

Timestamp	District Name	What is your district currently doing to engage in this strategy?	What are other districts doing that interests you?	Based on what you heard/learned, what new or additional steps will you take to implement this strategy in your district?
3/7/2018 9:08		Equity Leadership Training	Building on-ramps for teachers of color in the teacher contract	Be extremely intentional in recruiting and retaining staff of color
3/7/2018 9:10		Para to Teacher programs, Pathways to Licensure	Retention strategies	Develop a committee/work with the union to gain support
3/7/2018 9:13	Minnetonka Public Schools	Attend job recruitment fairs	Shakopee's academy program for students to develop interested potential educators; Robbinsdale's grow your own initiative	Perhaps this can fit into our current Vantage program or connect with St. Thomas to learn more about CUE (Collaborative Urban Educators) program
3/7/2018 9:14		Recruiting for the new openings we have	Creating partnerships Grow your own Focus on paras and all staff to grow your own	Focus on growing our own within the organization
3/7/2018 9:18	Richfield	Grow Your Own, Student Teacher Partnership with Colleges, Specific and Individual Outreach, Creating Openings to support human resources	Really Changing their application and interview process to support diverse recruitment. Partnerships with other districts for growing teacher diversity. High school classes to prepare students for futures in education.	Pushing toward improving our interview and recruitment process
3/7/2018 9:28	Northeast Metro 916	We have a Grow Your Own program in place and are currently recruiting for our third cohort.	Identify students to be future teachers. Training staff to use equity lens as a way to improve culture/retention for POC. Candidate screening questions. Get applications in multiple languages. Masking identifiable information in applications. Job postings need to express our mission.	Meet with HR staff. Assess current strategy. Make measurable goals. Meet with POC staff to find out what they need.
3/7/2018 9:30	Anoka Hennepin Public Schools and NWSISD	Just got over 30% threshold so we can qualify for the Grow Your Own grant program	MOA- right now we are not cutting because of student population growing	Hire earlier Educators Rising Program AHTOCC discussion QComp money- maybe? for mentorship programs?
3/7/2018 9:31	Rosemount-Apple Valley-Eagan	Developmental Psychology course in HS in partnership with MSU-Mankato; Career fairs; Reaching out to colleges' teacher prep. programs, including site visits to the college; MSU-Mankato teacher prep. program w/ AVID students; Staff of color affinity group; Organic, informal networking conversations	Looking at current language in applications and postings	Possibly, partner with a university to establish a "grow your own" program for current non-licensed staff to become licensed teachers (credit for life/career experience; tuition assistance; student-teaching in current district, etc).
3/7/2018 9:48		Not much at this point	Broadening recruitment efforts to deepen and widen candidate pools; using strategic marketing to teacher candidates to	Push harder in HR