

Diversity Recruitment Committee
Minutes
October 25, 2018

Members Present: Tim Hunter, Pam Arrington, Jaleesa Johnson, Anneddie Westwood, Kimberly Mack, Gwendolyn McAllister, Jessica Weaver, Jennifer Holliday, Charlene Kenley, Maria Howe, Mary Lu Davis

Welcome

Dr. Hunter welcomed the committee and thanked them for their participation. He asked that all introduce themselves.

Review of Objectives and Strategies

Dr. Hunter reviewed the Objectives and Strategies. He asked for any additions, changes or comments. It was decided to email them to all members for continued review.

Update on Call Me MiSTER program

Dr. John Lesaine, Director of the program at Newberry College presented an update. He provided a handout detailing the program. Currently there are nine students enrolled in the program at Newberry College, two of the students are from Newberry County schools. There are 20 Newberry College MiSTER graduates currently teaching, with a total of 150-200 teaching from all state institutions. Twenty-four state institutions have a program. The only institutions that do not have a program are USC, Presbyterian, and Erskine. Newberry College is funded to receive 3 freshmen a year. The National funding guidelines are changing to increase the amounts available to participants after they pass Praxis 1. Newberry College is involved in our schools through a Mentoring program, lunch buddy programs and a Junior MiSTER program at Newberry Elementary School. Newberry College will host the state summit in 2019. The District has agreed to participate in the Summit. Ms. Arrington pointed out that supporting this program was one of the Objectives of the committee. She asked how we could better support the program. Dr. Lesaine said to open up our schools to them and participate in their professional development opportunities. It was decided for Dr. Lesaine to present the program at our next Leadership Meeting.

Hiring Profile for 2018-2019

Ms. Arrington presented the Hiring Profile for 2018-2019. She reported the District hired 67 new teachers for this school year with 27% of the teachers hired being minorities. The District hired 2 new administrators and one was a minority. The District also promoted 4 employees to administrative positions for the 2018-2019 school year, three of those promoted were minorities.

College Recruitment

Ms. Arrington discussed College Recruitment Fairs. Colleges are not having Teacher Recruitment Fairs as they have in the past. She reported that her office had developed a data base of colleges and universities with contact names, numbers and email addresses. Over the next two weeks her office will contact each one to determine if they are having a recruitment fair and if they are, request an invitation to attend. If they are not having an event, we will attempt to make an appointment to come to their site to meet with the department and students in a recruitment effort.

District Recruitment Fair

Ms. Arrington reported that the District Recruitment Fair will be held on Saturday, February 2, 2019 at Mid-Carolina High School. She distributed a flyer to each committee member.

New Business

Ms. Arrington reported on money that the District has received as a part of a Rural Recruitment Initiative. The District will use this money in a variety of ways for recruitment and retention: Increase the stipends for Mentors to Induction Contract teachers, expand Frontline's Recruiting and Hiring Solution to include ProActive Hiring, expand recruitments to on-site college and university visits, out of state recruitment and enhance recruitment materials, assist Alternative Certified Teachers with expenses related to the program, provide certification exam support, and develop a Microsite for Employment which includes Video/Photography, Graphic Design-Media Kit, Development of a Social Media Platform, Marketing Strategy and Account Management. The District will also reimburse current teachers who are required to obtain four courses and R2S Literacy Teacher Endorsement for two courses at a maximum of \$85 per course.

The committee discussed several options for recruitment materials that included swag bags, pop sockets, and back-up chargers.

With no further business the meeting was adjourned.