

## **PERSONNEL GOALS/PRIORITY OBJECTIVES**

The Colorado Springs School District 11 Board of Education (the Board) recognizes fully the central role Colorado Springs School District 11 (the District) personnel play in creating a positive educational environment for students of the District. With this in mind, the Board and the administration shall establish and maintain personnel policies and regulations that foster harmony and cooperation while producing a climate conducive to a high quality of instruction.

The rights of individual staff members shall be second only to the needs of students through the educational program of this District. The administration shall be responsible for keeping the District's personnel policies and regulations current at all times to reflect changing conditions and circumstances.

It shall be the responsibility of the Superintendent to recommend to the Board the highest quality employees available.

Reservation of rights:

Employees should understand that the Board Policy Manual contains policies and regulations that may be altered, modified, or dispensed with at any time by the Board. Except as agreed to in writing by the District, this manual does not and is not intended to create any express or implied contractual rights.

Adopted September 1972  
Revised August 1974  
Revised June 1988  
Reviewed May 2012  
Reviewed May 27, 2015  
Reviewed May 30, 2018

CROSS REF.: AC, Nondiscrimination/Equal Opportunity  
Colorado Springs School District 11 Board of Education Operating and  
Procedures Manual