

POLICY

2003

Personnel & Negotiations

PERSONNEL POLICY GOALS

The Board of Education recognizes that a dynamic and effective staff dedicated to education is necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.

It shall be the duty and responsibility of all personnel to render the quality of service that promotes the general welfare and education of the students in the school system. In this endeavor all personnel are considered to be important. Each plays a different role in the crucial matter of education. Each makes a different contribution to the total process, but each is a keystone.

The Board's specific personnel goals are:

- To develop and implement those strategies and procedures for personnel recruitment, screening and selection which will result in employing the best available candidates, i.e., those with highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the district's learning program;
- To provide staff compensation and benefits programs sufficient to attract and retain qualified employees;
- To provide an in-service training program for all employees which fosters improved performance and increased rates of staff retention and promotion;
- To conduct an employee evaluation program that will contribute to the continuous improvement of staff capabilities and the learning program;
- To assign personnel so as to ensure they are utilized as effectively as possible; and
- To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

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