

BLOOMFIELD PUBLIC SCHOOLS
Bloomfield, Connecticut

BOARD POLICY

No. 4111.3
4211.3

**RE: Effective Staff Recruitment and Retention
 Personnel**

Adopted: Summer 2000

Revised: 5/13/2014

Approved: 10/6/2015

The Bloomfield Board of Education believes that a skillful and diverse staff contributes significantly to high quality, engaging learning environments, predicated on a climate of inclusion. To this end, the Bloomfield Board of Education directs the superintendent to enact a planning process for the recruitment of a diverse staff. Furthermore, the superintendent is directed to enact deliberate retention strategies that differentiate educator support and span the full continuum of educator effectiveness.

In accordance with Sections 10-4a(3) and Section 10-220(a) of the Connecticut General Statutes, the Board of Education has developed the following written plan for a racially and ethnically diverse staff recruitment and retention:

1. All recruiting sources will be informed in writing of the Board's nondiscrimination policy.
2. The Board will develop contacts with local training and educational institutions, to publicize job openings within the school district and to solicit referrals of racially and ethnically diverse candidates.
3. The Board will develop contacts with local community organizations to publicize job openings within the school district and to solicit referrals of qualified candidates.
4. The Board will expand its help-wanted advertising to include print and/or broadcast media that is targeted to diverse applicants.
5. The Board will participate in local job fairs, including those that are sponsored by community organizations that embrace and celebrate diversity.
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 annually review the effectiveness of this plan in increasing a racially and ethnically diverse pool of applicants and attracting candidates for employment.
8. The Board will annually review the strategies employed to retain highly qualified, racially and ethnically diverse staff.

Legal References:

Connecticut General Statutes §10-4a (3)
Connecticut General Statutes §10-220(a)