

Erie's Public Schools



Department of Diversity, Equity, Inclusion and Belonging

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EPS Recruitment and Retention Plan 2024-25

<https://www.applitrack.com/ErieCityPA/onlineapp/>

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<https://www.facebook.com/profile.php?id=61552729940270&mibextid=LQQJ4d>

EPS Recruiter SWAY-

<https://sway.cloud.microsoft/560RItkLVqppxrQ?ref=Link>

Introduction

In a deliberate effort to serve all students with excellence, our goal is to intentionally recruit, employ, and retain highly skilled and motivated individuals for every position. To do so, we will proactively seek the best candidates through formal and informal activities.

This will be accomplished with developed timelines for recruitment, a diverse and qualified recruitment and selection team known as the DEIB Taskforce, guidance from partnerships with NEMENT and Diversity in Education, seeking community engagement, outreach, and support, and continued effort to analyze the outcomes and effectiveness of recruitment source and strategies.

Why Erie's Public Schools?

We know you have plenty of options when choosing where to begin your career in education.

Here are some reasons why Erie's Public Schools should be at the top of your list:

- **We are committed to reflecting our diverse community in positions throughout the district.**
- **We offer opportunities inside and outside the classroom.** In addition to instructional positions, EPS has coaching and extracurricular positions available. In fact, Erie's Public Schools is one of the Top 10 employers in Erie County, Pennsylvania.
- **We offer comprehensive benefit packages**, including a competitive salary, PSERS eligibility, Employee Assistance Plan (EAP), life insurance, as well as excellent medical, dental, and vision insurance plans.
- **We offer Tuition Reimbursement for advancement.** Our district encourages and supports our teachers to pursue continuous learning to move themselves into higher impact positions.
- **We are at the forefront of educational initiatives.** Our district participates in pilot programs that reflect new trends in education; including the community schools model, magnet programming, new curriculum, and more.

Visit [Work With US](#) to start your journey.

Why Erie, Pa?

We know you have plenty of options when choosing where to begin or extend your career in education and grow yourself professionally and your family.

Here are some reasons why Erie, PA should be at the top of your list:

- **We're easy to find.** Erie is Pennsylvania's only Great Lake port. It's the the fourth largest city in Pennsylvania and is within 100 miles of Pittsburgh (PA), Buffalo (NY) and Cleveland (OH).
- **Education is top priority.** Erie County is home to five colleges and universities, both public and private.
- **We're diverse and all-inclusive.** Places of worship are plentiful, no matter your denomination or faith. An abundance of barber shops, beauty salons, nail salons, and massage parlors throughout the city.
- **The beach is only miles away.** Erie is home to Presque Isle State Park, which features seven miles of sandy beaches and 13.5 miles of paved pathways for cycling, walking, rollerblading and more; Erie also has one of the five best sunsets in the world!
- **We've got year-round family fun and entertainment.** Enjoy a night out at our one and only Erie High School Royals sporting events or watch professional level sports at a SeaWolves baseball game, Otters hockey game, and more. Individual or Family fun spots such as Splash Lagoon Waterpark, ROUND1, Waldameer and WaterWorld Amusement Park, and our own Erie Zoo. Numerous bowling alleys, even an axe throwing venue.
- **We're all about the arts.** Check out the Erie Playhouse, Erie Philharmonic and the Erie Art Museum, just to name a few.
- **Hungry!** We have tons of locally owned restaurants, corner stores, coffee shops, bakeries, popcorn shops, candy stores, breweries and distilleries.
- **Travel Plans!** Erie Port Authority Airport has direct flights to major hubs across the nation. Erie also has a Train station and a Greyhound bus station both centrally located in the city with affordable connections to cities across the nation.
- **We've got connections.** Working partnership with Erie Chamber of Commerce.

To learn more about Erie, Pa click: [Visit Erie](#)

Why is Diversity recruitment and retention is critical?

*“African American students have a greater need for teachers who are also culturally competent and skilled in cross-cultural communication. A child see in a teacher so many possibilities, such as: career choice, a positive role model, options, dreams and overcoming obstacles. *Adapted from NABSE*

Attract, hire, and retain highly qualified candidates

Promote Diversity among students by seeing teachers and administrators that look like them

All students benefit from increased teacher and administrator diversity (Real world experience)

“They are better prepared to participate as informed and engaged citizens in an inclusive national civic culture and increasingly complex world.”

A teacher and administrator corps that reflects and/or considers its students helps promote belief and opportunity, closing achievement and racial/ethnic gaps

“Having at least one Black teacher early on reduces a Black student’s likelihood of dropping out of school by up to 39%.”

“When Black students have two Black elementary school teachers, they are 32% more likely to go to college.”

**The Center for Black Educator Development- <https://thecenterblacked.org/>*

Employee Diversity Action Plan (EDAP) overview

Step 1: Homegrown Approach-Our Student-to-Teacher Pipeline

- BORO Teach program- High School students from each school have the ability to have an in-person Adjunct Professor from Penn West University each semester teaching 100 or 200 level Education courses.
- NEXTGEN814- Boro Teach cohort graduates are provided a grant funded full 4 year scholarship to complete their teaching certificate counting the course they earned as a high school students in EPS.

Step 2: Recruitment of Teacher Candidates and Alternative Certified Professionals

- Emails to Education Department Chairs of HBCU and Traditional Colleges and Universities
 - o Connect and build a bridge to Diversity rich resources
- Attend recruitment fairs within a 5 hour radius (List following)
- Partner with NEMNET Minority Recruitment Consultant and Diversity in Education
- Promote active recruitment and community engagement through social media, district website, and partnered agencies platforms
 - o EPS Sway online recruiter packet

- EPS QR code leading to online application
- Handshake online recruiter platform
- Local recruiter sessions at the Community Centers
- Offers tuition reimbursement for a completed course to promote and foster ongoing learning and advancement up to 9 credits a school year
- Personal outreach surrounding cities such as Buffalo, Rochester, Dunkirk, Fredonia, Sharon, Meadville, Farrell, Pittsburgh, New Castle, Akron, Youngstown, Cleveland, Canton, and Detroit.

Step 3: Retention of Teachers and Administrators

- Create a voluntary working taskforce committed to supporting Diversity, Equity, Inclusion, and Belonging
 - Members must be familiar with district's staffing needs, can prove qualifications to be selected as an ideal candidate upholding DEIB work
 - Members may be recommended by Principals
 - Professional Development will be conducted by all members on recruiting, interviewing, diversity, equity, inclusion, and belonging professional practices.
- Offers tuition reimbursement for a completed course to promote and foster ongoing learning and advancement up to 9 credits a school year
- Partner with NEMNET Minority Recruitment Consultant and Diversity in Education
- Annual Black and Brown Educator Talk showcasing the EDAP in action
- Divine 9/Black Historical Affiliations Career Expo (March)
 - In conjunction with the EPS 2025 Educator Recruitment Fair
- Diverse Employee Meet-N-Greets
 - Dr. Anthony Stevenson's Educator of Color Network (Northwestern PA)
 - 'Educators at the Elks' Gem City Lodge #328 2nd Fridays
- Touchpoints with year 1, 2, and 3 Diverse Teachers and Administrators
- Exit surveys to gauge the pulse and make adjustments to build sustainability

EPS Career fairs Recruiting Schedule 2024-25

| Career Fair | Date | Time |
|--|----------------|---------------------------|
| PERC- Pittsburgh Educator Recruitment Consortium | 3/20/2024 | 8-3 pm EST |
| Diversity in Education- Spring 2024 Virtual Fair | 4/13/2024 | 10 am-1 pm CST |
| Erie 814 Career Fair (Millcreek Mall) | 5/20/2024 | 9-4 pm EST |
| HBCU Career Recruitment Fair (Philadelphia, PA) | 9/15/2024 | 9-4 pm EST |
| Handshake Platform Activated and Engaged | 10/1/2024 | Online recruiter platform |
| NEMNET Platform Activated and Engaged | 10/14/2024 | Online recruiter platform |
| Central State University Fair/Campus Visit | 11/9/2024 | 9-3 pm EST |
| Diversity in Education- Fall 2024 Virtual Fair | 12/5/2024 | 3- 6 pm CST |
| EPS 2025 Educator Recruitment Fair | 3/25/2025 | 9 am- 4 pm EST |
| Local and 2 hour radius College/University Fairs | April-May 2025 | TBD |
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PARTNERS IN RECRUITING!



Believe in the possibilities.





Pittsburgh Education Recruitment Consortium Presents
PERC Education Job Fair

Handshake

<https://joinhandshake.com/>