

CONSTRUCTING A 21ST CENTURY
DIVERSE WORKFORCE
Pre-Conference Session
Wednesday, July 29, 2015

The Resort at the Mountain
Douglas Fir Conference Room
1 PM – 4 PM

New Introductory
offer and rate

\$59

THE
PRE-CONFERENCE
NOT TO MISS

The question that human resource practitioners ponder is:
**“Why are known recruitment practices having limited
success in supporting a diverse workforce?”**

The 21st century age of shifting student demographics and global communities has arrived and understanding our new reality in our schools is both daunting and exciting. Learn how one school district utilized professional development activities to increase their new teacher’s intercultural stages of other ethnic and cultural backgrounds.

Join us for a half-day of exploration into the strategies, tools and resources that yield recruitment and retention strategies for a diverse school district. Learn how to be agile enough to evolve with the shifting education landscape necessary to navigate in HR. Explore how to move beyond the known practices of recruitment and retention of minority teacher candidates to asking the question- What can human resources do to promote a diverse workforce so employees meet their potential for working effectively within a diverse community?

Attendees will be introduced to:

- Understand the shifting student and teacher demographics both nationally and locally
- Understand why the traditional approaches do not work and what does work
- Explore the core concepts of intercultural competency, Bennett’s model of Intercultural Sensitivity (DMIS) and the Intercultural Developmental Inventory (IDI),
- Investigate the role of intercultural competency in retaining and attracting a minority workforce with research from one school district who successfully increased new teacher’s intercultural competence;
- Experience and participate in intercultural communication strategies.

“This workshop has been one of the most enriching professional development opportunities that I have ever had. It has literally adjusted my outlook on my professional and personal relationships. It has been such an eye opener in terms of differences in communication, successfully navigating conflicts that arise, and understanding cultural values across the world, especially those prominent groups within our district. I truly feel that this has been a Pandora’s Box experience and I cannot wait to continue to grow from the tools I have gained in this workshop,”