

# **Diversity Recruitment Committee**

## **Objectives**

- Emphasize the importance of cultural diversity in the District's work force
- Increase the number of quality minority educators hired in the District
- Broaden the District's recruitment strategies
- Promote retention of minority teachers

## **Strategies**

- Partner with Newberry College and Piedmont Technical College
- Actively seek minority candidates
- Follow-up with District Education Scholarship winners by writing notes of encouragement
- Track Teacher Cadets
- Participate in the Teacher Cadets classes at Newberry High and Mid-Carolina High
- Inform all employees of the Diversity Recruitment Committee and the Objectives
- Post Diversity Recruitment Committee information on District website
- Each Diversity Recruitment Committee member will present the committee's emphasis to their faculties
- Participate in the district's time on WKDK
- Continue to have a District Educator Recruitment Fair
- Encourage and support the "Call Me Mister" program
- Educate our work force to make everyone feel comfortable
- Promote a support system for current employees
- Continue the Induction Mentor program
- Provide and participate in a social situation with first-year teachers
- Provide housing information for candidates and work with the city on the Oakland Mills Housing project
- Send notes to all first and third year teachers from the Committee
- Encourage parents to assist with recruitment...i.e. participate at the Educator Recruitment Fair
- Continue participation in RETAIN with Newberry College