

General Statement of Personnel Policies

The establishment and implementation of personnel policies is a vital segment of the entire administration of any school system. Since the philosophy of a community and its School District is reflected in personnel policies, they are an essential part of the total educational program.

Quality education depends upon attracting and retaining first-class teachers and supportive personnel. An excellent personnel program is essential in achieving this objective. By implementing its personnel policies through careful planning and periodic evaluation, the Board of Education is able to establish conditions which will attract and maintain the highest qualified personnel for all positions. It is the desire of the Board of education to employ personnel who are motivated to accomplish their best work and are dedicated to the education and welfare of our students.

Vital segments of an excellent personnel program are good working conditions, a climate conducive to effective personal interaction between all personnel, and effective leadership. In such a program, the worth of the individual employee is recognized, and each individual is presented an opportunity to grow in stature.

All employees should conduct themselves in a manner which fosters self-respect, respect on the part of students, parents and other teachers as well as the respect of the community for teachers as a group.

Attitudes of mutual faith and good will are basic in the development of an excellent personnel program. Cooperation of the Certificated and Classified Staff, Administration, community and the Board is helpful in the development of personnel policies. If the predominant values and standards are based upon a democratic philosophy, the personnel policies and procedures will augment the dignity of each individual employee.

Provisions for the implementation of established personnel policies should include appropriate channels of communication and procedures for coping with professional and ethical problems.

It shall be the responsibility of the Superintendent to ensure that procedures are established to maintain the effectiveness of personnel policies and the corresponding administrative regulations of the School District.

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