

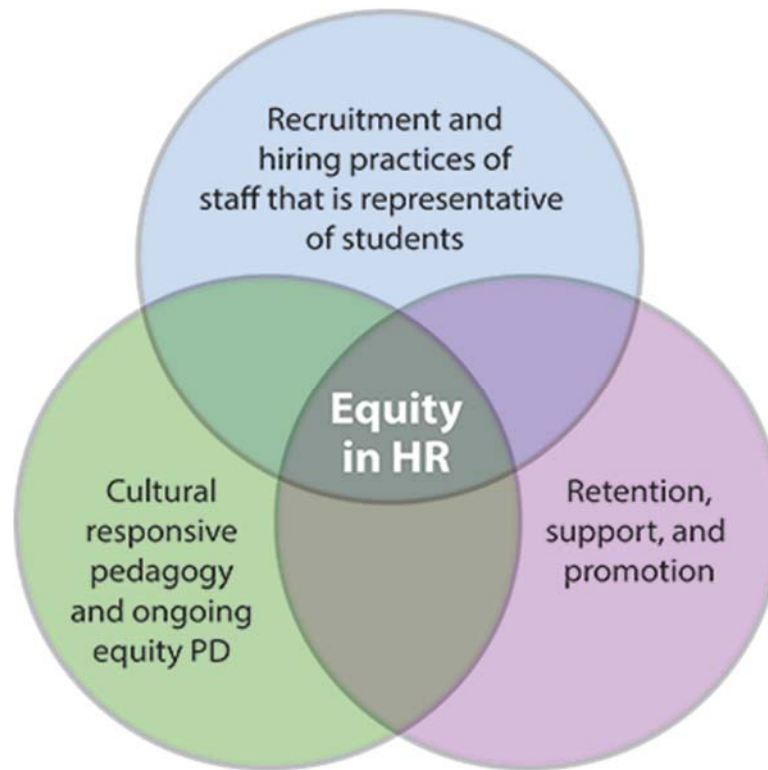
## The Digging Deeper Equity Framework

A Personnel and Staff Development Reflection Tool developed for MSAN by members of the Research Practitioner Council's (RPC) Working Group on Personnel & Staff Development Equity Practices (2014-2016)

We have created a Personnel and Staff Development Reflection Tool that connects to the **Diversity Responsive Schools** work created by **Teaching Tolerance**, a project of the Southern Poverty Law Center. We present this reflection tool as a living document that can be expanded upon or modified as individual districts deem appropriate.

## The Digging Deeper Equity Framework

Personnel and Staff Development Equity Practices-  
How do we dig deeper to impact policy and practice?



**Recruitment and Hiring Practices of Staff that is Representative of Students**

<b>Reflective Question</b>	<b>Potential Identification Strategies for Data Points</b>	<b>Resources/Network Connections</b>
To what extent does your <u>current staff</u> represent your current student population in terms of racial and social factors?	<ul style="list-style-type: none"> <li>• Run staffing reports at a variety of levels and across multiple identities. Compare reports with student population data.</li> </ul>	
To what extent does your <u>applicant pool</u> represent your student population in terms of racial and social factors?	<ul style="list-style-type: none"> <li>• Add questions related to educational background including Pell Grant Recipient, first generation to attend college, etc...</li> <li>• Query your applicants according to multiple identities to assess applicant pool.</li> </ul>	
What is the demographic composition of hiring teams?	<ul style="list-style-type: none"> <li>• Track hiring team participation according to multiple identities.</li> <li>• Included recently hired staff members on hiring teams.</li> <li>• Use hiring teams to develop leadership capacity with staff members who hold an equity lens.</li> </ul>	
What non-traditional recruitment methods have you used to attract a more racially, ethnically, and linguistically diverse pool of candidates?	<ul style="list-style-type: none"> <li>• Develop relationships with local university departments of education.</li> <li>• Grow your own programs to support staff hires directly from the community.</li> </ul>	
Do you collect perception data about your district from potential candidates?	<ul style="list-style-type: none"> <li>• Perception survey delivered to applicants online</li> <li>• Follow up survey questions at recruiting fairs</li> </ul>	
Other questions to consider:		

<b>Retention, Support, and Promotion</b>		
<b>Reflective Question</b>	<b>Potential Identification Strategies for Data Points</b>	<b>Resources/Network Connections</b>
To what extent do staff members of color experience your district in similar or different ways to white staff members? How do you know?	<ul style="list-style-type: none"> <li>• Job satisfaction survey</li> <li>• Generative interview questions</li> </ul>	
To what extent do you have specific supports targeted toward staff members of color?	<ul style="list-style-type: none"> <li>• Targeted induction or mentoring program</li> <li>• Identity based support group</li> </ul>	
To what extent do internal promotions reflect the demographics of your student body and your overall staff?		
Other questions to consider:		
<b>Culturally Responsive Pedagogy and Ongoing Equity Professional Development</b>		
<b>Reflective Question</b>	<b>Potential Identification Strategies for Data Points</b>	<b>Resources/Network Connections</b>
How consistently do your students see their heritage represented accurately within the curriculum?	<ul style="list-style-type: none"> <li>• Curricular audit including student voice</li> </ul>	
What does your ongoing equity PD currently consist of for existing staff?	<ul style="list-style-type: none"> <li>• Include offerings that explore identity, bias, privilege, capacity for work, culturally responsive pedagogy in curricular practice</li> </ul>	
Other questions to consider:		