Purpose: To establish the board’s vision for development of personnel policies and goals for the district’s personnel program.

The personnel employed by this school system constitute the most important resource for effectively conducting a quality learning program. All departments of the school district exist to help the development of students. The excellence of all certified and support personnel will determine the success of the educational program.

The district will base personnel policies on the following long-range goals:

- to recruit, select, employ and retain the best qualified personnel to staff the district’s schools
- to provide equal employment opportunities for all candidates for positions as set forth in board policy
- to provide staff compensation and benefit programs sufficient to attract and retain highly qualified employees
- to provide an in-service training program for all employees to improve their performance and to eliminate practices inconsistent with maximizing student achievement
- to conduct an employee appraisal program that will contribute to the continuous improvement of staff performance and the educational program as a whole
- to assign personnel to ensure as effective use as possible within the district’s budgetary constraints
- to enable each staff member to contribute to the effective implementation of the educational program through involvement in planning and decision making when practicable
- to support district goals and priorities

Adopted 11/28/72; Revised 6/25/02,
Richland School District Two