

## **Personnel -- Certified**

### **Increasing Educator Diversity**

The Marlborough Board of Education recognizes the importance of diversity among its educators. It is committed to ensuring effective strategies are implemented to recruit and retain a diverse pool of highly qualified and effective educators who reflect the demographics of our student population and those diverse communities extending beyond our schools' walls.

In accordance with Public Act 23-167, Section 10, the Board directs the Superintendent to develop and submit an Increasing Educator Diversity Plan (the Plan) to the Connecticut State Department of Education (CSDE) on or before March 15, 2024, and comply with all CSDE procedures related to the Public Act. Upon completion of the Plan and prior to its submission, the Board shall approve it. The day, month, and year on which the Plan receives Board approval is required to complete the application.

The Board recognizes the complexity of sustaining the critical efforts to increase educator diversity. To that end, the Board will work within its authority to support planning and implementation tasks, including but not limited to planning team responsibilities, administrator and staff training, recruitment efforts, and data collection.

The Board directs the Superintendent to draft regulations referencing resources available on CSDE's Talent Office Homepage.

(cf. 4111 – Recruitment and Selection)

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

Legal Reference: Connecticut General Statutes  
10-4a (3) Educational interests of state identified.  
10-151 Employment of teachers. Notice and hearing on termination of contract.  
10-153 Discrimination on account of marital status.  
10-220(a) Duties of Boards of Education. (as amended by PA 18-34)  
46a-60 Discriminatory employment practices prohibited.  
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.  
PA 21-2 June Special Session, Sections 378 & 379.  
PA 23-27 An Act Concerning Transparency in Education, Section 10

Policy adopted: August 24, 2000  
Policy revised: December 20, 2018  
Policy revised: April 23, 2020  
Policy revised: May 23, 2024

MARLBOROUGH PUBLIC SCHOOLS  
Marlborough, Connecticut

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The materials provided by the CSDE will assist districts in developing comprehensive and sustainable plans to support efforts for diversifying their educator workforce. The following suggestions are referenced in detail in these documents and are meant to provide a broad overview:

1. Convene a team passionate about this work, bringing diverse backgrounds and experiences, having the credibility to lead this work, and devote the time necessary to engage in preplanning and planning activities.
2. Utilize CSDE resources, such as EdSight, to examine your district's data and demographics.
3. Utilize the Toolkit to create an action plan.
4. Utilize the Toolkit to assist your team in creating a Shared Vision, a Theory of Action, SMART Goals, and a Problem Statement and performing a Root Cause Analysis. These tasks and their desirable outcomes are clearly explained and will assist your team's plan development.
5. Use the coaching webinars for training purposes to build your team's capacity to lead this work.
6. While your team's functionality is critical for sustaining your district's efforts up to and beyond the plan submission stage, having one person in the district responsible for recruiting and prioritizing diversity hiring is also identified as a key to reaching your goals.
7. In addition to approving the Plan, the Board's support is critical in ensuring it provides the resources necessary for the plan's development, communicates the plan's importance to the community, and provides time in its meetings for updates.