

**RECRUITING AND HIRING OF ADMINISTRATIVE STAFF**

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The Bangor School Department, values equitable and diverse practices through thought and action. Embedded within the School Department’s mission to inspire excellence as learners and people, the School Committee understands diversity as the School Department’s strength and a critical component to education and community building. Through its employment policies, the Bangor School Committee shall attempt to attract, employ and retain the highest qualified personnel for all administrative positions. To foster the innovation, creativity and diversity of thought that accompanies a staff of diverse lived experience, the Bangor School Department not only adheres to a strict nondiscrimination policy in accordance with Policy AC, Nondiscrimination and Affirmative Action, but seeks to take proactive measure to continually promote a culture of equity and belonging reflected in staff and student body alike.

The School Committee affirms its commitment to the strict prohibition of discrimination in employment on the basis of race, color, national origin, ancestry religion, sex, sexual orientation, gender expression, gender identity, age, physical or mental disability, familial status, or genetic information, and to the principle of affirmative action to obtain wide and representative candidate pools.

In accordance with 20A MRSA, SEC. 1001.13, the Superintendent shall prepare a procedure designed to ensure nondiscriminatory practice in recruitment and hiring for all positions requiring administrator certification, as well as to result in selection of the most qualified candidates. This procedure is defined in Regulation GCCA and shall be reviewed periodically.

Moreover, upon each occasion of administrative vacancy, the Superintendent shall review the procedure and make appropriate adaptations as may be warranted by special circumstances. In the case of a vacancy in the superintendency, the School Committee shall review the procedure, adapting as appropriate.

In accordance with 20A MRSA, SEC. 4502-4-A, the unit's Affirmative Action Plan shall include: a description of the status of the unit's non-discriminatory administrator hiring practice; plans for in-service training programs surrounding equitable and inclusive hiring practices for teachers, administrators and the School Committee. This training program will feature topics including equity, antiracism, addressing inequities of protected classes, educational leadership of historically underrepresented populations, and remediating unconscious/implicit bias in hiring practices.

ADOPTED: February 3, 1992

REVISED: January 26, 2022

