

PROGRESS REPORT



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Race and Educational Equity Update

August 13, 2019

The focal foundation of this progress report is “Recruitment, Hiring, Development, and Retention” which promotes building a diverse, highly-qualified staff. The foundation calls for increased leadership development opportunities, improved support for professional growth, and improved staff diversity to better represent the student population Elk Grove Unified School District serves.

The featured equity actions in this report focus on examples of recruitment, hiring, and retention efforts provided at the district and school site levels for a variety of stakeholders.

- **Equity Action 1 – Classified Employee Grant:** Operated by the Elk Grove Unified School District Human Resources Department, the Classified Employee Grant recruits current classified employees into a dual teaching credential program where they earn a multiple subject and a mild/moderate special education teaching credential. Participants make a three-year post-graduate commitment to teaching in Elk Grove Unified School District.
- **Equity Action 2 – Commission on Teacher Credentialing (CTC) Residency Grant:** Operated by the Elk Grove Unified School District Human Resources Department, the Commission on Teacher Credentialing Grant recruits current classified employees and certificated substitutes with experience in special education into a dual teaching credential program where they earn a mild/moderate and a moderate/severe special education teaching credential along with a master’s degree in special education. Participants make a four-year post-graduate commitment to teaching in Elk Grove Unified School District.

The actions highlighted in this report are the result of the following partners in race and educational equity, amongst others:

- Human Resources Department
- Special Education Department
- California Commission on Teacher Credentialing
- University of the Pacific
- City of Elk Grove
- Education Services Division
- Office of Educational Equity