



Minority Teacher Recruitment

January 4, 2016

Raising the Bar is Taking us Far

Bloomfield Public Schools

Vision

The Bloomfield Public Schools will be a high-performing district with a positive climate of inclusion, an expectation of competitive academic achievement and a culture of meaningful family and community engagement.

Theory of Action

The Bloomfield Public Schools will successfully implement a comprehensive and collaborative accountability system characterized by data-supported planning and decision-making practices at every level, leading to strengthened adult work throughout the district. As a result, learning for all students substantially improves, and is sustained over time.

MINORITY TEACHER RECRUITMENT STRATEGIES

- Shore up partnerships with Historically Black Colleges and Universities (HBCU).
- Post in a variety of publications and websites, particularly minority publications.
- Network and spread the word, “you are welcome in Bloomfield”. We spend time talking with candidates from nontraditional career paths that have something to offer the students in Bloomfield. In addition, we offer to assist with certification.
- Connect with colleges and ask about suitable candidates, specifically from underrepresented groups.
- Look for potential, not just achievement.
- Consider “special qualities in candidates”, for example a role model, mentor or unique experiences. Give underrepresented groups a “second look”.

