retain staff.

- Emphasizing the opportunities Bloomington provides is a strong recruitment strategy.

- Honoring expertise and considering incentive programs are core considerations to recruit, hire, and retain staff.

"Fostering inclusive workplaces helps recruit and retain a diversified staff."

"All students are recognized and equally important. We need viable, reliable, and undeniable candidates that know our students deserve the best!"

"We need to ensure students see themselves and have opportunities to engage in meaningful interactions beyond the academic content."

"How can we help new hires, who did not grow up in Bloomington, become connected to the larger community?"
Will there be efforts to establish a more diverse workforce in each building or are we focused on a district-wide target?

Have you made any changes to the job descriptions to make them more inclusive?

What platforms are you using to recruit that are likely to reach diverse audiences, specifically people who are black, indigenous, or other people of color?

Are there employee resource groups or affinity groups where employees can support each other? Are there other efforts to provide social and emotional support to employees, especially employees who are Black, Indigenous, People of Color (BIPOC) or members of the LGBTQIA+ community?

Is there an opportunity for employees to anonymously report experiences with things like racism, sexism, microaggressions, and exclusive language?
## Resources

### Census 2020 Data

<table>
<thead>
<tr>
<th></th>
<th>Monroe County</th>
<th>Indiana</th>
</tr>
</thead>
<tbody>
<tr>
<td>American Indian</td>
<td>.4%</td>
<td>8.4%</td>
</tr>
<tr>
<td>Asian/Pacific Islander</td>
<td>6%</td>
<td>6.2%</td>
</tr>
<tr>
<td>Black</td>
<td>3.6%</td>
<td>12.4%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>4.6%</td>
<td>18.7%</td>
</tr>
<tr>
<td>Multi-Racial</td>
<td>4.8%</td>
<td>10.2%</td>
</tr>
<tr>
<td>White</td>
<td>80.5%</td>
<td>61.6%</td>
</tr>
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</table>

### Key Strategic Takeaways

1. Monroe County’s growth can best be managed by raising the quality of place across the entire county, while respecting the unique character of local communities. Pockets of prosperity are insufficient to the need and are not compatible with the high value residents place on equity and inclusion.

2. To compete with other areas in the country, highly educated residents need more opportunities for career growth, particularly for the 24-34 age group.

3. The opportunities of the future will be in the knowledge-based economy. Monroe County must prepare the infrastructure and cultural supports for the workforce of that economy.

4. The disproportionately high cost of housing versus low wages negatively impacts all but the highest-earning residents.

5. More housing, and more affordable housing, are needed across the county for low- and moderate-income home owners and renters.

6. County residents living in outlying areas do not have equitable access to resources located in or managed by Bloomington (including arts, social services, and more). Small-town needs and priorities must receive more attention from the county seat.

7. Younger generations are increasingly diverse; Monroe County (and the Uplands Region as a whole) must identify specific ways to become truly inclusive, or we will not retain and attract the workforce of the future.

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**Living and high-wage jobs:** Many jobs in the Bloomington MSA area pay at or above a living wage or ALICE (Asset Limited, Income Constrained, Employed) threshold for an individual, but few single-worker households can support a family with children. ALICE households are forced to make tough choices, such as deciding between quality childcare or paying the rent. 
- 17% of Monroe County families with children are ALICE and another 21% are in poverty.
- 90% of jobs pay at or above ALICE for a Single Adult ($23,736)
- 76% of jobs pay at or above Bloomington Living Wage Ordinance ($29,141)… but...
Next Steps

- Develop a local pipeline for positions throughout the corporation (high school students, support staff, certified staff, etc.)
- Continue to create inclusive communities for employees
- Explore partnerships for innovative housing opportunities
- Intentional collaborations with universities, including targeted HBCU partners
- Continue collaborations with organizations focused on the further development of Bloomington
Thank you!
This was our final Strategic Plan Presentation for 2022-2023.

On May 23, 2023, we will introduce the work and public conversations that are anticipated to take place in the 2023-2024 school year (year 2 of the strategic plan).