

PINEYWOODS COMMUNITY ACADEMY

Strategic Diversity Plan

5/20/10

- **PINEYWOODS COMMUNITY
ACADEMY 2010**

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Diversity

The concept of Diversity encompasses acceptance and respect. It means understanding that each individual is unique, and recognizing our individual differences. These can be along the dimensions of race, ethnicity, gender, sexual orientation, socio-economic status, age, physical abilities, religious beliefs, or other ideologies. It is the exploration of these differences in a safe, positive and nurturing environment. It is about understanding each other and moving beyond simple tolerance to embracing and celebrating the real dimensions of diversity contained within each individual.

The NEED

- The multicultural classroom creates a demand for teachers who are aware of the cultural differences within the student population, “differences that affect learning styles, behavior, mannerisms, and relationships with school and home.” Students from ethnically and racially diverse backgrounds have the highest rate of poverty and the highest school dropout rates. These students need the support of teachers from their cultures who have an understanding of cultural and family practices and behaviors, and who can serve as role models for educational achievement and success. The lack of ethnically diversified teachers to provide role models in schools can contribute to the underachievement of ethnically diversified students, provide little incentive for ethnically diversified students to advance in school, and negatively affect their career and life aspirations.

RECRUITMENT STRATEGIES

~Market P.C.A. as increasingly diverse, using ethnically diversified publications such as Teachers of Color, The Hispanic Teacher, Teachers of the Middle East, National Ethnic Diversity Update and Historically Black Colleges and Universities as advertising vehicles for staff openings. Job postings specifically targeted to ethnically diverse schools and districts.

~Partner with colleges to offer ethnically diverse student teacher jobs.

~Encourage ethnically diverse paraprofessionals and teachers to complete courses and obtain certifications and degrees. A "Grow Your Own" plan, help on continued tuition expenses.

~Develop candidate pools. Teachers, counselors, and administrators in high schools, community colleges, technical schools, and universities can collaborate to identify pools of talented ethnically diverse students to recruit for vocational education teaching professions.

~Recruit at community colleges.

~Connect the need to hire more teachers of ethnic diversity with the school's mission statement.

~Establish clear hiring procedures....note the schools commitment to diversity

~Advertise positions widely....not only traditional job fairs but in newspapers, and publications designed for people of various ethnic backgrounds and agencies.

~Seek out ethnically diversified candidates at job fairs.....don't wait for them to come to you, network the room

~Don't hire resumes. Think more carefully about the qualifications and qualities you really want

~Make your ads inclusive. Along with using job ads as a way to announce the school's commitment to diversity, consider other details of the ad, the language and design.

RETENTION STRATEGIES

~Commitment to multicultural education.

~Staff training in issues of cultural diversity can be a powerful strategy for recruiting and retaining ethnically diverse teachers in vocational education. It not only enhances overall teacher effectiveness, but can serve to draw ethnically diverse teachers to the institution by reflecting a commitment to multicultural education.

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• STRATEGIC DIVERSITY PLAN

• CONCLUSION

- There is so much energy and hope among ethnically diverse people currently working in independent schools. There is much spark among ethnically diverse students as well. There is so much respect for the power of education and the belief that independent schools can play an important role in moving this nation toward its own ideals of justice and equity. But there is still an underlying sense, here and in schools, that the road is long and difficult. Perhaps the most important message is.....Don't despair. Don't back down.

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