

WREN Driver Diagram

Revised August 2022



AIM STATEMENT

We will create more **inclusive and equitable school cultures** in order to **increase the percentage of teachers of color** in the region from 9.8% to 14.3% by June 2023.

PRIMARY DRIVER 1

Recruitment of Teachers of Color in the Region

SECONDARY DRIVERS

- 1.1 Establish equitable, human-centered hiring practices
- 1.2 Diversify recruiting practices
- 1.3 Expand/diversify teacher pathways and supports

PRIMARY DRIVER 2

Retention of Teachers of Color in the Region

SECONDARY DRIVERS

- 2.1 Communities of Practice for educators in similar roles/content areas
- 2.2 Social justice and equity focused initiatives, policies, and protocols
- 2.3 Culturally responsive/ongoing professional development for all educators
- 2.4 Equity-focused leadership opportunities for all educators
- 2.5 Supportive relationships between teachers, staff, and administrators
- 2.6 Communities of belonging to build personal relationships among educators
- 2.7 Equity-centered mentoring/coaching