

Inspiring Every Child to Achieve



## Superintendent Guardrail #3 and Interim Guardrail Monitoring

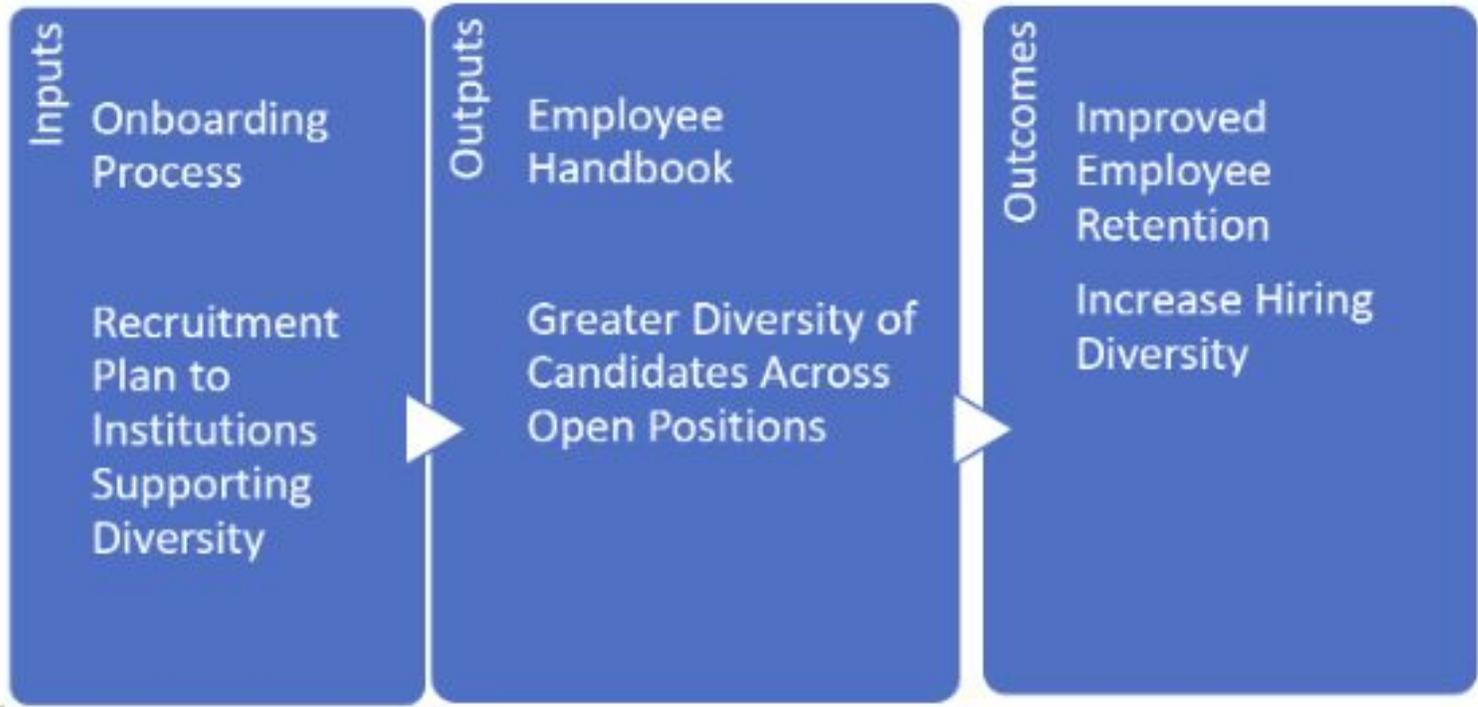
Guardrail #3- The Superintendent shall not allow the District to operate without a system designed to **recruit, employ, and retain diverse staff**, who reflect the community and meet the needs of our urban district students and their learning environments.



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*Interim Guardrail 3 – Recruit, Employ, Retain –  
Theory of Action*

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- *Interim Guardrail 3.1*

By May of 2026, the District will have clearly documented and streamlined hiring processes that include an employee handbook and onboarding process for every employee to ensure all future **employees feel welcomed and honored to be part of the Phoenix #1 community**, generating a satisfaction rating of 85% or higher as measured by surveys of new staff within the first month of their start date.

# INTERIM GUARDRAIL 3.1 METRICS

## YEAR 1 TARGETS

<i>From 2023-2024</i>	<b>To 2024-2025 Implementation</b>
<i>Personalized Onboarding Process Established Consistent Interview Protocols Developed</i>	Add Printed Employee Handbook
	Implement the Interview Protocols at Sites & Departments
	Develop Evidence-based Practice for New Teacher Mentoring
	Update Policies for Employee Transfers

## YEAR 2 TARGETS

<i>From 2023-2024</i>	<b>To 2024-2025 Implementation</b>
<i>Printed Employee Handbook Consistent Interview Protocols Implemented</i>	Online, Searchable Employee Handbook
	Expand Interview Protocols to Include Demonstrations of Requisite Tasks
	Develop Evidence-based Practice Classroom Support Staff Mentoring



- *Interim Guardrail 3.2*

By May of 2026, The District will **Increase the pool of candidates** by implementing a plan to recruit staff from Historically Black Colleges and Universities, Hispanic Serving Institutions, and Native Serving Institutions and other networks by supporting pathways into education with staff who match the demographics of our student communities, demonstrating an increase in diversity of hiring pool by 15%.

# INTERIM GUARDRAIL 3.2 METRICS

2024-2025	2025-2026
<ul style="list-style-type: none"> <li>• <b>Conduct Applicant Diversity Analysis</b></li> <li>• <b>Identify Colleges, Universities and Certificate Programs Supporting Diverse Candidate Pathways to Education and Trades</b></li> <li>• <b>Develop Recruitment Committee to Reflect Diversity of Student Population to Recruit</b></li> <li>• <b>Develop Recruitment Materials</b></li> <li>• <b>Evaluate Interviewer Bias Training to Offer Interview Committee Members</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Apply Diversity Analysis to Set Candidate Pool Goals</b></li> <li>• <b>Send Recruitment Committees to Institutions for Recruitment Fairs with Updated Materials</b></li> <li>• <b>Implement Interviewer Bias Training to Interview Committee Members in all Interviews</b></li> </ul>

*Thank you*

