

Minority Recruiting

Statement

The Torrington Board of Education recognizes that the increasing diversity of individuals and cultures is a growing characteristic of our state and nation which should have a significant bearing on the activities of the school district. Further, the State of Connecticut has determined that the educational interests of the state require efforts by each school district to provide educational opportunities for its students to interact with teachers from other racial, ethnic, and economic backgrounds in order to reduce racial, ethnic, and economic isolation.

To this end, the Board of Education believes that the importance of diversity of individuals and cultures should be recognized in the recruitment and assignment of personnel to help promote an intellectually and culturally dynamic environment that enables all students to gain an increased awareness and appreciation of a diverse world in which all are connected.

Accordingly, the Superintendent of Schools shall develop and maintain a written plan for minority staff recruitment, as approved by the board, and shall report to the board annually on implementation of the plan. Consistent with the board's policies on affirmative action (Policy No. 4002) and professional staff recruiting (Policy No. 4061), said plan for minority staff recruitment shall provide for an energetic effort to attract talented minority educators and other minority personnel to serve in available positions within the Torrington schools, with the long range goal of achieving staffing of the school district and of each school which is broadly representative of the populations of the regional and state communities of which Torrington is a part.

Legal References: Connecticut General Statutes

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-68 1-29 Discriminatory employment practices prohibited.

Cross References:

4002 Affirmative Action

4003 Affirmative Action Plan

4061 Professional Staff Recruiting