

Personnel - Certified/Non-Certified

Plan for Minority Recruitment and Selection

The Board of Education (Board) believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion, and directs the Superintendent to enact a planning process that supports efforts to encourage, recruit, employ, and retain a qualified diverse staff.

In compliance with all applicable State statutes pertaining to a written plan for racially and ethnically diverse staff recruitment and retention, the District will:

1. Inform all recruiting sources of the Board's non-discrimination policy.
2. Develop contacts with community organizations and educational institutions, to publicize job openings within the school district and to solicit referrals of racially and ethnically diverse candidates.
3. Maintain or expand as appropriate the help-wanted advertising to include print and/or broadcast media that is targeted to diverse applicants.
4. Utilize the Connecticut Regional Education Service Centers (RESCs) and Connecticut Regional Educational Application Placement (CT REAP) websites to publicize available positions within the District.
5. Participate in local job fairs, including those that are sponsored by community organizations that embrace and celebrate diversity.
6. Annually review and report to the Board the plan and the efforts to employ and retain a qualified, racially and ethnically diverse staff.

(cf. 4111/4211 - Recruitment and Selection)

(cf. 4111.1/4211.1 - Equal Opportunity Employment: Affirmative Action)

Legal Reference: Connecticut General Statutes
 4a-60 Nondiscrimination and affirmative action provisions in contracts of
 the state and political subdivisions rather than municipalities
 4a-60a Contracts of the state and political subdivisions, other than
 municipalities, to contain provisions re nondiscrimination on the basis of
 sexual orientation
 10-153 Discrimination on account of marital status
 46a-60 Discriminatory employment practices prohibited
 46a-81a Discrimination on the basis of sexual orientation
 Title VII, Civil Rights Act U.S.C. 2000e, et. seq.
 PA 16-41 An Act Concerning the Recommendations of the Minority
 Teacher Recruitment Task Force
 PA 18-34 An Act Concerning Minority Teacher Recruitment and Retention
 PA 19-74 An Act Concerning Minority Teacher Recruitment and Retention

Policy Adopted: April 5, 2022

Newtown Public Schools
Newtown, CT