

# Diversifying the Education Profession Grant

## Awardee Summary

### AKRON PUBLIC

**County: Summit      State Board of Education: District 7**

Akron Public Schools plan to use funds to support a Grow Your Own program for substitute teachers who are minorities. Each participant will be assigned a mentor who will support them through licensure completion and transition to full-time classroom teaching. Akron will partner with Ashland University to offer individualized coursework to meet participants specific licensure requirements to obtain their Alternative Resident Educator Licensure.

### BEXLEY CITY

**County: Franklin      State Board of Education: District 6**

Bexley City Schools will implement a plan to increase the recruitment and retention of teachers of color. The first phase of their recruitment plan is to conduct listening tours to gather recommendations on the best ways to recruit teacher of color. The second phase includes a series of community conversations to strengthen existing partnerships and build new relationships to help build a pipeline for new teachers. The final phase consists of designing a recruitment package that is attractive for prospective candidates. Bexley's retention plan includes developing a peer-mentoring network for new teachers and offering professional development opportunities for all staff focused on equity and inclusion. Finally, the project includes establishing an entry and exit survey to gather feedback on how to refine their approach to the recruitment and retention of teachers of color.

### CENTERVILLE CITY

**County: Montgomery      State Board of Education: District 3**

Centerville City Schools intends to increase the pool of applicants of color seeking employment with the district and improve the culture and climate for all staff. The district will be partnering with Wright State University, University of Dayton, and Central State University to implement a mentoring partnership between Centerville City teachers and education majors to support students as they complete their undergraduate program and increase their interest in the district. The district will also be partnering with Inclusive Engagement LLC to offer professional development training in diversity, equity, and inclusion.

## CLEVELAND HEIGHTS – UNIVERSITY HEIGHTS CITY

**County: Cuyahoga      State Board of Education: District 11**

Cleveland Heights – University Heights City Schools plans to focus on two paths to diversify the education profession. The district will be expanding their Grow Your Own (GYO) program for classified staff of color and developing a mentoring program for the GYO participants and early career educators of color. Second, the district will be focusing on transforming the district culture through equity training for staff members and increasing the use of equitable and inclusive hiring practices.

## COLUMBUS CITY

**County: Franklin      State Board of Education: District 6**

Columbus City Schools will implement their program titled “Strengthening our Schools”. This program includes the creation of a Grow Your Own program for students, classified staff, and alumni to attract, recruit, and employ males of color. Each candidate will receive a trained mentor to support their efforts towards a teaching certification. The district will also attend job fairs at Historically Black Colleges and Universities (HBCUs) in order to recruit males of color.

## DAYTON PUBLIC

**County: Montgomery      State Board of Education: District 3**

Dayton Public Schools will be partnering with several institutions of higher education (Sinclair Community College, University of Dayton, and Wright State University) along with Learn to Earn Dayton and Montgomery County ESC to implement their “Teach for Dayton” project. This project will focus on recruiting, onboarding, and retaining teachers of color by offering loan forgiveness to new teachers of color that successfully complete program requirements. The district will also be providing mentoring and support for new teachers of color during their first three years of teaching.

## FREMONT CITY

**County: Sandusky      State Board of Education: District 1**

Fremont City Schools’ goal for their project is to increase the percentage of diverse teaching staff. The district will partner with Terra State Community College to implement a Grow Your Own program for non-teaching staff members to obtain a teaching license. The district will also use the grant to offer professional development for all staff that is aligned to their diversity and inclusion goals of their strategic plan.

## HILLIARD CITY

**County: Franklin      State Board of Education: District 6**

Hilliard City Schools plans to implement a multifaceted approach to attract and retain educators from a wide range of cultural backgrounds. First, the district will organize and present a speaker series to educate the community on the importance of hiring and retaining educators from varied backgrounds. Next, the district will support and mentor classified employees who wish to complete teacher preparation programs and earn alternative teaching licenses. Finally, the district will mentor current students of color who are interested in pursuing education.

## HUDSON CITY

**County: Summit      State Board of Education: District 5**

Hudson City Schools will partner with local universities and colleges, the Six District Educational Compact, and Summit County ESC to increase their certified staff of color. The district will recruit and create a cohort of minority educators and support staff to provide strategic aid and support as they work toward teacher certification. To retain the staff members of color once hired, the district will develop Employee Resource Groups to build a sense of community and provide opportunities for collaboration and relationships.

## KINGS LOCAL

**County: Warren      State Board of Education: District 4**

Kings Local Schools plans to develop and implement strategies to address the diversity needs of their staff. The district's approach includes recruiting teachers of color by partnering with Sinclair Community College and University of Cincinnati. The approach also includes a partnership with Make It Plain Consulting to provide recruitment and retention strategies to support staff of color. Next, the district will begin to implement a Grow Your Own program implementation target middle and high school students interested in pursuing education. The district will develop an Equity Symposium for their Professional Learning Day and will continue to provide ongoing professional development for all educators related to equity, diversity, and inclusion.

## LICKING HEIGHTS LOCAL

**County: Licking      State Board of Education: District 9**

Licking Heights Local Schools seeks to continue to enhance the climate and culture of their education environments. The district plans to increase the number of book studies and professional development trainings on equity, diversity, and inclusion to reach all staff members. The district will also increase the responsibilities of the Data Analyst to ensure they are reaching all students. Lastly, the plan includes the facilitation of Student Leadership Groups to engage

students in conversations to include their voices in the district's work with equity, diversity, and inclusion.

### **MAD RIVER LOCAL**

**County: Montgomery State Board of Education: District 3**

Mad River Schools has collaborated with Jefferson Township, Oakwood, and West Carrollton school districts to increase racially and ethnically diverse educators. The four districts will be partnering with Montgomery County ESC, Learn to Earn, and local university partners (Central State University, Miami University, Sinclair Community College, and The University of Dayton) to develop Grow Your Own programs for students and paraprofessionals. This collaborative will also implement strategies on mentoring, induction, supporting educators of color, professional development, and learning communities.

### **NEW ALBANY – PLAIN LOCAL**

**County: Franklin State Board of Education: District 9**

New Albany – Plain Local Schools intends to implement multiple strategies and initiatives to develop a more diverse workforce. The district will establish a partnership with Otterbein University to start a Grow Your Own program for students and provide culturally responsive hiring practices training for teachers and administrators. The district also plans to embed professional development opportunities that are diverse and culturally inclusive into all staff learning activities. Additional initiatives include tuition reimbursement program for classified employees who are interesting in pursuing a degree in education and the development of the Building an Inclusive Campus Culture Collaborative.

### **NORDONIA HILLS CITY**

**County: Summit State Board of Education: District 5**

Nordonia Hills City School will focus on three approaches to create a more equitable and inclusive culture for their students and staff. First, the district will develop a Grow Your Own program to recruit students of color to become teachers in their home school district. Second, the district will provide a professional development program to all staff in unconscious bias, white fragility and other areas of equity and inclusion. Lastly, the district will create an African American History and Culture course to give context to all students about the need for a more diverse professional staff.

## NORTH RIDGEVILLE CITY

**County: Lorain State Board of Education: District 2**

North Ridgeville City School's goal is to attract, recruit and retain diverse staff members and promote diversity, inclusion and across the district. To accomplish this goal, the district will partner with ESC of Lorain County and Effective Leadership Academy to provide professional development opportunities for educators of color and all staff to integrate equity, diversity, and inclusion in all aspect of their work. Additional strategies include conducting climate surveys, creating new marketing materials, and reexamining their recruitment and hiring policies.

## NORTHMONT CITY

**County: Montgomery State Board of Education: District 3**

Northmont City School will develop a plan to increase the number of staff members of color. The first phase of the plan is to for a focus group of current staff members of color to gain insight on the current culture in each building and provide feedback on professional development for the leadership team. During the second phase, the district will partner with Learn to Earn to place and support student teachers of color at the district. The final phase of the plan will be to establish a Grow Your Own program for students and support them mentorship.

## PRINCETON CITY

**County: Hamilton State Board of Education: District 4**

Princeton City Schools aims to increase the number of teachers of color to more closely match the student demographics of the district. To accomplish this goal, the district will partner with Ashland University to offer a Grow Your Own program for classified staff interested in pursuing a teaching degree. The district will also partner with Hamilton County ESC to develop and implementation a recruitment and retention plan focused on teachers of color.

## REYNOLDSBURG CITY

**County: Franklin State Board of Education: District 9**

Reynoldsburg City Schools will partner with Battelle for Kids to increase the percentage of minority teachers in their workforce. The work consists of developing a Portrait of an Educator and building capacity of the district human capital and project team through the HC21 courses. The district will engage in stay interviews with minority employees and will enhance recruitment strategies to recruit and retain a diverse workforce. Finally, the district will form a committee to establish pathways for a Grow Your Own program for paraprofessionals.

## WASHINGTON LOCAL

**County: Lucas      State Board of Education: District 2**

Washington Local Schools will partner with Bowling Green State University to implement a program called Project EDUCATE to address the diversity of educators with a mission to increase teachers of color. This grant will focus on two pillars to create cohorts of middle and high students to become teachers. Students will explore a career in education and connect to positive role models and mentors in education.

## YOUNGSTOWN CITY

**County: Mahoning      State Board of Education: District 8**

Youngstown City Schools will implement two initiatives, called Y-Teach, to diversify and grow its certified teaching staff. First, the district will partner with Youngstown State University and Eastern Gateway Community College to develop a Grow Your Own program to provide opportunities and awareness for high school students into the field of education. Second, the district will create a recruiting plan that will focus on attracting minority teachers through jobs fairs at Historically Black Colleges and Universities (HBCUs). Once teachers are hired, they will be provided on-going support and mentoring.