

Integrated Day Charter School
Governing Board



Policy Series: 4000
Policy Number: 4180/4280

Plan for Minority Staff Recruitment

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

1. All recruiting sources will be informed in writing of the Governing Board's non-discrimination policy.
2. The Governing Board, or its designee, 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 Governing Board, or its designee, 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 Governing Board, or its designee, will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to minorities.
5. The Governing Board, or its designee, will participate in local job fairs, including those that are sponsored by the minority community organizations or otherwise targeted toward minorities.
6. The Governing 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 Governing 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)

Board approval date: Nov 10, 2010