

VALLEY STREAM UNION FREE SCHOOL DISTRICT THIRTY

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Dear Valley Stream 30 Community,

Staff Diversity

The Strategic Plan is divided into several Goal statements that then encompass an action plan to accomplish the goal over time, with accountability statements that will measure progress. An important goal statement within the Strategic Plan document concerns Valley Stream 30 staffing standards as articulated below:

Goal Statement: The certified and civil service staff of Valley Stream District #30 will reflect the highest standards of qualifications for their positions and be reflective of the diversity of the student population of the school district.

Accountability Measure: Beginning in Spring 2010, the District will maintain ethnic data on interviewees for all vacant positions. By July 2011, the diversity of candidates from minority backgrounds interviewed for such positions will be more reflective of the diversity of the student population of the school district, when compared with the same data from Spring 2010.

Though the first accountability measure is not set until July 2011, and the Strategic Plan has not yet been formally approved, the District has already been taking steps to accomplish this important goal. To keep you updated, some of the steps are detailed below:

- A personnel record-keeping system has been established to maintain ethnic data information on candidate interviewees so that we can track our efforts at broadening our candidate pool so that it is more diverse.
- We have participated in a Board and District Attorney Workshop regarding Diversity Hiring.
- We have increased our participation at recruitment fairs so that we have the opportunity to meet more candidates face to face and have an increased opportunity to share information about Valley Stream 30. This year Valley Stream 30 will be participating in the BOCES' Diversity Recruitment Fair, Hofstra On-Campus Interview Day, C.W. Post Education Recruitment Program, and the Dowling Center for Minority Teacher Development and Training Seminar.
- Networking with superintendents' groups, including superintendents of diverse backgrounds, whose contacts help us expand the diversity of our hiring pool.
- We have expanded our recruitment advertising. Our *New York Times* advertisement is now enhanced to identify Valley Stream 30 as a culturally and ethnically diverse school district. We now list employment opportunities on our District website and through vehicles, such as this superintendent newsletter, that encourage members of the Valley Stream 30 community to recommend candidates or refer them to our employment listings.
- Developed partnerships with the following organizations who also maintain a data base of candidates seeking positions: Long Island Black Educators Association and the Long Island Latino Teachers Association.
- Establishing university and college partnerships to place student teachers and interns from diverse backgrounds in Valley Stream 30 schools as another recruitment tool to identify potential minority candidates for the future. Universities and colleges with which we have established such partnerships, or are in the process of establishing them, include Hofstra, Adelphi, Molloy, Long Island University and St. John's. We are also in the process of exploring relationships with Pace, Queens College, Hunter College, Brooklyn College, Fordham University and Lehman College.

Though the final writing of Valley Stream 30 Strategic Plan, which began this school year, is still taking place, the District is already working hard toward the goal of laying strong ground work for stepping up our recruitment and hiring of diverse staff. During the 2009-10 school year so far, 19 student teachers, interns, daily substitutes, long-term leave replacements, contract substitutes and other staff from diverse backgrounds have been working in the Valley Stream 30 schools. As our substitutes, interns and student teachers often apply for positions with us, increasing the diversity of this group can also increase the diversity of our pool of candidates for future positions.