PERSONNEL: General

Recruitment and Selection

I. Policy Statement

A. The Board of Education of Baltimore County (Board) believes that recruiting, selecting and retaining highly qualified employees supports its vision of creating, sustaining and investing in excellence for every student, every school and every community. The Board is committed to promoting student achievement in all schools and effective school operations throughout the organization.

B. The Board recognizes the importance of having a high-performing workforce by recruiting and hiring employees with diverse backgrounds who support the Board’s commitment to equity and who are dedicated to closing the achievement gaps among all students.

II. Standards

A. The Board will comply with all applicable federal, state and local nondiscrimination laws with regard to its employment practices. Illegal discrimination is prohibited in any employment practice, including the recruitment, employment, assignment, compensation, promotion, retention and transfer of employees.

B. The Superintendent shall institute strategic staffing and long-term recruitment strategies that employ a variety of internal and external sources to attract, select, retain and promote the best possible candidates for every position.

III. Implementation

The Board directs the Superintendent to implement this policy and report annually on the implementation to the Board.

42 U.S.C. § 2000e, et seq., Title VII of the Civil Rights Act of 1964, as amended
*Annotated Code of Maryland*, Education Article § 6-104, *Discrimination Because of Race, Religion, Color, National Origin, Handicap or Sex Prohibited*

Related Policies:  
Board of Education Policy 0100, *Equity*
Board of Education Policy 0300, *Equal Employment Opportunity*
Board of Education Policy 4010, *Nepotism*
Board of Education Policy 8120, *Purpose, Role and Responsibilities of the Board of Education*