

Equal Employment Opportunity and Affirmative Action Plan

2019 – 2020 Update

Imbedded in the District's Mission Statement

The mission of the Iowa City Community School District is to ensure all students become responsible, independent learners capable of making informed decisions in a democratic society as well as in the dynamic global community

This is accomplished by challenging each student with a rigorous and creative curriculum **taught by a diverse, professional, caring staff** strengthened by collaborative partnerships with families and the entire community.

Comprehensive Equity Plan

2016 – 2017 goal: Obtain 15% diverse staff across all job categories

Previous Status

- Minority Teaching Staff: 5.25%
- Minority Support Staff: 16.65%
- Minority Administration: 12%

Comprehensive Equity Plan

CURRENT OBJECTIVE:

- Attain diverse and culturally proficient teachers, administrators and staff.

EXPECTED RESULTS:

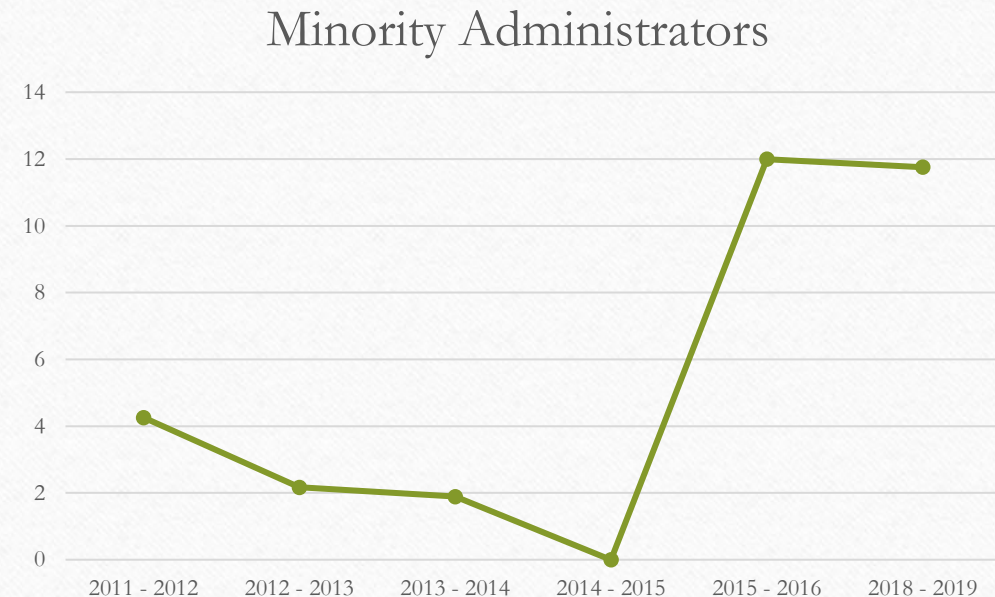
- Recruit under-represented teachers, administrators & staff
- Retain and advance underrepresented teachers, administrators & staff
- Increase overall staff use of culturally responsive and equity informed practices.

Female Administrators (gender balanced)

- 2011 – 2012: 68.09% (32/47)
- 2012 – 2013: 69.57% (32/46)
- 2013 – 2014: 54.72% (29/53)
- 2014 – 2015: 56.86% (29/51)
- 2015 – 2016: 50.00% (25/50)
- 2018 – 2019: 57.35% (39/68)

Minority Staff – Administrators

- 2011 – 2012: 4.26% (2/47)
- 2012 – 2013: 2.17% (1/46)
- 2013 – 2014: 1.89% (1/53)
- 2014 – 2015: 0.00% (0/51)
- 2015 – 2016: 12.00% (6/50)*
- 2018 – 2019: 11.76% (8/68)
 - *Denotes addition of Dean of Student positions



Minority Staff – Certified Staff

- 2011 – 2012: 3.98% (36/904)
- 2012 – 2013: 3.84% (37/963)
- 2013 – 2014: 4.24% (42/990)
- 2014 – 2015: 4.33% (42/969)
- 2015 – 2016: 5.25% (52/989)
- 2018 – 2019: 6.83% (77/1127)

Minority Staff – Support Staff

- 2011 – 2012: 10.41% (73/701)
- 2012 – 2013: 11.69% (94/804)
- 2013 – 2014: 10.59% (85/803)
- 2014 – 2015: 10.55% (87/825)
- 2015 – 2016: 16.65% (133/799)
- 2018 – 2019: 16.75% (173/1033)

Why is staff diversity important?

Even if the number of minority students in the District was not increasing, hiring a diversified staff is crucial, because it reflects the world in which our students will live and work. **Diversification of staff is important in each one of our schools.**

Will the minority candidates be “qualified?”

It is imperative the district does not lower hiring standards to accomplish these hiring goals. If all hiring criteria are equal, the directive for administrators and supervisors is to hire the minority candidate.

What's next?

- Continue to monitor in progress
- Continue to implement actions steps from the Equity Plan
- Proactive recruiting
- “Grow Your Own” program
- Networking (working with the UEN, C3E, HERC, HBCUs & HSIs)

Questions?
