



Monticello Community School District

Affirmative Action Plan

2012 - 2015

District Vision

Providing rigorous, authentic, personalized learning utilizing the local and global communities

Mission

The mission of the Monticello Community Schools, a district striving for educational excellence, is to prepare students through challenging experiences, to be caring, productive, creative citizens who will be life-long learners

Core Values

Effective Instruction
Technology & 21st Century Learning
Collaborative Relationships

Broad District Goals

- Increase student achievement in reading, math and science
- Produce students that will exhibit respect for self, others, living things and property
- Produce students that will exhibit competency in essential knowledge and skills matching his or her ability
- Produce students that exhibit civic, global and environmental responsibility
- Produce students that exhibit technological skills

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Monticello Community Schools Affirmative Action Statement

The Monticello Community School District has been, and will continue to be, an equal opportunity employer. This Affirmative Action Plan is an effort to increase the participation of women, minorities, underrepresented groups, and persons with disabilities in positions in which those groups are underrepresented. To assure full implementation of this plan, we will assure that:

1. Persons are recruited, hired and promoted for all jobs without regard to color, sex, race, national origin, religion, creed, age, marital status, sexual orientation, gender identity, pregnancy, or disability. Placement decisions are based solely on an individual's qualifications for the position being filled.
2. Other personnel actions such as compensation, benefits, transfers, reduction in force, return from reduction in force and district sponsored programs and activities are administered without regard to color, sex, race, national origin, religion, creed, age, marital status, sexual orientation, gender identity, socioeconomic status, marital status, pregnancy, or disability.

It is our policy to take affirmative action in the employment of qualified minorities, women, underrepresented groups, persons with disabilities and U.S. veterans as provided by Iowa Code Chapter 35C. Reasonable accommodation will be provided whenever possible in our effort to advance employment opportunities for persons with disabilities and disabled U.S. veterans.

The Board of Directors and the administration are committed to equal opportunity and affirmative action. We expect all members of the staff to assist and support us in attaining this objective of equal employment opportunity and achieving our affirmative action goals.

School Board President

Superintendent

Date

Date