

2022 SAIS-DEI INSTITUTE

ATTRACTING, HIRING, & RETAINING FACULTY-STAFF OF COLOR

PRESENTED BY:

SCOTT A WILSON

ISM Consultant






- **Scott Wilson**
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- **Head of School Emeritus, Baylor School (TN)**
- **Head of School:**
 - **Baylor School (TN) - 2009-2021**
 - **Brookstone School (GA) - 2003-2009**
 - **Valwood School (GA) – 1997-2003.**




Advancing school leadership—enriching the student experience.

ISM is dedicated to the advancement of school management. We provide creative strategies by combining extensive research, proven management techniques, and personalized service.



WHY attract, hire, and retrain
Faculty-Staff of Color?



The “Why?” of Building and Sustaining a Diverse Faculty-Staff

We need diversity if we are to change, grow, and innovate

Being around people who are different from us makes us more creative, diligent, and hard-working.

We believe that diversity enhances life, learning, and all student experiences.

—Dr. Katherine W. Phillips

NAIS Principles of Good Practice


Educating for Global Citizenship

Seek a diversity of cultural, national, and ethnic backgrounds in the recruitment of teachers and administrators.

Hiring

The School's Obligations:

The school has a stated procedure governing its hiring process and a strategic recruiting plan that includes strategies for seeking candidates who will add to the racial, cultural, and gender diversity of the school.



The “Why?” of Building and Sustaining a Diverse Faculty-Staff

Minority students often perform better on standardized tests, have improved attendance, and are suspended less frequently (which may suggest either different degrees of behavior or different treatment, or both) when they have at least one same-race teacher.

David Figio, Northwestern University,
Brookings Institute

Swimming Upstream: Our Current Reality

- **The Great Resignation**
- **Historically low morale**
- **Enrollment in Colleges of Education and Graduate School Programs is declining**
- **Black teachers are leaving the profession at staggering rates**

Turning the Tide

- **It begins with an institutional commitment to DEI**
- **The key cog in this effort is the HOS**

Successful DEI Hiring had these commonalities

- **HOS's were focused on transforming themselves in order to transform others**
- **Ultimately hoping to transform the school**
- **Not about the adoption of equity practices but instead the transformation of individuals within their communities**

Key Takeaways:

- **Change starts with the HOS**
- **Heads had to acknowledge that meaningful diversity, equity, and inclusion work takes time, innovation and problem solving**
- **Successful equity programs focused on community education and outreach, rather than making change through blunt force**
- **Heads helped make change by reframing barriers to equity as opportunities**
- **Transformational leadership practices that invited in multiple stakeholders were necessary for heads to successfully implement change school-wide**



Attracting



1. Set Goals

2. Cast a wide and targeted net – Maximize recruitment resources:

School's network of Parents and
Alumni

POC Job Fairs

HBCU's

Societies of Black Professionals

Black Fraternities and Sororities

3. Develop an inclusive and carefully worded job posting


****this is NOT a job description**

4. Ensure someone is assigned
to measure your progress at
each step





Hiring



1. Create a
welcoming,
comprehensive,
honest approach to
the interview and visit

2. Tell the truth

3. Ensure Candidates of Color interact with a diverse range of employees, students...to bear witness to the school's diversity.



4. Interview Questions should
reflect the school's DEI position
and commitment

5. Be Prepared to Compete!

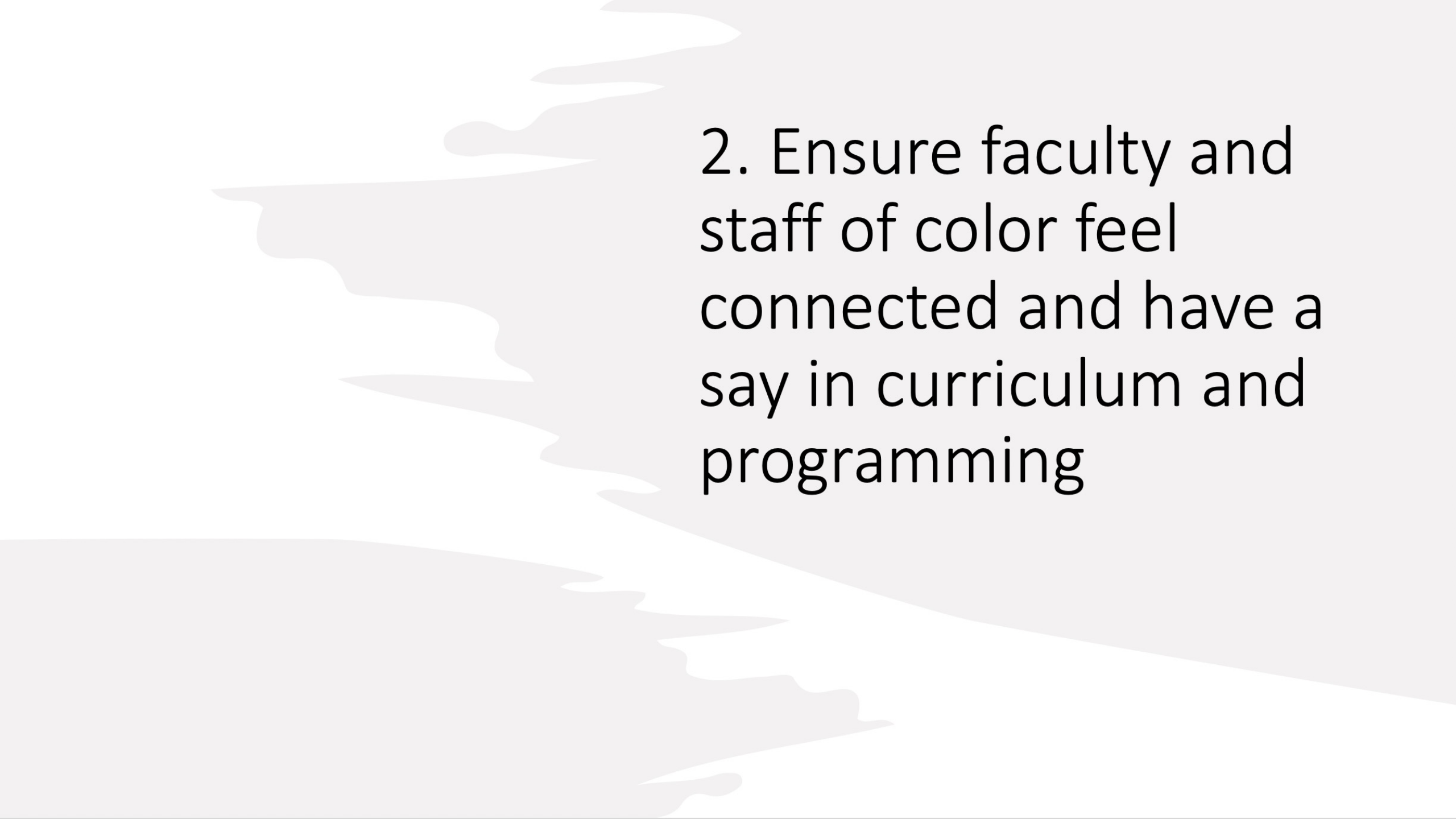




Retaining



1. Provide Support, affinity
groups, PLC's



2. Ensure faculty and staff of color feel connected and have a say in curriculum and programming

3. Provide a pathway to growth and advancement







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