

**APPENDIX N**

Beginning in the Fall of 2019, the union and district will initialize a collaborative work group centered around the recruitment and retention of certified personnel with specific emphasis on minority certified personnel. The group shall focus a majority of its time in its first year on developing and funding a grow your own campaign and will produce an annual report to be given at the board of education meeting in conjunction to the annual report to the Board of Education regarding minority recruitment and hiring.

**Possible Sources:**

SEPI Grant – Scaling Education Pathways in Illinois  
New Laws for Teacher Recruitment  
Consent Decree of 1976 Finishers (Calls for a Grow Your Own)  
Past Grow your Own program materials (This Used to be a State Grant)

**Participants:**

Department of Teaching and Learning  
Assistant Director of HR and Minority Recruitment  
Springfield Education Association  
Possible Higher Education Partners

**Outside Community Support (Collaborate with these groups):**

Minority Recruitment and Advisory Council (MRAC) Representative  
NAACP Representative