

**Diversity Recruitment Committee**  
**Minutes**  
**February 21, 2019**

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**Members Present:** Tim Hunter, Pam Arrington, Jaleesa Johnson, Jennifer Holliday, Deedee Westwood, Jessica Weaver, Tonia Deese-Jeter, Mary Lu Davis, Nikki DeShields

**Welcome**

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

**Define Diversity**

Dr. Hunter asked the committee to define diversity. The following definitions were given: having a broader view; seeing things from all perspectives, different experiences and different techniques.

**District Employment Microsite**

Ms. Arrington presented the District Employment Website. She showed the members how to access the site. The URL is [teachatnewberry.com](http://teachatnewberry.com). She played the videos that are on the sight. She has showed the Facebook sight. She told the committee that she, Nikki DeShields, and Bucky Ware are administrators of the social media accounts. Since this recruitment initiative was launched we have seen an increase in applications. Ms. Arrington also discussed and presented the media display cards that are being use in our recruitment efforts.

**District Recruitment Fair**

Ms. Arrington reported on the fair with 30 attendees. While the District was disappointed in the numbers of those attendees, the quality of the participants was excellent and they were all interested in Newberry. We have already hired two of the participants for positions next year. Ms. Arrington reported that the Teacher Cadets from Newberry High and Mid-Carolina High assisted with the fair.

**College Recruitment**

Ms. DeShields reported on her participation in the Anderson University Recruitment Fair. She talked with 10 candidates at the fair. Most of the candidates that attended were interested in remaining in that area to teach, however she did speak with two participants that had Newberry ties. She also reported on the Clafin/SC State Recruitment Fair that she attended. Ms. DeShields spoke with 13 candidates at that fair. The District has received one application as a result of that fair. We discussed the

problem that we have in recruiting against districts that are offering large sign-on bonuses. Ms. Arrington report on recent recruitment fairs. Kyle Cannon and Ray Cooper recruited at the University of South Carolina and received recruitment forms on 23 candidates. Wendy Stoudemire attended the Winthrop University Recruitment Fair and received recruitment forms on 21 candidates. The District is utilizing Microsoft forms to register and track interested candidates.

### **Future Recruitment Fairs**

Ms. Arrington reported that the District will be attending the following: Newberry College/GROW Symposium on March 15, College of Charleston on March 15, Frances Marion University on March 20 and the SC Teacher Expo on March 29.

### **New Business**

The committee discussed how best to retain teachers. The committee discussed encouraging feedback and allowing open expression of feelings. We discussed the Bennie Bennett Education Scholarships and encouraging participation and tracking scholarship winners. The committee discussed the possibility of offering Pro-Team at the Middle School level. Pro-Team has a defined curriculum for future educators at the Seventh and Eighth grade levels. The committee also discussed student IGP and the possibility of beginning a career in education at a 2-year college. The committee discussed the District providing more Professional Development opportunities for our teachers and to consider providing for out of pocket expenses for Professional Development at course work.

### **Adjourn**

With no further business, the meeting was adjourned. The next meeting was scheduled for April 25, 2019 at the District Administration Building.