

Plan for Minority Staff Recruitment

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Superintendent has developed the following written plan for minority educator recruitment:

1. Inform all recruiting sources of the Bethany Board of Education's non-discrimination policy.
2. Develop contacts with local training and educational institutions, including those with high minority enrollments, to publicize job openings within the School District and to solicit referrals of racially and ethnically diverse candidates.
3. Develop contacts with local community organizations to publicize job openings within the School District and to solicit referrals of qualified candidates.
4. Utilize current minority staff to assist in the identification of minority candidates.
5. Expand, as appropriate, it's help-wanted advertising to include print and/or broadcast media that is targeted to diverse applicants.
6. Participate in local job fairs, including those that are sponsored by the community organizations that embrace and celebrate diversity.
7. Maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
8. Annually review the effectiveness of this plan in increasing a racially and ethnically diverse pool of applicants and attracting candidates for employment.
9. Develop a system for substitute and intern coaching to identify future minority teachers.
10. Support local activities of District and Regional minority groups.

Legal Reference: Connecticut General Statute § 10-4a(3)
Connecticut General Statute § 10-220
Public Act 18-34

Regulation approved: October 1, 2018