RECRUITMENT AND SELECTION OF STAFF

VISION

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.

STRUCTURE

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 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.

ACCOUNTABILITY

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. The superintendent regularly evaluates the effectiveness of the district's staff recruitment and selection processes, and reports the findings and recommendations from the evaluation to the board.

ADVOCACY

The board and district regularly communicate to staff, professional associations, employee bargaining units, teacher and professional preparation programs in higher education, students, parents, and the larger community the district's commitment to hiring those people best prepared and able to improve student achievement.

Cross References:
- Board Policy 5005 — Employment: Disclosures, Certification
- Board Policy 5610 — Requirements, Assurances and Approval Substitute Employment

Legal References:
- RCW 28A.400.300 — Hiring and discharging employees —Leaves for employees — Seniority and leave benefits, retention upon transfers between schools
- RCW 28A.405.210 — Conditions and contracts of employment— Determination of probable cause for non-renewal of contracts — Notice — Opportunity for hearing
- 43.43.830 — Background checks — Access to children or vulnerable persons
- 43.43.832 — Background checks — Disclosure of child abuse
- WAC 162-12 — Preemployment Inquiry Guide (Human Rights Commission)

AGO 62155.00 - No. 155 1961-62 Expenses of Applicants
P.L. 99-603 (IRCA)Immigration Reform and Control Act of 1986 Title 8 USC, Ch. 12 §1324a and §1324b