

# Coos Bay School District 9

Code: **GA**  
Adopted: 3/14/88  
Readopted: 5/04/10; 1/12/15  
Orig. Code(s): GA

## Personnel Policy Goals

The goals of the district's personnel program are:

1. To hire and retain staff who will further the goal of maximizing student achievement.
2. To develop and implement those strategies and procedures for personnel recruitment, screening and selection which will result in employing the best available candidates.
3. To develop a learning environment in which optimum staff performance, morale and satisfaction are produced.
4. To provide positive programs of staff development 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 appropriate compensation and benefits as well as other provisions for staff welfare.
7. To develop and utilize the personnel evaluation processes that contribute to the improvement of staff capabilities, the learning program, and as a foundation of continued employment.

END OF POLICY

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### Legal Reference(s):

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)