

# **KENTUCKY DEPARTMENT OF EDUCATION**

## **STAFF NOTE**

### **Review Item:**

Minority Recruitment in Career and Technical Education

### **Applicable Statute or Regulation:**

KRS Chapter 18A, KRS Chapter 156

### **History/Background:**

**Existing Policy.** Per the longstanding Kentucky Department of Education (KDE) policy, a minority representative serves on the interview panels for all positions in KDE and a minimum of one minority candidate has to be interviewed if qualified or identified. When the Office of Career and Technical Education (OCTE) merged with KDE in late 2012, this policy automatically applied to all hiring in that office too.

Over the last few years, KDE staff have made targeted recruitment efforts to attract minorities at the state-run centers. As noted below, the minority employment numbers for OCTE have improved since the merger; however, recruitment of minorities at each of the 53 centers remains difficult because of multiple factors such as geographic location, demographics and position requirements.

<b>Year Ending</b>	<b>Overall CTE Employment</b>	<b>Minority Employment</b>	<b>Minority %</b>
12/31/2012	597	4	0.7%
6/30/2015	603	10	1.70%

At the August 2015 board meeting, KDE staff will discuss the following items:

- Race/Ethnicity Demographic Data Comparison for OCTE;
- Current minority recruitment efforts; and
- A recommended plan for improving minority recruitment efforts.

### **Impact on Getting to Proficiency:**

It is important for minority students to be instructed by a diverse teaching cadre.

### **Contact Person:**

Hiren Desai, Associate Commissioner  
Office of Administration and Support  
(502) 564-1976  
[hiren.desai@education.ky.gov](mailto:hiren.desai@education.ky.gov)

Dale Winkler, Associate Commissioner  
Office of Career and Technical Education  
(502) 564-4286  
[dale.winkler@education.ky.gov](mailto:dale.winkler@education.ky.gov)



---

**Commissioner of Education**

**Date:**

August 2015