

Diversity Recruitment Committee
Minutes
December 5, 2018

Members Present: Tim Hunter, Pam Arrington, Jaleesa Johnson, Kimberly Mack, Jennifer Holliday, Charlene Kenley, Benjamin Washington, Betsy Peterson, Jim Suber

Welcome

Dr. Hunter welcomed the committee and expressed his appreciation for their participation.

Review of Objectives and Strategies

The committee reviewed the Objectives and Strategies. It was decided to add to the bullet regarding the District Educator Recruitment Fair. It will now read: Continue to have a District Educator Recruitment Fair with participation from the Diversity Recruitment Committee. Committee members were encouraged to attend.

Call Me MiSTER Program

Ms. Arrington reported that Dr. John Lesaine, Director of the Call Me MiSTER program at Newberry College made a presentation to our Leadership Team on November 13, 2018. He asked for support of the program by inviting the students into the schools. Currently they have a Junior MiSTER program at Newberry Elementary School. They were also invited to have lunch with the students at Pomaria-Garmany Elementary school to have an opportunity to interact with the students and learn more about the school.

College Recruitment

Ms. Arrington distributed a list of the College Recruitment Fairs that have been scheduled. The committee discussed the high registration costs of the fairs and that the District is fortunate to have the funds from the Rural Recruitment Initiative to assist with the funding. Ms. Arrington has communicated with each Education Dean at all South Carolina Colleges and Universities and requested to be invited to their Recruitment Fairs. Several of the committee members volunteered to reach out to contacts they have at universities to acknowledge our interest in attending a fair or visiting with the students of their respective programs. She mentioned that the SC Teacher Expo will be held earlier this year on March 29, 2019.

District Recruitment Fair

The fair will be held on February 2, 2019 at Mid-Carolina High School from 9:00 – 11:00. Participation from the Committee was encouraged.

Employment Microsite

Ms. Arrington reported on the progress being made on the District's Recruitment Campaign that will be highlighted by an Employment Microsite. Splashomnimedia, will coordinate the microsite. We will have a Videographer on site December 19, 2018. A schedule has been made that will include footage of historically buildings, new buildings, students, and drone footage of our campuses. The videographer will also conduct testimonial interviews with teachers, administrators, students, and community members promoting employment with our District. They will also work with the local resources to obtain footage of the community. Splashomnimedia representatives will present their Recruitment Campaign to our Leadership Team on November 11, 2018. Rural Recruitment Initiative Funds are being used to fund this campaign.

New Business

Ms. Holliday mentioned a Carolina's Historically Black Colleges and Universities Recruitment that was being funded by a Foundation Grant. She will follow up on to obtain more information so that our District can participate. Mr. Washington mentioned giving sign-on bonuses for new teachers. The committee discussed the pros and cons of sign-on bonuses. They also discussed the possibility of increasing teacher salaries at both the state and local level.

Adjourn

With no further business the meeting was adjourned. The next meeting was scheduled for February 21, 2019 at 3:30 at the District Administration Building.