



Prioritizing Equity in Middletown

Board Updates

February 4, 2021



Prioritizing Equity - Superintendent's Updates...

WHERE WE HAVE BEEN: (January & Early February)

- **Equity Hiring Task Force - Inventory** (Deep Dive into 5 Areas -Marketing, Intake, Process, Communication, and Financial)
 - Developed an understanding of current state of hiring through review of inventory findings and hiring data.
 - Determined the two areas of focus are Intake and Process of Hiring and Marketing; we will further connect with these areas to uncover gaps in knowledge. We do this so we are not making assumptions around root challenges and take the time needed to really listen to those most directly impacted by the current system.

WHERE WE ARE: Planning *for* Community Engagement

We believe, every voice matters. We want to make sure we have taken time to listen for understanding - ***What is it like to be a new hire of color in Middletown?*** In order for our team to fully experience this we will engage in activities to empathize with the candidate experience and experiences of current staff of color. We will conduct empathy interviews, request feedback from current staff of color, listen to truly understand the lived experience of a candidate of color, and listen some more. We will pair this with targeted surveys and an analysis of all of the data we have collected.

WHERE WE ARE HEADED (February & March)

- Conduct **School Community Engagement** activities

Educator Demographic Data (MTA)

