

Plan for Minority Staff Recruitment

In accordance with Sections 10-4a(3), 10-220(a), and 10-156ee of the Connecticut General Statutes, the Superintendent has developed the following written plan for minority educator recruitment:

1. All recruiting sources will be informed in writing 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 Bethany Public School District (District) and to solicit referrals of qualified racially and ethnically diverse candidates.
3. Develop contacts with local minority community organizations to publicize job openings within the District and to solicit referrals of qualified diverse candidates.
4. Maintain or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to diverse applicants.
5. Participate in local job fairs including those that are sponsored by the community organizations that promote diversity.
6. 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. Annually review the effectiveness of this plan in increasing a racially and ethnically diverse applicant flow and attracting qualified candidates for employment.

Legal Reference: Connecticut General Statute § 10-4a(3)
Connecticut General Statute § 10-156ee
Connecticut General Statute § 10-220

Regulation approved: October 1, 2018

Regulation revised: April 7, 2021

Source: Shipman