

Springfield School District 19

Code: **GA**
Adopted: 6/08/98
Readopted: 4/23/07
Orig. Code(s): GA

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:

1. Implement the district's mission by recruiting, selecting and employing the most qualified personnel for each vacancy in the district;
2. Provide adequate compensation, employee assistance, and benefit programs for all employees;
3. Conduct and oversee employee evaluation programs to ensure quality performance by all staff;
4. Provide assistance and training to administrators and supervisors to correct employee deficiencies and increase the quality of instruction and work;
5. Encourage and promote the development and maintenance of employee morale;
6. Provide personnel services to the Board, administrators, licensed staff, classified staff, and prospective employees;
7. Develop and maintain a modern and up-to-date personnel and benefit services department by using technology to serve employees and provide the Board and administration with accurate data to make decisions;
8. Encourage and promote the development and maintenance of a safe working environment by overseeing Risk Management and Workers Compensation for the district.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)

[ORS 342.850](#)

[OAR 581-022-1720](#)