

## **Personnel -- Certified/Non-Certified**

### **Recruitment and Selection**

The Board desires the Superintendent to develop and maintain a recruitment program designed to attract and hold the best possible personnel in the district's schools.

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The administration shall be responsible for establishing recruitment, selection and appointment procedures.

### **Minority Teacher Recruitment**

The Board acknowledges that the educational interests of the state include providing students with opportunities to interact with students and staff from different racial, ethnic, and economic backgrounds in order to reduce racial, ethnic and economic isolation. 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 educators 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 Superintendent of Schools shall develop, implement and periodically revise a written plan for minority educator recruitment.

Legal Reference:        Connecticut General Statutes  
                              10-4a Educational interests of the state identified  
                              10-220 Duties of boards of education

Policy adopted:        December 9, 2003  
Policy revised:        June 14, 2011  
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NEW MILFORD PUBLIC SCHOOLS  
New Milford, Connecticut