

MINORITY TEACHER RECRUITMENT PLAN

The Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with teachers from other racial, ethnic and economic backgrounds in order to reduce racial, ethnic and economic isolation.

To this end, the Board of Education believes that the importance of diversity of individuals and cultures should be recognized in the recruitment and assignment of personnel in order to help promote an intellectually and culturally dynamic environment that enables all students to gain an increased awareness and appreciation of the diverse world in which all are connected.

Accordingly, the Superintendent of Schools shall develop and maintain a written plan for minority staff recruitment as approved by the Board and shall report to the Personnel Committee annually on implementation of the plan. Consistent with the Board's policies on Affirmative Action and Nondiscrimination, said plan for minority staff recruitment shall provide for an energetic effort to attract talented minority educators and other minority personnel to serve in available positions within the District with the long range goal of achieving staffing of the school district and of each school which is broadly representative of the populations of the regional and state communities of which the District is a part.

(cf. 4111.1/4211.1 Affirmative Action: Recruitment and Selection)
(cf. 4118.14/4218.14 Nondiscrimination)

- Legal Reference:
- Conn. Gen. Stat. § 10-4a(3) Educational interests of state identified.
 - Conn. Gen. Stat. § 10-151 Employment of teacher. Definitions. Tenure. Notice and hearing on failure to renew or termination of contract. Appeal.
 - Conn. Gen. Stat. § 10-153 Discrimination on the basis of sex, gender identity or expression or marital status prohibited.
 - Conn. Gen. Stat. § 10-156bb Minority Teacher Recruitment Policy Oversight Council
 - Conn. Gen. Stat. § 10-220 Duties of boards of education.
 - Conn. Gen. Stat. § 46a-60 (Formerly Se. 31-126). Discriminatory employment practices prohibited.
 - PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention.

Litchfield Board of Education
Policy adopted: 10/26/1999
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Policy Revised: 2/23/2011