

Parkrose School District 3

Code: GE
Adopted: 6.22.15

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

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

Equity ensures that all students have an opportunity to reach their fullest potential. ~~It closes~~ While closing the achievement gap and ~~supports~~ 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 ~~embracing~~, 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 ~~strategies & practices and 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, and a The Hiring for Equity Employment Guide Handbook by May 2016 will be reviewed annually by July 1st.