



PERSONNEL - CERTIFIED/NON-CERTIFIED

4111.3

Recruitment and Selection

The Montville Board of Education recognizes the heterogeneity of the people who live in the school district, state, nation, and world. The Montville Board of Education believes that this characteristic should have an important bearing on all aspects of the school district's activities.

The Montville Board of Education believes it is especially important that this heterogeneity of population be recognized in the recruitment and assignment of personnel.

To this end, the Montville Board of Education shall develop and implement a written plan for minority staff recruitment. The administration is directed to make a serious effort to see that the recruitment of the district produce a total staff representative of the total population of the district and that the assignment procedures of the district bring to each school staff members representative of the population represented by the student membership in each local school.

The Montville Board of Education recognizes the value of diversity among role models for all students and directs the superintendent and his or her designees to actively, creatively, and successfully recruit a diverse group of employees who meet rigorous standards expected for employment in the Montville Public Schools.

The schools shall engage in fair and sound personnel practices in the appointment of all district employees. The superintendent shall be responsible for establishing recruitment, selection, and appointment procedures.

Policy Adopted: 11/17/98
Revised: 02/23/16
Revised: 03/19/19