

Personnel

### **PLAN FOR MINORITY STAFF 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 staff recruitment:

1. All recruiting sources will be informed in writing of the Board's nondiscrimination policy.
2. The Board 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.
3. The Board will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
4. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print, online, and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by minority community organizations or otherwise targeted toward minorities.
6. The Board, or its designee, 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.
7. The Board will develop partnerships with the Regional Education Service Center and other appropriate organizations to facilitate minority staff recruitment.
8. The Board will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

Legal References: Connecticut General Statutes Section 10-4a(3)  
 Connecticut General Statutes Section 10-220(a)  
 Public Act 16-41, An Act Concerning the Recommendations of the  
 Minority Teacher Recruitment Task Force

POLICY ADOPTED: October 21, 2002  
 POLICY REVISED: March 17, 2014  
 August 26, 2019

WESTON PUBLIC SCHOOLS  
 Weston, Connecticut