

PERSONNEL POLICIES GOALS

NOTE: School committees must realize that even though they are no longer involved in the process of hiring school district employees other than the superintendent and assistant superintendent, they are responsible to the students and residents of the school district they represent to insure that the highest quality individuals available are hired to meet the needs of the district. They have the additional responsibility to articulate the expectations of the district relative to personnel. This must be done in the form of district policy. The school committee recognizes that an efficient staff dedicated to education is necessary to maintain a constantly improving educational program.

The personnel employed by the district constitute the most important resource for effectively conducting a quality learning program. All staff members make important contributions to a successful education program. The district's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, and establishes policies and working conditions which are conducive to high morale and which 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 which will result in employing the best available candidates, i.e., those with the highest capabilities, the strongest commitment to quality education, and the greatest probability of effectively implementing the district's learning program.
2. To develop a general staff deployment strategy for the greatest contribution to the learning program, and to utilize it as the primary basis for determining staff assignments.
3. To develop a climate in which optimum staff performance, morale, and satisfaction are produced.
4. To provide positive staff development programs designed to contribute both to improvement of the learning program and to each staff member's career development aspirations.
5. To provide for a genuine team approach to education, including staff involvement in planning, decision making, and evaluation.
6. To provide attractive compensation and benefits, as well as other provisions, for staff welfare.
7. To develop and utilize positive personnel evaluation processes which contribute to the improvement of both staff capabilities and the learning program.

SOURCE: MASC

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