**Minority Recruitment Policy**

The Board of Education recognizes the diversity of the people who live in the northeast region and believes that this diversity should have an important bearing on all aspects of the school system’s activities.

The Board of Education believes it is important that this diversity of population be recognized in the recruitment, hiring, promotion, and assignment of personnel.

The Board of Education will actively seek minority applicants for all open positions in the district.

For the purposes of the Board’s Minority Recruitment Policy and Plan, the term “minorities” shall mean African American, Native American, Asian American, Hispanic, and individuals with disabilities.

The Superintendent of Schools shall be responsible for developing specific recruiting procedures and appropriate interviewing and evaluation instruments to implement the Board’s policy. All such procedures and instruments shall comply with federal and state requirements.

Any Board employee who conducts interviews or selects professional and paraprofessional employees for any job in the Woodstock Public School System will have read and had the Board of Education Minority Recruitment Policy and Plan explained to them by the Superintendent of Schools or his/her designee.

The Board shall make appropriate efforts to encourage, recruit, employ, and promote qualified minorities and women where under-utilized in the district’s work force.

Every level of supervision shall be held responsible for complying with this policy and plan.

Adopted: 12 August 1999