



Minority Teacher Recruitment Policy

The Stratford school system recognizes that fundamental to a quality education is the need to provide students with an opportunity to interact with students and staff from different racial, ethnic, and economic backgrounds. To that end, the Stratford school system developed and will implement a plan for minority teacher recruitment. The Board, or their designee, will review the Diversity and Inclusion Plan on a biannual basis to ensure the effectiveness of this plan in increasing administrators, teachers, and staff of color.

Goal 1: Diversity-Recruit diverse and culturally competent administrators, teachers and staff.

- **Subgoal 1.1: Update the Minority Teacher Recruitment Policy as necessary.**
- **Subgoal 1.2: Develop and maintain an affirmative hiring process for all hiring departments to meet the district wide goal of culturally competent administrators, teachers and staff.**
- **Subgoal 1.3: Develop and maintain district-wide interview committees.**
- **Subgoal 1.4: Develop and maintain long-term recruitment plan and promotional tools to attract diverse and culturally competent candidates**
- **Subgoal 1.5: Develop and support “Grow Your Own” opportunities for Students and non-certified staff.**

Goal 2: Inclusion- Retain diverse and culturally competent administrators, faculty and staff.

- **Subgoal 2.1: Develop and maintain mentoring programs to support new teachers.**
- **Subgoal 2.2: Professional development and support of Administrators for retention of diverse teachers.**

Legal Reference:

C.G.S. 10-220 Duties of Board of education (as amended by PA 98-252).

C.G.S. 46a-60 Discriminatory employment practices prohibited.

Title VII, Civil Rights Act 42 U.S.C. 2000e, et seq.

Public Act 16-41, An Act Concerning the Recommendations of the Minority Teacher Recruitment Task Force.

Public Act 18-34: An act concerning minority teacher recruitment and retention