

Dufur School District 29

Code: **GA**
Adopted: 9/03/96
Readopted: 12/02/13
Orig. Code(s): GA

District Personnel Philosophy and Policy Goals

District Personnel Philosophy

The ideals and ambitions of youth can gain inspiration and encouragement from the devoted teacher. The classroom teacher is the heart of a school system. Therefore, the work of the Board and the employees in all other departments is directed toward supporting the teacher in his/her efforts with the student.

The administrative function of coordinating the work of all personnel into a harmonious and efficient team is aided by an employees handbook and written position descriptions. The purpose of the code is to set forth the duties and responsibilities of the employees so each may clearly understand his/her place in the organization.

The Board determines all matters of district policy after counseling with and hearing the recommendations of the superintendent. The superintendent in turn seeks the advice and counsel of principals, teachers and other employees before making recommendations to the Board. Staff may offer suggestions for improvements directly to the superintendent or to the principal. Staff meetings offer opportunities for genuine study and thoughtful discussions which bring out valuable information resulting in constructive recommendations.

All employees shall accept the advice and counsel of those in subordinate positions and pass along suggestions and recommendations to their superiors. The efficiency of the organization is enhanced by the effectiveness of the democratic approach to problem solving. This method of administration clearly acknowledges that each employee has been assigned definite responsibilities and delegated with certain authority which can neither be shared nor yielded. The employee shall acknowledge and respect the line of authority as established by the Board and set forth in the code. They should faithfully carry out the regulations of the Board and the assignments of the superintendent.

District Personnel Policy Goals

The Board recognizes that a dynamic, competent and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals and recognizes its responsibility for promoting general staff welfare.

The Board's specific personnel goals are to include:

1. Recruiting, selecting and employing the most qualified personnel to staff the school system;
2. Providing appropriate compensation and benefit programs for all employees;
3. Providing an in-service training program for all employees as developed by the administration;

4. Conducting an effective employee evaluation program to meet or exceed the law;
5. Encouraging the development and maintenance of good employee morale.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)