



**Series 4000  
Personnel**

**Policy 4314**

**Increasing Educator Diversity Plan**

In accordance with Sections 10-4a(3), 10-220(a), 10-156ee, , and 10-156hh of the Connecticut General Statutes, the Clinton Board of Education (the “Board”) has developed the following written plan for increasing educator diversity:

1. All recruiting sources will be informed in writing of the Board’s non-discrimination policy.
2. Each Board employee involved in hiring educators for the Clinton Public Schools (the “District”) shall successfully complete the video training module relating to implicit bias and anti-bias in the hiring process, developed pursuant to Connecticut General Statutes § 10-156ee, prior to such employee’s participation in the educator hiring process for the District.
3. The Board will develop contacts with local training and educational institutions, including those with highly diverse enrollments, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.
4. The Board will develop contacts with local community organizations, including diverse community organizations, to publicize job openings within the District and to solicit referrals of diverse and qualified candidates.
5. The Board will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to diverse individuals.
6. The Board will participate in local job fairs, including those that are sponsored by diverse community organizations or otherwise targeted toward diverse individuals.
7. 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.
8. The Board will review on an annual basis the effectiveness of this plan in increasing diverse applicant flow and attracting qualified candidates for employment.

Legal Reference: Conn. Gen. Stat. § 10-4a(3)  
Conn. Gen. Stat. § 10-220(a)  
Conn. Gen. Stat. §10-156ee  
Conn. Gen. Stat. §10-156hh

Policy adopted: May 18, 1992  
Policy revised: March 18, 2002  
Policy revised: October 17, 2005  
Policy revised: July 20, 2020  
Policy revised: February 5, 2024