

Hiring and placing personnel

This practice explores your school’s personnel practices. It looks at how well your leadership team recruits, retains, and promotes staff—including staff members of color—with strong equity commitments, understanding, and skills. In addition, an exemplary score here means the leadership at your school makes equity-based staff placements, such as placing the most skilled teachers or principals with the students who have greatest need.

Little or No Equitable Practice	Emerging Equitable Practice	Proficient Equitable Practice	Exemplary Equitable Practice
<ul style="list-style-type: none"> Leadership gives little attention to hiring personnel with the ability to successfully teach children of all backgrounds or to recruiting diverse educators. Leadership places and promotes educators based on tenure, personal preferences, or privileged community preferences. 	<ul style="list-style-type: none"> Leadership talks about recruiting and hiring diverse educators or those with the ability to successfully teach children of all backgrounds, but does not make this a priority. Leadership begins to place the most effective educators with students who have not been well-served due to their race, ethnicity, class, and/or home language. 	<ul style="list-style-type: none"> Leadership prioritizes equity-related understanding, commitment, or skills in hiring practices and actively recruits and retains diverse personnel. Leadership assigns the most effective educators to the students who have not been well-served due to their race, ethnicity, class, and/or home language; leadership supports these staff members in becoming leaders or coaches. Leadership has evidence of changes in educator hiring, recruitment, retention, and practices that place the most effective educators with students who have not been well-served due to their race, ethnicity, class, and/or home language. 	<ul style="list-style-type: none"> Leadership collaborates with teachers, staff, students, family, and community members in ongoing processes for recruiting, hiring, retaining, and advancing diverse staff as well as educators with strong equity commitments, understanding, and skills. Leadership creates a pipeline for sustainable recruitment, hiring, and promotion of educators with strong equity commitments, understanding, and skills. Leadership has evidence of teacher and staff enactment of equity practices, placement of educators with strong equitable practices into leadership roles, and increased teacher and staff diversity.