

Personnel Policy Goals

The Board recognizes that a dynamic and effective staff of teachers, support personnel, and administrators dedicated to the best possible education for youngsters is necessary to maintain a constantly improving educational program. The Board is interested in the personnel of the district as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.

The Board recognizes its responsibility to provide the best possible atmosphere within which the teaching and learning tasks will take place. It is committed, within the resources available, to provide the components for such a positive atmosphere.

The Board's specific personnel goals are:

- to develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.
- to recruit, select, and employ the best qualified personnel to staff the school system.
- To deploy available personnel and insure that they are utilized as effectively as possible within the constraints of the budget.
- to conduct an employee evaluation program that will contribute to the continuous improvement of the performance of each individual staff member.
- to develop and manage staff compensation programs which will attract and retain the most qualified employees.
- to provide in-service opportunities for all employees for the purpose of helping to improve performance, retention, and promotion possibilities.

The Board, through the Superintendent, will promote the attainment of the above goals to the best of its ability. Goals and objectives of the Board, where personnel is concerned, will be evaluated in terms of attainment/improvement each year during the month of June.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)