

Personnel

Increasing Educator Diversity Plan

The Andover Board of Education (“the Board”) recognizes the importance of diversity among its educators. It is committed to ensuring that effective strategies are implemented to recruit and retain a diverse pool of highly-qualified and effective educators who reflect the demographics of our student population and those diverse communities extending beyond our school’s walls.

In accordance with Public Act 23-167, Section 10, the Board directs the Superintendent to develop and submit an Increasing Educator Diversity (“IED”) Plan to the Connecticut State Department of Education (“CSDE”) before March 15, 2024, and to comply with all CSDE procedures related to the Public Act. Upon completion of the IED Plan, the Board will consider it at a regular BOE meeting as required by the application submission criteria.

In accordance with Sections 10-4a(3), 10-220(a), and 10-156ee of the Connecticut General Statutes, the Board has approved 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 employee of the Andover Public Schools (“the District”) involved in hiring educators for the District shall successfully complete the video training module relating to implicit bias and anti-bias in the hiring process, which was developed pursuant to Section 10-156hh of the Connecticut General Statutes, prior to such employee’s participation in the educator hiring process for the District.
3. The Superintendent 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 Superintendent 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 District will maintain, or expand, as appropriate, its help-wanted advertising to include print and/or broadcast media that is targeted to diverse individuals. The District will also maintain resources for all District employees regarding diversity in hiring practices.
6. The Superintendent, or designee, will maintain records documenting all actions taken pursuant to the IED 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 the IED Plan in increasing diverse applicant flow and attracting qualified candidates for employment and their retention.

Legal References: Connecticut General Statutes §10-4a(3) Educational interests of state identified.

Connecticut General Statutes §10-220(a) Duties of boards of education.

Connecticut General Statutes §10-156ee Duties re minority teacher recruitment.

Connecticut General Statutes §10-156hh Completion of video training module re implicit bias and anti-bias in hiring process for certain school district employees.