

Diversity Recruitment Committee
Minutes
November 15, 2016

Members Present: Lawanda Johnson-Jennings, Reggie Wicker, Deann McManus, Alisha Rutherford, Gwendolyn McAllister, Tabitha Harmon, Cristin Johnson, Mary Lu Davis, Felicia Coleman, Martha Hill, Jim Suber, Tim Hunter, Pam Arrington

Welcome

Dr. Hunter welcomed the committee and thanked them for their participation. All members introduced themselves.

Review of Objectives and Strategies

Dr. Hunter reviewed the Objectives and Strategies with the committee. The committee revised the strategies. A revised copy will be included with the minutes.

Update on Call Me MISTER program

Paul Smith, Director of the Call Me MISTER program at Newberry College gave an update on their program. They currently have 9 students of which 1 has been accepted into the program. He discussed the challenge that the students have in passing the Praxis 1. As a result of this challenge, the College has established a new program, Early Child Care Management. This program encourages the students to continue to take Education courses. The committee discussed the challenge for all students in Education majors in passing the Praxis 1. Because of the difficulty in passing this Praxis students are changing their majors.

Hiring Profile for 2016-2017

Mrs. Arrington presented the Hiring Profile of 2016-2017. The District hired 22% Minorities with a total of 65 new hires. Ms. Arrington mentioned that the District transferred 9 employees to Administrative positions for 2016-2017. The committee discussed the importance of opportunities for advancement with our District. Our District does a good job with succession planning and allowing for advancement.

College Recruitment

Mrs. Arrington discussed attendance to various Education Recruitment Fairs. The District is scheduled to attend fairs at USC, Clemson, and College of Charleston. The committee discussed that several Colleges and Universities are no longer having Education Recruitment Fairs. The committee discussed the registration fees that are charged. In some cases the fee is \$250. Mrs. Arrington reported that the District would attend the Teacher Recruitment Day for the SC Independent Colleges and Universities. We do not know the date as of yet. She encouraged the members to participate in the fairs when the dates become available.

District Recruitment Fair

Ms. Arrington reported that the District Recruitment Fair had been scheduled for February 11, 2017 at Mid-Carolina High School. She encouraged all members to

participate and to assist in getting the word out to potential teachers, specifically minority candidates.

New Business

- The committee discussed Student Loan Forgiveness. The criteria for schools to be on the list for forgiveness has changed and several of our schools have been dropped from the list. We discussed the critical needs schools and subject areas.
- The committee discussed the need for Spanish teachers and encouraging our Hispanic students into going into education. We also discussed contacting the SDE on their cultural exchange program. We are currently using three cultural exchange companies to staff our Spanish teaching positions.
- The committee shared their reasons for choosing our District to work in. The reasons included; forgiveness of student loans, principal leadership, close to home, the mentoring program, the amount of support for teachers, and the opportunity for advancement in Administration and Teacher Leadership.

The next meeting was scheduled for February 21, 2017 at 3:30 at the District Administrative Building.

With no further business, the meeting was adjourned.