

PERSONNEL POLICIES GOALS

The School Committee recognizes that an effective staff dedicated to education is necessary to maintain a constantly improving educational program.

The District's specific personnel goals are:

1. To develop ongoing staffing analysis strategies that will contribute to the learning program; and to use this analysis as the primary basis for determining staff assignments.
2. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in the employment and retention of individuals with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the system's learning program.
3. To provide positive programs of staff development that contribute both to improvement of the learning program and to each staff member's career development aspirations.
4. To provide for a genuine team approach to education.
5. To develop and use for personnel evaluation, positive processes that contribute to the improvement of both staff capabilities and the learning program.

LEGAL REF.: [603 CMR 26:08](#) paragraph 3,7,8,9

Approved: March 9, 2009

Reviewed: February 24, 2014

