

File: GBAA - DIVERSITY

1. It is the goal of the Monson Public Schools to achieve significant representation of members of various racial and cultural groups and other under-represented groups at all levels of employment. This policy mandates proactive measures to recruit, employ and promote members of all under-represented groups.
2. In assessing candidates, it is the policy of the Monson Public Schools to hire the best candidates available by taking into consideration a range of factors including, but not limited, to education, credentials, linguistic skills, employment experience, life experience, as well as the fact that members of minorities and other under-represented groups bring diversity to the school system. This policy does not mandate or approve of the adopting of hiring quotas.
3. The Superintendent of Schools shall have overall responsibility for the implementation of this policy. The Superintendent shall submit an annual report to the School Committee in November of each year detailing steps taken and progress achieved in implementing this policy. The report shall include data disclosing statistical information pertinent to measuring diversity as it relates to each category of staff within the district.

Monson School Committee
Approved-January 6, 2021

Report re Implementation of Policy GBAA

Potential candidates were recruited via :

- SchoolSpring
- Indeed
- Social Media
- Employment Agencies
- Teachers' Lounge - *The Teachers' Lounge seeks to drive unprecedented student outcomes by greatly diversifying the people, thoughts, and actions of the educational workforce in the Greater Boston Area and beyond. The Teachers' Lounge serves as a space for educators of color, and friends, to convene monthly to learn about opportunities available to them.*

New Employees Hired after July 1, 2021: 30

Race:

Asian - 1 (Unit C)

Black - 2 (1 summer) (Unit C and Nurse)

White - 27

Current District Employees:

Asian - 1 (Unit C)

Black - 1 (Unit C)

Hispanic - 2 (Unit A and Unit E)

Pacific Islander - 1 (Unit A)

Unit A: 97

Unit B: 3

Unit C: 43

Unit D: 6

Unit E: 17