

Goal 2: Staff Excellence and Professional Development The Arlington Public Schools will recruit, hire, retain, and build the capacity of a diverse staff to be excellent teachers and administrators by providing high quality professional development aligned to needs, instructional support, coaching, and an evaluation framework that fosters continuous improvement.

Goal Objective 2.2 Increase the diversity of the APS staff over 2017-2018 staffing levels to better reflect the diversity of our students.

<i>Key Activities/Benchmark</i>	<i>Evidence that demonstrates progress</i>
Attend Internship/Student Teaching Fair to attract diverse and qualified candidates for internship and student teaching openings.	Attendance at the fair and number of attendees who secure positions the following year.
Investigate/ Create opportunities for community members of under-represented groups to participate in district activities, thereby increasing visibility and relationships of our students with adults of varied backgrounds. Example: Guest speakers, mentors, workshop presenters, artists in residence, etc.	Index of partnership opportunities developed over the year to include town employees, arts commission, local businesses, etc.
Establish a mentoring program for all new diverse staff with a veteran staff member of color. Establish A affinity groups and social/supportive group for all diverse staff in the district.	Mentor pairings, meeting schedule, training for mentors on how to best support new staff. Monthly meeting time for diverse staff.