
PROFESSIONAL STAFF HIRING

The Bangor School Department values equitable and diverse practices through thought and action. Embedded within the Bangor School Department's mission to inspire excellence as learners and people, the Bangor School Committee understands diversity as the Bangor 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 professional positions. To foster the innovation, creativity, and diversity of thought that accompanies a staff of diverse lived experience. The selection program shall be based upon an alertness to candidates who will devote themselves to the education and welfare of the children attending our public schools.

It is the responsibility of the Superintendent and of persons to whom he/she/they* delegates this responsibility to determine the personnel needs of the school system and to locate suitable candidates from a wide breadth of lived experiences to recommend to the Bangor School Committee for employment. Through effective administrative procedures, the Superintendent shall recruit and recommend to the Bangor School Committee the employment and retention of personnel who are motivated to do their best work and to be creative from their own inner resources. As part of this recruitment process, the Bangor School Department welcomes all applicants to apply. In addition to a firm nondiscrimination policy, the Bangor School Department welcomes qualified candidates from diverse, underrepresented, and/or historically marginalized populations to enrich the Bangor School Department community. As a learning community committed to evidence-based practices, the Bangor School Department shall make every effort to ensure underrepresented and diverse staff have opportunities to meaningfully share their perspectives and shape our community as they are interested and it is within the purview of their position.

Committed to the goals advanced by Every Student Succeeds Act (ESSA), the Bangor School Department remains invested in employing teachers who have satisfied the requirements of certification, are highly qualified, and who, in addition, have demonstrated other criteria and requirements deemed necessary for employment as a teacher in Bangor.

It shall be the duty of the Superintendent to see that persons nominated for employment in the schools shall meet all certification requirements and the requirements of the Bangor School Committee for the type of position for which the nomination is made.

The following guidelines shall be used in the selection of personnel:

- A. There shall be no illegal discrimination in the hiring process. Further, it is the policy of the Bangor School Department to provide equal access for employment and from a wide field of diverse applicants in compliance with Policy AC, the Bangor School Department's Nondiscrimination and Affirmative Action Policy.
- B. Interviewing and selection procedures shall assure that an administrator has the opportunity to aid in the selection of any staff member who will work under his/her/their supervision.
- C. No candidate shall be hired without a personal interview.



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- D. All candidates shall be considered on the basis of their merits, qualifications, and the needs of the unit. In each instance, the Superintendent and others playing a role in the selection shall seek to hire the best qualified person for the job.
 - E. While the Bangor School Committee may accept or reject a nomination, an approval shall be valid only if made with the recommendation of the Superintendent. In the case of a rejection, it is the duty of the Superintendent to make another nomination.
 - F. Whenever possible, a search committee will include staff of diverse lived experiences, identities, and perspectives to contribute within recruitment and interview processes. These individuals will provide feedback to the Superintendent and Bangor School Committee as appropriate.
 - G. Finally, in collaboration with the Bangor School Department's Title IX and Affirmative Action Coordinator, search committees will be trained surrounding inclusive hiring and policy-adherent practices, including addressing and remediating the impacts of unconscious bias.

Legal Reference: 20-A MRSA § 13201 et seq.

Cross Reference: AC - Nondiscrimination and Affirmative Action

ADOPTED: July 30, 2014
REVIEWED: March 28, 2023
REVISED: July 12, 2023

* *"They, them, their" will be utilized herein to reflect all personal pronouns for the referenced individual or parties.*

