

DRAFT

Code:
Adopted:

**Parkrose School District
Equity Policy: Recruiting, Hiring and Retaining Employees**

(This policy will be given letters that are near our Hiring policies under the G Section of Policy and will eventually develop into a Hiring for Equity Handbook.)

The Parkrose School District believes that cultural and ethnic diversity is a strength for our community. We value Equity as a top school district commitment.

Equity ensures that all students have an opportunity to reach the “American Dream”. It closes the achievement gap and supports our district vision: “All students read and think critically at high levels, graduating college and career ready”.

We believe that it is our moral obligation to empower the Parkrose Community by embracing, accepting and reflecting our diverse cultures, which includes hiring a work force that is as diverse as the students and families that live in Parkrose.

Finally, we believe that Parkrose School District has the obligation to use its power in order to change society as a whole beginning with the people that live and work in Parkrose. To that end, we will create, implement and hold the district accountable for hiring a work force that is as equally diverse as the students it serves.

The Superintendent will create Administrative Rules to accompany this policy in order to implement this policy successfully. Promising Practices will be investigated and implemented including the development of a “grow your own” program of employment and a Hiring for Equity Employment Handbook by May 2016.