

Parkrose School District 3

Code: GE
Adopted: 6.22.15
Revised: 6.26.17

Equity Policy: Recruiting, Hiring and Retaining Employees

The Parkrose School District believes that racial, cultural, linguistic, ethnic, and gender diversity is a strength for our community. We value diversity, equity and inclusion as top school district commitments.

Equity ensures that all students have an opportunity to reach their fullest potential. While closing the achievement gap and supporting 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 accepting, embracing and reflecting our diverse cultures, which includes hiring a work force that is as diverse as the students and families that live in Parkrose. Our District must intentionally commit to recruiting, hiring and promoting a diverse staff.

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, and implement policies that hold the district accountable for ~~hiring~~ retaining a work force that is as equally diverse as the students it serves.

The Superintendent will create A Hiring For Equity Employment Guide (Administrative Regulations) 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 advancement. The Hiring for Equity Employment Guide will be reviewed annually by July 1st.