

GOALS AND OBJECTIVES

The district’s program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, and establishes policies and working conditions which are conducive to high morale and which enable each staff member to make the fullest contribution to district programs and services.

The goals of the district’s personnel program shall include the following:

- A. Recruitment, screening and selection of personnel who have the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the district’s programs.
- B. Assignment of personnel where they will make the greatest contribution to those programs
- C. Development of a climate which will produce optimum staff performance, morale, and satisfaction
- D. Provision of staff in-service training specifically related to the district’s programs
- E. Involvement of professional staff, under the direction of the superintendent, in program planning and evaluation
- F. Provision of fair compensation, and
- G. Development of positive personnel evaluation processes which contribute to the improvement of both staff capabilities and the district’s programs

The Superintendent shall supervise implementation of this policy.

**Date Reviewed: November 14, 2012**

**Date Adopted: January 7, 2013**

Legal Reference:	<u>N.J.A.C.</u> 6:8-2.1( C ) (8)	Teaching staff members of high quality
Cross Reference:	4111 4131/4131.1  6141	Recruitment, selection and hiring Staff development; in-service education/ visitations/ conferences Curriculum design/development