

Equal Employment Opportunity and Affirmative Action Plan

2016-2017 Update

Embedded 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

OBJECTIVE: The district shall increase the composition of underrepresented groups** in District administrative, certified, and support staff with a particular focus on gender, race, and ethnicity.

EXPECTED RESULTS:

- Achieve 15% composition of underrepresented groups** in all employee categories by 2020
- Increase of applicants in job pool across all categories with an increased representation of underrepresented groups with a particular focus on gender, race, and ethnicity
- Identify barriers in hiring process for applicants and eliminate where possible
- Establish recruitment networks both within the state and nationally
- Establish retention program
- Establish exit interview process to provide feedback on areas of concern and accomplishment

HIRING GOALS

Comprehensive Equity Plan

Minority Teaching Staff

GOAL: 15% CURRENT: 5.8%

2014-15: 4.33% (42/969)

2015-16: 5.25% (52/989)

Minority Administration

GOAL: 15% CURRENT: 11.7%

2014-15: 0.00% (0/51)

2015-16: 12% (6/50)

Important Numbers

Certified Staff

Principals of
Color:

7.7%

(2/29)

Guidance
Counselors:

2.9%

*One guidance counselor of color
in the whole district.*

*No guidance counselors of color
in junior or senior high schools.*

Elementary
Teachers:

5.9%

(34/577)

Important Numbers

Support Staff

Kitchen Managers of Color: **0%**

Male Kitchen Managers: **0%**

Secretaries of Color: **11.1%**

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 to provide diverse role models for students.

Next Steps

- Continue to monitor data and progress with goals in upcoming school year
- Continue to implement actions steps from the Equity Plan
- Introduce training from Government Alliance on Race and Equity (GARE) to hiring personnel and administration and work to incorporate a racial equity toolkit within hiring practices and procedures.

Questions?