



## **PLAN FOR MINORITY EDUCATOR RECRUITMENT**

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Torrington Board of Education (the Board) has developed the following written plan for minority educator recruitment:

1. All recruiting sources will be informed in writing of the Board's non-discrimination policy.
2. The Board will develop contacts with local training and educational institutions, including those with high minority enrollments, to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
3. The Board will develop contacts with local minority community organizations to publicize job openings within the school district and to solicit referrals of qualified minority candidates.
4. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
5. The Board will participate in local job fairs, including those that are sponsored by the minority community organizations or otherwise targeted toward minorities.
6. The Board, or its designee, will maintain records documenting all actions taken pursuant to this plan, including correspondence with recruitment agencies and other referral sources, job fair brochures and advertising copy.
7. The Board will review on an annual basis the effectiveness of this plan in increasing minority applicant flow and attracting qualified candidates for employment.

### **Legal References:**

Connecticut General Statutes §10-4a (3)  
Connecticut General Statutes §10-220(a)  
Public Act 18-34, An Act Concerning Minority Teacher Recruitment and Retention.

Policy 4062: Adopted August 8, 1999; Revised November 17, 2010. Revised and Approved February 26, 2020.