

Personnel Goals

Through its personnel policies, the Board wishes to establish conditions that will attract and hold the highest qualified personnel for all positions who will devote themselves to the education and welfare of our students. Policies contained in this section shall apply to all employees of the district unless they are superseded by language in contracts that are negotiated with recognized employee groups or with individuals, such as administrators.

Through these policies the Board wishes to encourage young people to enter the profession of education as their life work, hopefully within Bon Homme School District. The Superintendent is directed to encourage young men and women who are dedicated to a teaching career to seek employment in our district.

To keep its personnel policies and the corresponding administrative regulations in the highest state of effectiveness to achieve the above purposes, the Superintendent is directed to establish the procedures needed.

The Board recognizes that a dynamic 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 it recognizes its responsibility for promoting the general welfare of the staff.

The Board's specific personnel goals are:

1. To recruit, select, and employ the best qualified personnel to staff the school system;
2. To provide staff compensation and benefit programs sufficient to attract and retain qualified employees;
3. To provide programs for all employees to improve their performance and the overall rate of retention and promotion of staff;
4. To conduct an employee appraisal program that will contribute to the continuous improvement of staff performance;
5. To deploy personnel so as to ensure their skills are used as effectively as possible;
6. To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction;
7. To help all employees realize that the efficient and courteous performance of their assignment has a positive impact on the public support of education in the district.

Legal Reference: SDCL 13-10-2

Adopted: July 1996

Revised: October 12, 2009