

## **Personnel -- Certified**

### **Minority Teacher Recruitment**

The Waterford Board of Education realizes the importance of providing students with opportunities to interact with students and staff from different racial, ethnic, and economic backgrounds. The Waterford Board of Education supports programs which provide integrated learning experiences for our students, such as the Regional Multicultural Magnet School, Summer/Saturday regional academies, and the Waterford-New London school partnership. Included in the district's efforts in this regard is the active recruitment of minority teachers. The district will continue to recruit, hire, and retain minority staff as important steps in the district's overall commitment to attract and hire the most qualified people to provide the best possible educational experiences and learning opportunities for all students.

The following actions will be implemented with regard to minority teacher recruitment:

#### **Recruitment**

1. Attend Minority Teacher Recruitment Fairs.
2. Utilize the Capitol Region Education Council (CREC) website and applications made available by the CREC Minority Teacher Recruitment Program.
3. Identify and use programs/websites of various colleges and universities known to have high percentages of minority students.
4. Expand and utilize pool of nontraditional advertising sources such as the internet, minority publications, media, and organizations.
5. Identify and encourage potential teacher candidates from among the current minority student population and other employee groups.
6. Actively seek changes to the state certification/retirement provisions to enhance out-of-state recruitment.

#### **Hiring**

1. Where possible, include minority teachers in visits to teacher recruitment fairs.
2. Review district hiring/interviewing procedures and ensure racial and cultural sensitivity.

#### **Retention**

1. Provide an orientation program and support network for all minority teachers.
2. Schedule periodic meetings throughout the year for all first year teachers.

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### Minority Teacher Recruitment (continued)

Legal Reference: Connecticut General Statutes

PA 98-252, section 13. Requirement for Boards of Education to adopt a minority teacher recruitment plan.

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

10-153 Discrimination on account of marital status.

10-220 Duties of Boards of Education. (as amended by PA 98-252)

46a-60 Discriminatory employment practices prohibited.

Policy adopted: April 15, 2004

WATERFORD PUBLIC SCHOOLS  
Waterford, Connecticut