

**Plan for Minority Educator Recruitment**

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Board of Education has developed the following written plan for minority -educator-recruitment, to be carried out by the Assistant Superintendent for Personnel and Administration (ASPA):

1. The ASPA will 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 qualified minority candidates.
2. The ASPA will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The ASPA will maintain, or expand, as appropriate, the help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
4. The ASPA will participate in local job fairs, including those that are sponsored by the minority community organizations or otherwise targeted toward minorities.
5. The ASPA will 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.
6. The ASPA will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment and will share this information annually with the Superintendent.

## Legal References:

Connecticut General Statutes §[10-4a](#) (3)

Connecticut General Statutes §[10-220](#)(a)

Public Act [18-34](#) An Act Concerning Minority Teacher Recruitment -and Retention

Policy Adopted: January 22, 2019