

PLAINFIELD PUBLIC SCHOOLS MINORITY TEACHER RECRUITMENT PLAN

The Plainfield Board of Education realizes the importance of providing students with opportunities to interact with students and staff from different racial, ethnic, and economic backgrounds. Furthermore, the Board of Education supports programs that provide integrated learning experiences for our students. 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 to the extent possible with regard to minority recruitment:

Recruitment

- Advertise in newspapers from communities with a high minority population.
- Utilize the Capitol Region Education Council (CREC) resources and applications made available by the CREC Minority Teacher Recruitment Program.
- CTREAP – Internet site available nationwide
 - School Spring – National Educational Internet Site

Hiring

- Review district hiring/interviewing procedures and ensure racial and cultural sensitivity.

Retention

- Provide an orientation program and support network for all teachers including minorities.
- Schedule periodic meetings throughout the year for all first year teachers.

Legal Reference: Connecticut General Statutes

10-220(a) Duties of Boards of Education (requirement for boards of education to adopt a minority teacher recruitment plan)

Revised: 06/08/2011

Reaffirm: 03/13/13