

**POLICY RELATING TO PERSONNEL MANAGEMENT**

**PERSONNEL POLICY GOALS**

District personnel constitute the most important resource for effectively conducting a quality learning program. The District program shall function best when it employs highly qualified personnel, conducts appropriate staff development activities, and establishes policies and working conditions that are conducive to high morale and that enable each staff member to make the fullest contribution to District programs and services.

The goals of the District's personnel program shall include the following:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in employing the best available candidates, i.e., those with high capabilities, strong commitment to quality education, and great probability of effectively implementing the District's learning program.
2. To develop a climate in which there is optimal staff performance, morale, and satisfaction.
3. To provide or promote positive programs of employee development designed to contribute both to improvement of the learning program and to each staff member's career development aspiration.
4. To provide for a team approach to education, including staff involvement in planning, decision making, and evaluation.
5. To provide competitive compensation and benefits as well as other provisions for staff welfare.
6. To develop and use positive processes for personnel evaluation that contributes to the improvement of staff capabilities, educational programs, and services to the school district.

These goals shall be assessed on a biennial basis by the superintendent or her/his designee, with a report to the School Committee.

First Reading: 04/10/95

Second Reading: 05/09/95

Amendment First Reading: 08/11/14

Amendment Second Reading: 09/15/14