

VBHS Hiring Protocol

In an effort to employ a minimum of 17% African American educators at VBHS, the school has established the following hiring protocols:

- Structured interviews will be used so that all applicants have equal access to successful outcomes. *
- Multiple interviewers will participate in all instructional interviews. Interviewers will include administration, and instructional personnel including guidance counselors and teachers when appropriate. The school will also strive to have minority representation on interview teams.
- All certified minority applicants will be contacted for interviews.

* VBHS has selected five interview questions from SDIRC's database to be used during instructional interviews. The same five questions will be asked of all applicants to eliminate bias from the interview process.