

 <p>SEATTLE PUBLIC SCHOOLS</p>	<p>HIRING FOR DIVERSITY AND QUALITY</p>	<p>F01.00 Adopted 4/19/06 Page 1 of 1</p>
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## POLICY

It is the belief of the Seattle School Board that the characteristics of the Seattle Public Schools workforce should closely mirror that of the diverse students and families who are served in our schools. A diverse workforce can help create a rich learning environment, fully develop a culture of inclusion, and increase opportunities for positive role models and mentors for the diverse students and families served in our schools.

In order to achieve the goal of increasing the representation of minority and multilingual staff members in the workforce, especially in certificated personnel, to the extent allowed by law, the District will make aggressive efforts to recruit, hire and retain a qualified minority and multilingual workforce. The Superintendent is directed to employ a variety of short- and long-term strategies to achieve this goal. These strategies may include early recruitment, teacher preparation, targeted recruitment, and relocation incentives. Additionally, as permissible by law, recruitment and hiring strategies targeted to minority and multilingual teachers shall be an integral part of the District's, and each school's, long term strategic plans.