

## 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 it recognizes its responsibility for promoting the general welfare of the staff.

The Board's specific personnel goals are:

1. To recruit, select and employ the best qualified personnel to staff the school system.
2. To provide staff compensation and benefits programs which will attract and retain qualified employees.
3. To provide an inservice training program for all employees to improve their performance.
4. To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
5. To assign personnel so as to ensure they are used as effectively as possible.
6. To develop and maintain the morale necessary to obtain maximum staff performance and satisfaction.
7. To aid and encourage employees who want to stop smoking, cessation programs will be provided through the district's staff development department.

END OF POLICY

---

**Legal Reference(s):**

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)