

WESTPORT BOARD OF EDUCATION

AGENDA *

(Agenda Subject to Modification in Accordance with Law)

SPECIAL NOTICE ABOUT PROCEDURES FOR THIS ELECTRONIC MEETING:

Pursuant to the Governor’s Executive Orders No. 7B and 9H, public participation for this meeting will be held electronically and live streamed on westportps.org and shown on Optimum Government Access Channel 78 and Frontier Channel 6021. Emails to BOE members can be sent to BOE@westportps.org. Comments to be read during the public comment period must be submitted to the meeting’s GoogleDoc during the submission period. Please see the following link for instructions and guidelines:

https://www.westportps.org/uploaded/Procedures_and_Guidelines_for_Public_Participation_in_Remote_Board_Meetings.pdf.

We will use our best efforts to read public comments if they are received during the public comment period and if they state your full name and address. Meeting materials will be available at westportps.org along with the meeting notice posted on the Meeting Agenda page.

CALL TO ORDER/PLEDGE OF ALLEGIANCE

7:00 p.m., Held Remotely Via Zoom Pursuant to Executive Orders 7B and 9H

ANNOUNCEMENTS FROM BOARD AND ADMINISTRATION

PUBLIC QUESTIONS/COMMENTS ON NON-AGENDA ITEMS (15 MINUTES)

MINUTES: February 23, 2021, *page 1*

DISCUSSION

- 1. Health Update Ms. Suzanne Levasseur
- 2. Teaching and Learning Update: High School Health/PE, Social and Emotional Learning, *pages 3-22* (Encl.) Dr. Anthony Buono
Ms. Chris Wanner
Mr. CJ Shamas
Ms. Kelly Shamas
- 3. Finance and Facilities Committee Update Ms. Elaine Whitney

DISCUSSION/ACTION

- 1. 2022-2023 School Year Calendar, *pages 23-25* (Encl.) Mr. Thomas Scarice
- 2. Second Reading of Policy 4111.4, “Plan for Minority Staff Recruitment” (Revision), *pages 26-28* (Encl.) Ms. Karen Kleine

ADJOURNMENT

* A 2/3 vote is required to go to executive session, to add a topic to the agenda of a regular meeting, or to start a new topic after 10:30 p.m. The meeting can also be viewed on Cablevision on channel 78; Frontier channel 6021 and by video stream @www.westportps.org

PUBLIC PARTICIPATION WELCOME USING THE FOLLOWING GUIDELINES:

- Public comment will be accepted via a Google doc and the comments will be read aloud at the meeting. A link will be provided on Monday, prior to the meeting.
- There will be no in-person public comment due to public health concerns.
- A maximum of 15 minutes will be provided for public comments.
- Comments on agenda items are limited to 1 minute each.

It is the policy of the Town of Westport that all Town-sponsored public meetings and events are accessible to people with disabilities. If you need assistance in participating in a meeting or event due to a disability as defined under the Americans with Disabilities Act, please contact Westport's ADA Coordinator at 203-341-1043 or eflug@westportct.gov at least three (3) business days prior to the scheduled meeting or event to request an accommodation.

WESTPORT BOARD OF EDUCATION

Board Members Present:

Candice Savin
Karen Kleine
Elaine Whitney
Jeannie Smith
Youn Su Chao
Lee Goldstein
Liz Heyer

Administrators Present:

Thomas Scarice
Anthony Buono
Michael Rizzo
Elio Longo
John Bayers

Superintendent of Schools
Asst. Superintendent, Teaching and Learning
Asst. Superintendent, Pupil Personnel Services
Chief Financial Officer
Director of Human Resources and General Admin.

PUBLIC CALL TO ORDER: 6:00 p.m., Held Remotely Via Zoom Pursuant to Executive Order 7B and 9H

EXECUTIVE SESSION: Board Consideration of Legal Counsel

Candice Savin moved at 6:00 p.m. to enter into executive session to discuss Board Consideration of Legal Counsel; seconded by Jeannie Smith and passed unanimously. All Board members participated. Thomas Scarice, Elio Longo and John Bayers joined the executive session at the invitation of the Board. The executive session adjourned at 6:55 p.m.

RESUME PUBLIC SESSION/PLEDGE OF ALLEGIANCE: 7:01 p.m.

ANNOUNCEMENTS FROM BOARD AND ADMINISTRATION

PUBLIC QUESTIONS/COMMENTS ON NON-AGENDA ITEMS

MINUTES: February 8 and 10, 2021

Elaine Whitney moved to approve the minutes of February 8 and 10, 2021; seconded by Jeannie Smith and passed unanimously.

DISCUSSION

Health Update and School Reopening Model Update

Search Institute Survey

Equity Study

2022-2023 School Year Calendar

Policy Committee Update and First Reading of Policy 4111.4, "Plan for Minority Staff Recruitment"

ADJOURNMENT: Jeannie Smith moved to adjourn at 9:47 p.m.; seconded by Liz Heyer and passed unanimously.

Respectfully submitted,

Elaine Whitney, Secretary, Board of Education
(minutes written by Lisa Marriott)



WESTPORT PUBLIC SCHOOLS

THOMAS SCARICE
Superintendent of Schools

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To: Westport Board of Education Members
From: Thomas Scarice, Superintendent of Schools
Re: March 1, 2021 Board of Education Meeting
Date: February 25, 2021

Provided below for Board consideration is an overview of the meeting agenda items for March 1,, 2021. As we have done for previous meetings, the meeting will be held remotely with public access through live streaming and public comments and questions submitted electronically.

Discussion

1. Health Update

Sue Levasseur will provide her regular health update on COVID-19 cases. The most critical information that will be shared Monday evening will be the progress made in designing our first vaccination clinic on March 3. We expect to hold clinics until each and every eligible member of the Westport Public School system is vaccinated in the month of March.

2. Teaching and Learning Update: High School Health/PE, Social and Emotional Learning

Health and PE are a natural fit for helping students develop social emotional learning competencies. In an effort to continue to highlight our teaching and learning efforts, Dr. Anthony Buono will present, along with K-12 Coordinator of Health and Physical Education Chris Wanner, and teachers CJ Shamas and Kelly Shamas, two specific high school courses with the social emotional learning competencies that have been embedded in the curriculum. This agenda item is informational only and in response to requests to continue to share the teaching and learning work of our schools.

3. Finance and Facilities Committee Update

The Finance and Facilities Committee will provide an update to the Board on their meeting Friday February 26 which includes a discussion on the capital project soft costs, as well a review of a written proposal I provided the committee illustrating the need for professional support for the Facilities Department to effectively implement the capital maintenance plan. A copy of this correspondence was provided to the entire Board on Wednesday February 24.

Discussion/Action

1. 2022-2023 School Year Calendar

Two draft 2022-2023 school calendar versions, shared with the WEA, WIAA and WEAP, are enclosed in the Board packet as an action item following the Board discussion at the February 23 meeting. Again, both draft versions are included in the Board packet and are identical with the exception of the placement of the professional development day in February.

2. Policy Committee Update and First Reading

Ms. Klein and Mr. Bayers will present the second reading of policy 4111.4, "Plan for Minority Staff Recruitment."



STAPLES HIGH SCHOOL Physical Education & Health Department

Chris Wanner, CJ Shamas, Kelly Shamas

01

RATIONALE

Chris Wanner

02

MINDSET & PERFORMANCE

CJ Shamas

03

WELLNESS

Kelly Shamas

04

QUESTIONS



Social Emotional Learning & Health/PE Standards

SEL Competencies

- Self Awareness (SA)
- Self Management (SM)
- Social Awareness (SoA)
- Relationship Skills (RS)
- Responsible Decision Making (DM)

Health Standards

- Content
- Analyze Influences (SA, SoA)
- Access Valid Health Information (SM)
- Interpersonal Communication (RS)
- Decision Making (DM)
- Goal Setting (DM/SM)
- Self Management (SM)
- Advocacy (SoA, DM)

PE Standards

- Skill Competency
- Concepts, Principles, Strategies (DM, SM)
- Health Enhancing level of PA and Fitness (SM, DM)
- Responsible personal and social behavior (SA, SA, SM, RS)
- Enjoyment, challenge, self expression, social interaction (SA, RS)



MINDSET & PERFORMANCE

In this course students develop a deeper understanding and an appreciation for self efficacy. Using a growth mindset as they actively develop the building blocks of self efficacy, students develop competence in a novel physical activity.

Mindset and Performance Outcomes

Mindset and Self Efficacy

- ★ Develop a growth mindset
- ★ Increase levels of self efficacy
- ★ Use growth mindset and building blocks of self efficacy to build physical performance skills

Performance

- ★ Practice individually identified progressions for success
- ★ Develop competence in novel physical activities

Self Efficacy Building Blocks & Mindset

Building Blocks

- ★ Performance Experiences
- ★ Vicarious Experiences
- ★ Social Persuasion
- ★ Imaginal Experience
- ★ Physical & Emotional States

Growth Mindset

- ★ Belief that abilities and intelligence are malleable

Learning Through Movement

Self Selected Challenge

- ★ Experiences and methods for experiencing success related to a new and challenging skill

Mindset & Physical Challenge

- ★ Learning from failure
- ★ Learning from the experience of others
- ★ Learning from feedback

Transferable Learning

Self Efficacy

- ★ Increase belief in self
- ★ Increase resilience
- ★ Viewing challenges as tasks to be mastered
- ★ Recover quickly from setbacks and disappointments

Mindset

- ★ Greater comfort taking personal risks
- ★ Higher motivation
- ★ Lower stress, anxiety and depression
- ★ Higher performance levels

"Failure is an opportunity to grow"

GROWTH MINDSET

"I can learn to do anything I want"

"Challenges help me to grow"

"My effort and attitude determine my abilities"

"Feedback is constructive"

"I am inspired by the success of others"

"I like to try new things"

"Failure is the limit of my abilities"

FIXED MINDSET

"I'm either good at it or I'm not"

"My abilities are unchanging"

"I don't like to be challenged"

"I can either do it, or I can't"

"My potential is predetermined"

"When I'm frustrated, I give up"

"Feedback and criticism are personal"

"I stick to what I know"



What Does Self Efficacy Mean to Students?



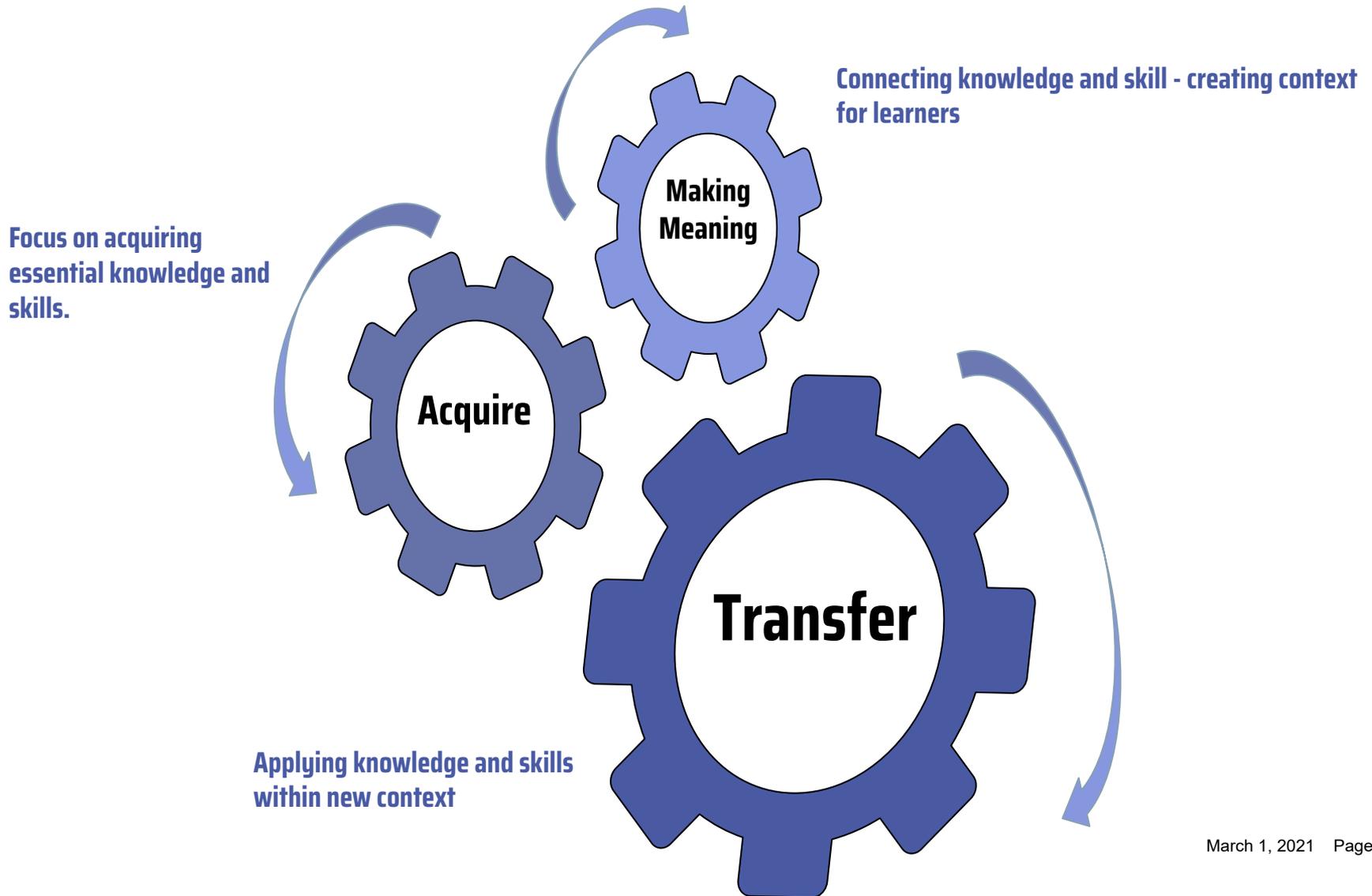


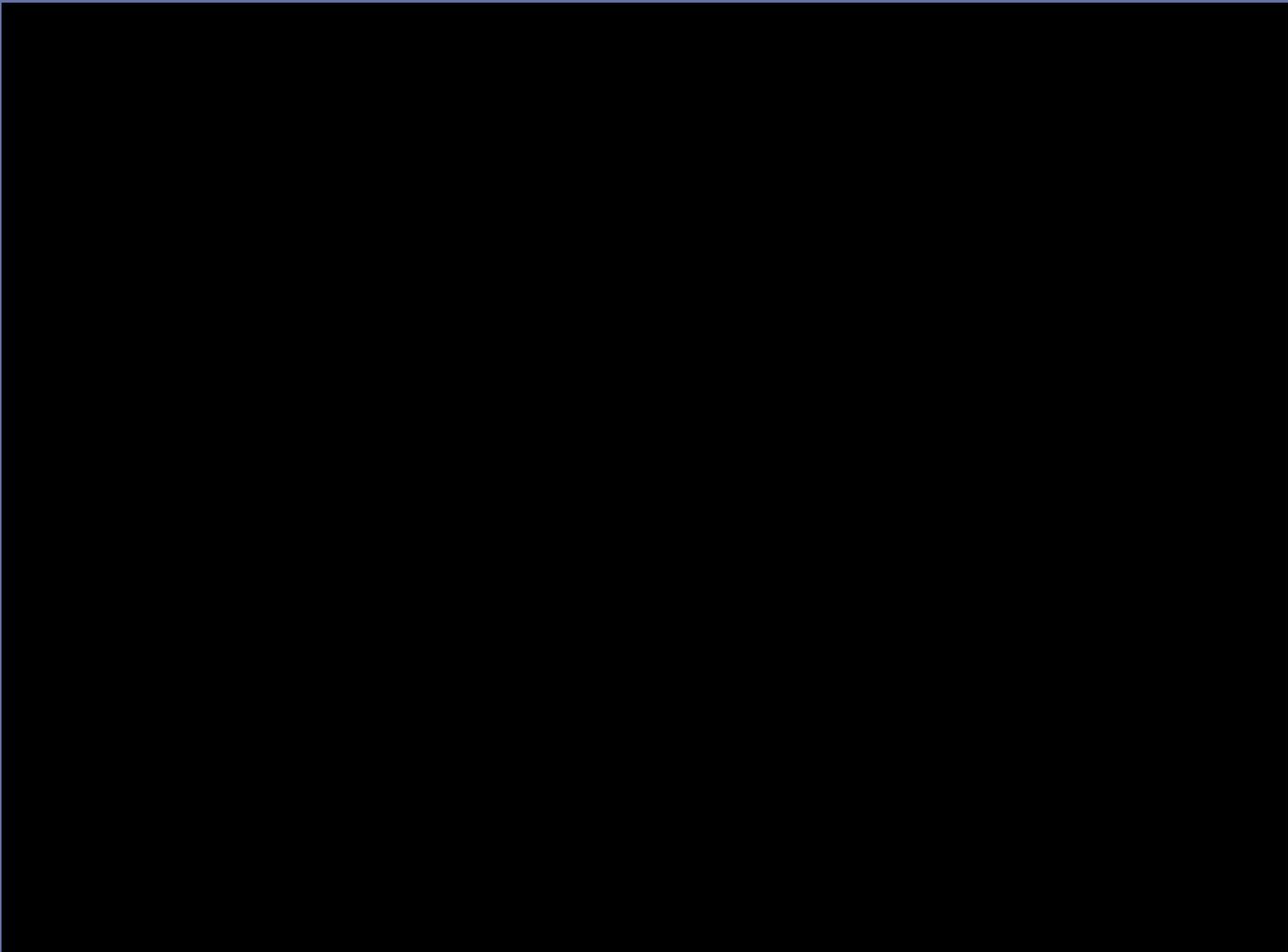
BUILDING BLOCKS TO SELF EFFICACY

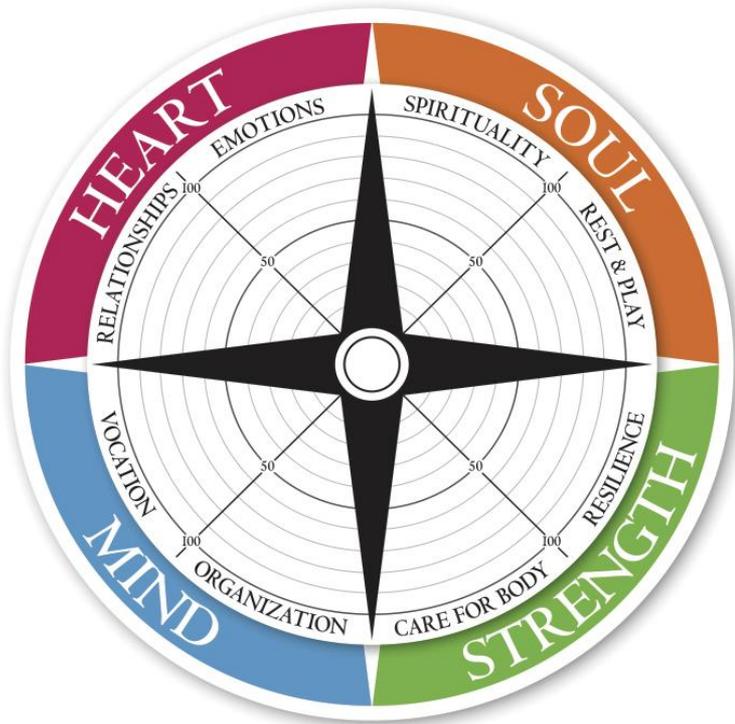




TEACHING FOR UNDERSTANDING







SOPHOMORE WELLNESS

In this course students evaluate their own health in each of the 8 dimensions of wellness, reflect on their current life habits in each, and practice newly introduced strategies to then to set personalized goals they believe are important in order to build a healthy life.



School & Work

- ★ SMART Goal
- ★ Time Management
- ★ Procrastination



Organization

- ★ Problem Solving
- ★ Helpful Habits
- ★ Quick Tips



Handling Emotions

- ★ “What would you do?
(Situation > Thoughts >
Feelings > Behavior)
- ★ Anxiety/Depression



Spirituality

- ★ Core Values
- ★ Personal Mission Statement
 - Padlet



Care for the Body

- ★ Escape Room
 - Nutrition
 - HIV/STI/BC
 - Body Confidence
 - Alcohol



Relationships

- ★ Guest Speaker - Rowan Center
- ★ Communication



Stress Resilience

- ★ Stress Management Reflection
- ★ Guided Meditations



Rest & Play

- ★ Sleep Hygiene
- ★ Recharge Activities

Spirituality Unit - Personal Mission Statements

and friends, and travel to new places whenever I want and to ultimately live everyday like it's my last.

♥ 1

3 comments

Living in the moment! That's really nice

Its great that you're looking forward. This will allow you to plan your actions now in order to provide this future life for yourself. Great thinking

This seems like a dream life right now, and I'm all for it!

Add comment

A [redacted] 1mo

Mission Statement

To be the best person I can be through ongoing self growth, but still staying true to myself and living authentically. To also show others that self-improvement can be achieved.

♥ 1

3 comments

The anonymous comment is mine, I'm not sure how to delete it now that I've signed in.

Add comment

[redacted] 1mo

Mission Statement

In life, I want to be the best person I can and not let anything hold me back. To cherish the time I have with family and friends. Also, to do things that not make me happy and use these experiences to help people find their purpose.

♥ 2

4 comments

I like the part at the end where you want to help other people through your own experiences and success!

I like how you seem to value yourself and other people equally. Thats probably pretty important in relationships

It's really great you want to aid others in finding THEIR purpose

S [redacted] 1mo

Mission Statement

To live a scholarly and ambitious life of kindness and contribution, inscribing my own name into history books.

♥ 1

4 comments

Profound!

I like how you want to give back and contribute to society in a positive and powerful way!

This is very interesting and I like how you used putting your own name into history books!

I love how your mission statement is a large goal and includes making a difference in the world.

Add comment

[redacted] 1mo

Mission statement

To be the best version of myself, helping others through their troubles while pushing through my own. I will strive to bring honor to myself and my family, while acting with

helping other people to do the same thing that you are working towards.

Add comment

[redacted] 1mo

Mission Statement

To live with purpose-- unabashedly pursuing what I want to achieve in life, while simultaneously reserving time for myself and others. To be satisfied with myself, my accomplishments, and my virtues.

♥ 1

3 comments

Love this [redacted] I think being specific in how we live life is so important because in the grand scheme of things we only get one life. I really admire your goal to live with purpose.

I like the syntax you used, and the idea of always being able to better yourself

Yes, self care is so important and being satisfying with your own progress is paramount

Add comment

live life with those intentions. Living life by doing what you enjoy makes it meaningful.

[redacted] 1mo

I like how you incorporate being comfortable with your life.

Add comment

[redacted] 1mo

To be patient and understanding with myself and others. To be everything I want other people to be.

♥ 1

3 comments

Patience is a virtue, being understanding of others will help you in the future with things like business. A lack of understanding in this world is one of our biggest problems

Trying to understanding others is very important

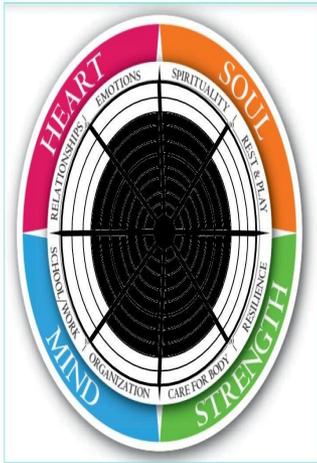
I like how you mentioned being patient cause it is an important skill

Add comment

[redacted] March 1, 2021 Page 18

To achieve being a simple and

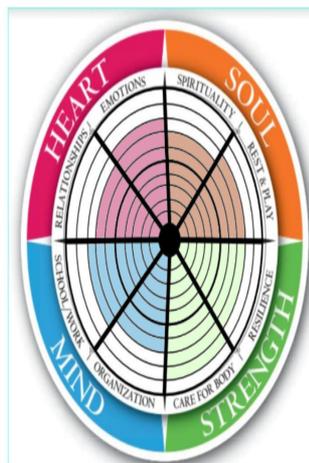
WELLNESS WHEEL REFLECTION



Each ring represents 10 points- outer ring = 100



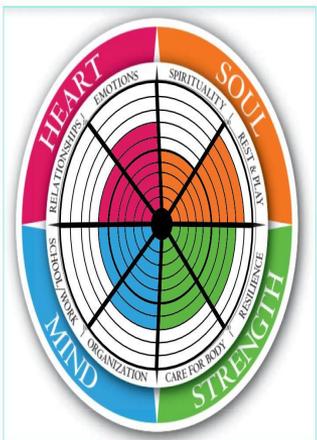
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Each ring represents 10 points- outer ring = 100



Each ring represents 10 points- outer ring = 100



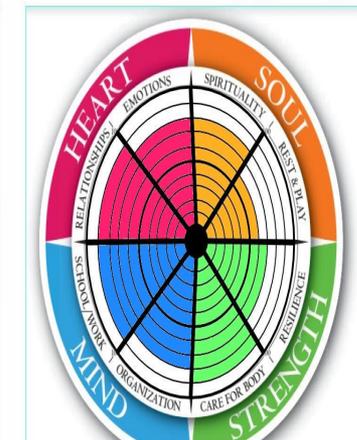
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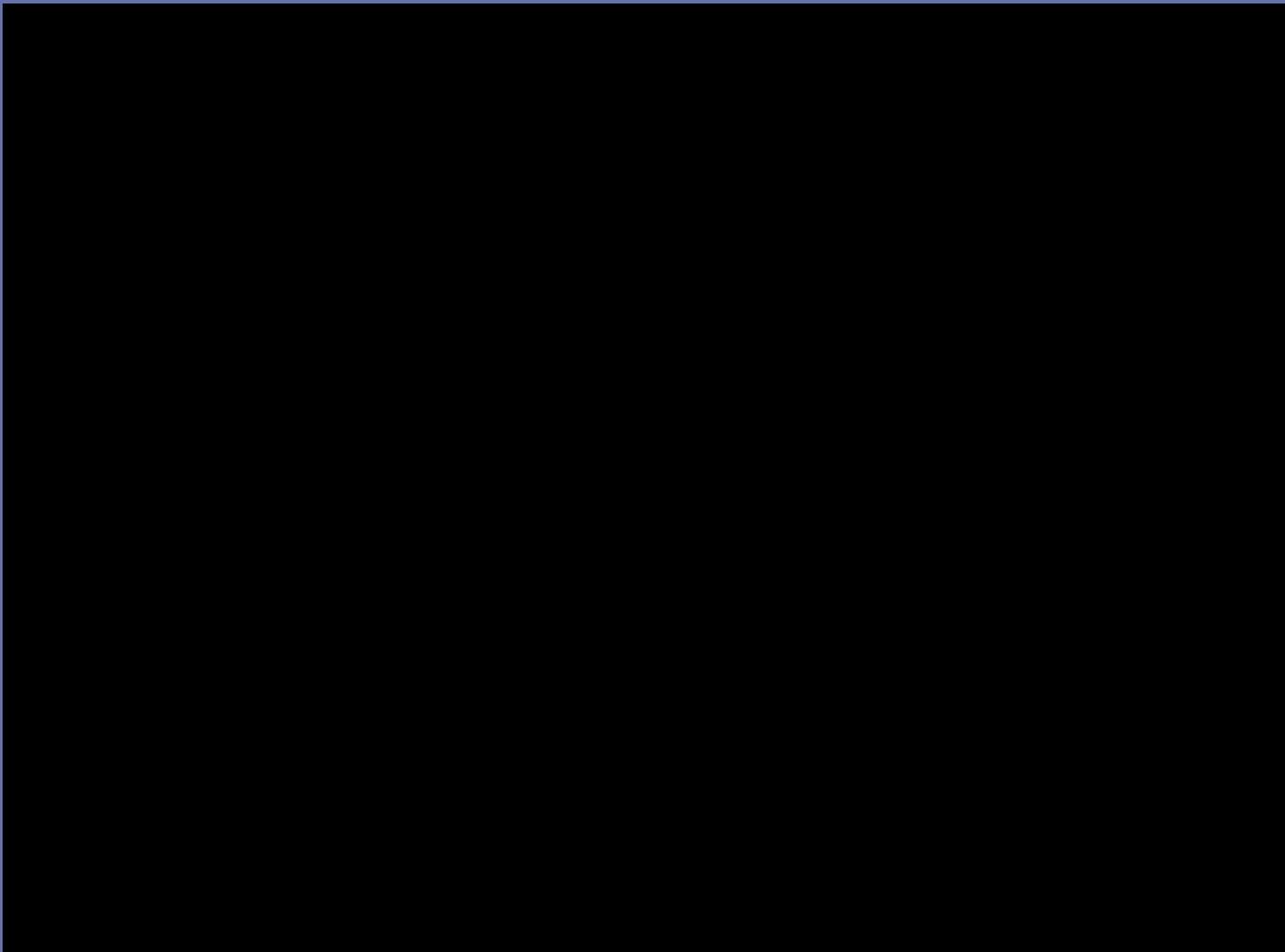


Each ring represents 10 points- outer ring = 100



Each ring represents 10 points- outer ring = 100







Thank You

Works Cited

- <https://www.screwtheninetofive.com/differences-between-growth-and-fixed-mindset/>
- https://transformingeducation.org/resources/self-efficacy-toolkit/?utm_term=0_99e6730d6b-9b426d32a6-225184785&utm_content=buffer1bd2c&utm_medium=social&utm_source=facebook.com&utm_campaign=buffer
- http://www.lewiscentral.org/departments/curriculum_instruction/curriculum_framework_and_standards/curriculum_design_process
- <https://www.verywellmind.com/what-is-self-efficacy-2795954>
- <https://www.marksdailyapple.com/self-efficacy-health-goals/>
- <https://osboncapital.com/do-you-have-the-four-money-mindsets/>



WESTPORT PUBLIC SCHOOLS

JOHN BAYERS

Director of Human Resources & General Administration

110 MYRTLE AVENUE
WESTPORT, CONNECTICUT 06880
TELEPHONE: (203) 341-1004
Fax: (203) 341-1024
JBAYERS@WESTPORTPS.ORG

To: Thomas Scarice, Superintendent

From: John Bayers, Director of Human Resources 

Subject: Draft Westport Public Schools 2022-2023 School Calendars

Date: February 17, 2021

A meeting was held with the co-presidents of the Westport Education Association (WEA) and the president of the Westport Intermediate Administrators Association (WIAA) to review a draft calendar for the 2022-2023 school year. The draft calendar was also shared with the president of the Westport Educational Association Paraprofessionals (WEAP).

Draft A was used to start discussions. All parties agreed that the calendar worked in practical terms, but questions arose about whether to place the professional development day tied to the February vacation on the Friday before or the Monday after. Draft A lists a professional development day for Friday February 17, 2023. Draft B places a professional development day on Monday February 27, 2023. Other than this difference in the placement of the February professional development day, the remainder of both calendars is identical.

The parties discussed Draft B as option because of the belief that the Monday after February vacation provides more opportunities for professional growth leading into the Spring. Teachers and administrators would be able to apply this new learning immediately to their work with students. It is believed that this approach better serves the needs of the District.

For historical context, the placement of the February professional development day on the Monday after vacation had been the practice in the district for many years. In fact, with a few exceptions, including a mid-year calendar adjustment during the year of Hurricane Sandy, the February professional development day occurred on the Monday after vacation until February 2016. Since that year, it has been placed on the Friday before February vacation with the exception of this past school year. (The district front loaded PD days to help with the transition to one middle school.)

We have provided the two drafts for the 2022-2023 school year to the Board of education for consideration, but the preferred option by both the administration and teachers is Draft B.



WESTPORT PUBLIC SCHOOLS 2022-2023 SCHOOL CALENDAR

DRAFT A

- School in Session
- Teacher Professional Development
- Snow Dates

KEY DATES

- Aug 25-26, 29** Professional Development
- Aug 30** First Day of School
- Sept 5** Labor Day
- Sept 26** Rosh Hashanah
- Oct 5** Yom Kippur
- Oct 12** Early Release/Professional Development
- Nov 8** Election Day – Professional Development
- Nov 23** Early Dismissal
- Nov 24-25** Thanksgiving Recess
- Dec 26-Dec 30** Winter Recess
- Jan 16** Martin Luther King Jr. Day
- Feb 20** Presidents’ Day
- Feb 17** Professional Development
- Feb 20-24** February Recess
- March 22** Early Release/Professional Development
- Apr 7** Good Friday
- April 7-14** Spring Recess
- May 29** Memorial Day
- June 14** Last Day of School/Graduation (Early Release)

Students: 182 days

Teachers: 188 days

There are 5 snow days built into the calendar. If there are no snow days students’ last day will be June 14. In the event that additional make-up days are needed, District schools will use, in the following order: Monday, April 10; Tuesday, April 11; Wednesday, April 12; Thursday, April 13; Friday, April 14.

July 2022						
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WESTPORT PUBLIC SCHOOLS 2022-2023 SCHOOL CALENDAR

DRAFT B

- School in Session
- Teacher Professional Development
- Snow Dates

KEY DATES

- Aug 25-26, 29** Professional Development
- Aug 30** First Day of School
- Sept 5** Labor Day
- Sept 26** Rosh Hashanah
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August 2022						
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October 2022						
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February 2023						
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March 2023						
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April 2023						
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May 2023						
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28	29	30	31			
June 2023						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

Personnel -- Certified/Non-Certified

Minority Recruitment Plan

Commitment Statement

~~A key goal of the Westport schools is to develop students who “believe in and value greater cooperation among different people and cultures in an increasingly interrelated world.” In pursuit of that goal, the Westport Public School System believes it is worthwhile to have a staff that is not only highly qualified, but also that reflects the diversity existing in our state and nation. Such diversity can provide students with learning opportunities and breadth of experience not otherwise accessible. This belief should be recognized in the recruitment, hiring, assignment and promotion, of all qualified personnel, both certified and non-certified. To that end, and in compliance with PA 98-252, we have developed the following minority recruitment plan.~~

The Board believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion. We believe it is worthwhile to have a staff that is not only highly qualified, but also that reflects the diversity of our state and nation. This belief should be recognized in the recruitment, hiring, assignment, and promotion of all qualified personnel, both certified and non-certified. 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:

Action Plan

~~All postings and advertising will continue to bear the statement: “Minorities are encouraged to apply.”~~

~~In addition to customary state, local and national media, recruitment advertising will be placed in media that are likely to be read by minority populations.~~

~~Recruitment material will continue to be sent to schools and colleges that are likely to have significant percentages of minority students. In addition, personal contacts will be established with the placement offices of these schools.~~

~~Recruitment flyers and brochures will be sent to the leadership of organizations in our area that are likely to have minority membership.~~

~~Through in person recruitment by administrators and managers, we will make known our active interest in diversity.~~

~~We will inform our staff, parents and members of the general community of our interest in diversity and ask them to assist in our recruitment efforts through personal contacts.~~

~~The district will participate in area minority recruitment fairs whenever possible.~~

~~All recruitment, interviewing, hiring and assignment procedures shall comply with all Board~~

~~policies and with state and federal non-discrimination regulations.~~

1. All recruiting sources will be informed in writing of the Board's non-discrimination 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 and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by the 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 review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

P-4111.3(b)
4211.3

~~Personnel---Certified/Non-Certified~~

~~Minority Recruitment Plan~~

~~Commitment Statement (continued)~~

Legal Reference: ~~Connecticut General Statutes~~

~~10-151 Employment of teachers. Notice and hearing on termination of contract.~~

~~10-153 Discrimination on account of marital status.~~

Connecticut General Statutes §10-4a (3)

Connecticut General Statutes §10-220 (a) Duties of Boards of Education. (as amended by PA 98-252)

Public Act 18-34, An Act Concerning Minority Teacher Recruitment and Retention

~~46a-60 Discriminatory employment practices prohibited.~~

Policy adopted: March 29, 1999
Revised:

WESTPORT PUBLIC SCHOOLS
Westport, Connecticut