Goodwin University
Magnet School System

Series 4000
Policy 4017
Personnel

INCREASING EDUCATOR DIVERSITY PLAN

In accordance with Sections 10-4a(3), 10-220(a), 10-156ee, and 10-156hh of the Connecticut General Statutes, the Goodwin University Magnet School System Board of Education (the "Board") has developed the following written plan for increasing educator diversity:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.

2. Each Board employee involved in hiring educators for the Goodwin University Magnet School System Board of Education(the "District") shall successfully complete the video training module relating to implicit bias and anti-bias in the hiring process, developed pursuant to Connecticut General Statutes § 10-156ee, prior to such employee's participation in the educator hiring process for the District.

3. The Board will develop contacts with local training and educational institutions, including those with highly diverse enrollments, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.

4. The Board will develop contacts with local community organizations, including diverse community organizations, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.

5. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to diverse individuals.

6. The Board will participate in local job fairs, including those that are sponsored by diverse community organizations or otherwise targeted toward diverse individuals.

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7. 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.

8. The Board will review on an annual basis the effectiveness of this plan in increasing diverse applicant flow and attracting qualified candidates for employment.

Legal References:

Connecticut General Statutes §10-4a (3)	Educational interests of state identified
Connecticut General Statutes §10-220(a)	Duties of boards of education
Connecticut General Statutes §10-156ee	Duties re minority teacher recruitment
Connecticut General Statutes §10-156hh	Completion of video training module re implicit bias and anti-bias in hiring process for certain school district employees

ADOPTED: 4.20.2023
REVISED: _____

9/27/2023

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