PERSONNEL POLICIES GOALS

The intent of the board is to set standards that will attract and hold competent, cooperative, highly motivated and positive minded persons, devoted to the education and welfare of the young people in public schools and with a willingness to perform services in safety to themselves and others.

It is the intent of the board to employ, assign, promote, transfer and retain only those who are the most qualified and competent among those persons available. The principles of merit and competence as judged by the administration shall be the only basis for the exercise of discretion with respect to these matters. Consideration shall not be given to political affiliation, race, religion, or other considerations extraneous to effective personnel.

Considerations that relate to effective performance include but may not be limited to:

- Level and quality of education and/or training
- Academic and/or professional preparation beyond minimum requirements and the recency of such preparation
- Demonstrated effectiveness in the performance of primary responsibilities and all other related responsibilities
- Evidence of ability to communicate with others in an effective manner
- Evidence of loyalty and support to the district and the schools
- Evidence of support of the policies and practices of the district and the schools, or evidence that opposition to policies and practices is made by recognized and acceptable procedures
- Evidence of the ability to accept new ideas and to introduce new ideas and procedures to others
- Evidence of an awareness of the knowledge and research in the functions to be performed
- Evidence of harmonious association with colleagues
- Respect and support of superiors

These policies attempt to recognize the district’s programs; will operate best when well-qualified and competent personnel work together to establish high morale and an excellent learning program.

The intent of the Board is to design policies that set guidelines for administrative regulations and procedures so that the probability of a successful school system is increased. The Board assumes all employees will willingly carry out their responsibilities and, if in disagreement, suggest changes in the appropriate manner.

All superordinate positions are responsible for informing subordinates of existing policies, regulations, and procedure and for overseeing the implementation in the spirit intended.

Neglect or disregard of policies and/or regulations and/or procedures may be interpreted as willful neglect of duty and may constitute grounds for disciplinary action or dismissal.
PERSONNEL POLICIES PRIORITY OBJECTIVES

In support of the stated policies, the Board endorses the following objectives as priorities in personnel management:

1. To the extent possible, employees will be assigned duties and responsibilities which are consistent with the individual talents and the job requirements of the district.

2. Job descriptions will be developed for each classification of position no later than September 1977 and each job description shall be reviewed and updated at least annually thereafter. This objective will be met when the job descriptions exist.

3. By May 30th of each year, the procedure and methods of recruiting, screening, selecting, and assigning personnel shall be reviewed and, if necessary, revised to integrate with program needs and to meet the humanistic needs and concerns of applicants and employees.