

Office of the Superintendent of Schools  
MONTGOMERY COUNTY PUBLIC SCHOOLS  
Rockville, Maryland

September 27, 2023

MEMORANDUM

To: Members of the Board of Education

From: Monifa B. McKnight, Superintendent of Schools

Subject: Recruitment at Goucher College

**Question**

During the August 24, 2023, Board of Education meeting discussion, agenda item *6.1, Readiness for Schools*, Ms. Wolff requested information regarding the Office of Human Resources and Development team's recruitment efforts at Goucher College. If there are none, please reconsider recruiting there.

**Response**

The Montgomery County Public Schools (MCPS) Human Capital Management (HCM) team plays a crucial role in attracting and selecting talented individuals to join our institution. They are responsible for developing and implementing effective recruitment strategies to ensure we have a diverse and qualified pool of candidates for various positions.

Following are key aspects of our recruitment efforts:

- **Outreach and Networking:** To expand our candidate pool, our team actively engages in outreach efforts. They attend job fairs, conferences, and networking events to connect with potential candidates. During Fiscal Year 2021–2022, MCPS participated in a virtual consortium career event on September 29, 2021. The event included students from Goucher College, other colleges, and universities in the Baltimore and Pennsylvania areas. Two students from Goucher College participated in this event.
- **Diversity and Inclusion:** MCPS is committed to fostering a diverse and inclusive community. Our team actively seeks to attract candidates from underrepresented groups and ensures that our recruitment practices are fair and unbiased.

These are just a few highlights of the recruitment efforts carried out by our dedicated HCM team. They continuously evaluate and refine their strategies to attract top talent and support the district's mission. MCPS continues its connection with the Goucher College Career Center via the *Handshake* platform, which enables us to email recruitment information and employment opportunities to the 2,100 students who currently attend Goucher College.

If you have any questions, please contact Dr. Darlene M. Harris, executive director, Office of Human Resources and Development, via email.

MBM:MBH:ALK:DMH:mls

Copy to:

Mr. Hull

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