



PERSONNEL

Recruitment and Selection of Staff

Responsible Governance:

Staff are recruited and selected to assure that students grow and meet their full potential in district programs. Staff are highly effective, and have the necessary skills and experience to meet the learning needs of all students. The district works with teacher preparation programs, communicating the teaching skills, competencies, and experiences it considers of primary importance in its staff, and providing field experiences designed to train teachers to be able to improve student learning. Decisions about hiring, assigning, or transferring staff are based on maximizing the effectiveness of that staff member within the district's programs.

Creating Conditions for Student and Staff Success:

Staff positions are established by the board to provide the district's comprehensive program of education. New positions are established by the board as needed. The superintendent, or his/her designee, establishes the necessary skills, competencies, qualifications, education, experience and past performance levels for each position, as it relates to the district's comprehensive program of education, and the goal of continued improvement in student learning. Selection of staff is based on which candidate is the most qualified for the position, and is made pursuant to the district's standard screening, interview and reference check process, and equity requirements.

High Expectations for Student Learning:

Positions are created within budget parameters, and legal requirements. Part of the district's strategic and short-term planning processes analyze current and projected staffing requirements. The filling of individual positions is done with consideration to salary issues, budget parameters, and legal requirements.

Community Engagement:

The district is committed to hiring those people best prepared and able to improve student achievement. This commitment is to be communicated to staff, professional associations, employee bargaining units, teacher and professional preparation programs in higher education, students, parents and the larger community on a regular basis.

Cross Reference:	Board Policy	5005	Employment Background
			Information on Applicants,
			Volunteers, Student
			Teachers/Interns and Employees
		5610	Substitute Employment

Legal References:	RCW 28A.400.300	Hiring and discharging employees— Written leave policies — Seniority and leave benefits of employees transferring between school districts and other employers
	28A.405.210	Conditions and contracts of employment—Determination of probable cause for nonrenewal of contracts— nonrenewal due to enrollment decline or revenue loss – Notice— Opportunity for hearing
	43.43.830	Background checks — Access to children or vulnerable persons — Definitions
	43.43.832	Background checks —Disclosure of information—Sharing of criminal background information by health care facilities
	49.44.200	Personal social networking accounts – Restrictions on employer access - Definitions
	49.44.205	Violations of RCW 49.44.200 – Civil action – Remedies
	WAC 162-12	Pre-employment Inquiry Guide (Human Rights Commission)
	WAC 392-190-0591	Public school employment and contract practices - Nondiscrimination
	P.L. 99-603	(IRCA) Immigration Reform and Control Act of 1986

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