



SAN BERNARDINO CITY
UNIFIED SCHOOL DISTRICT
Making Hope Happen

Mauricio Arellano
Superintendent

Common Standard 1.6 Recruitment and faculty development efforts support hiring and retention of faculty who represent and support diversity and excellence.

Documentation (most recent 2 years) pertaining to recruitment and faculty development activities including strategies that assist faculty in supporting diversity.

The SBCUSD Human Resources Certificated recruitment strategies prioritize outreach by [attending job fairs](#) at local universities, hosting an [annual recruitment fair](#), advertising through [EdJoin](#), and utilizing diverse [HR Recruitment Ambassadors](#) to ensure equitable representation. SBCUSD fosters a supportive environment through targeted faculty development programs, such as [Multilingual Programs](#), [Special Education](#) and [Access to Learning for All Students](#). The [Equity & Targeted Student Achievement](#) department offers culturally responsive teaching training to support diverse student populations effectively.

The Teacher Induction Program (TIP) recruits part time mentors from all content areas and grade levels who are current employees with SBCUSD through an [interest survey](#) and pairs [new hires](#) with experienced faculty members who provide guidance and support. Mentors receive ongoing training to meet the unique and diverse needs of new educators through [monthly mentor PD](#), weekly virtual office hours, and are given choice in selecting the [coaching workshops](#) they would like to attend based on their skill level.

HUMAN RESOURCES DIVISION - EMPLOYEE DEVELOPMENT DEPARTMENT