

PROFESSIONAL PERSONNEL GOALS AND OBJECTIVES

The board recognizes that a dynamic and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The board is sensitive to the aspirations of personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.

The board is committed to coordinating staff assignments so that each area of responsibility is delineated and includes a procedure for teacher evaluation.

Job descriptions for all district personnel, other than the superintendent, shall be prepared by the superintendent and approved by the board (see policy 4113).

The Board's specific personnel goals shall include;

1. Recruitment, selection, and employment of the best qualified personnel to staff each position in the school system.
2. Deployment of the available personnel so that they are utilized as effectively as possible.
3. Deployment of the quality of human relationships necessary to obtain maximum staff performance and satisfaction.
4. An employee evaluation program that includes specific recommendations, by administration, to insure improvement of performance.
5. Development and management of a staff compensation program sufficient to attract, retain, and reward qualified employees.
6. Provision for staff development for all employees which will improve their rates of performance, retention, and promotion.

Adopted: April 9, 1980
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March 20, 2002

