

Descriptor Term: RECRUITMENT CERTIFIED PERSONNEL

Descriptor Code: GBC

Rescinds: GBC

Board Approved: 6/7/2021

Previously Approved: 6/26/2006

An outstanding educational program in the Gulfport School District is dependent upon the employment and retention of the best qualified certified personnel. This will be accomplished by giving careful consideration to qualifications and by providing attractive salary schedules, adequate facilities, and good working conditions.

The Board of Trustees endorses the concept that the District is to become the District of choice when educators seek employment. Recruiting efforts are to be designed to attract the beginning educator and the experienced educator.

The staff is to maintain contact with teacher-education programs in all colleges and universities in the State of Mississippi and the Mississippi Teacher Career Center. Recruiting materials are to be reviewed/revised annually.

Staff members are encouraged to contact area high school future teacher groups. Staff members are encouraged to identify, through their professional associations, prospective certified non-district staff as potential employees for the District.

Selected teaching staff members at all levels of instruction should be involved in the recruitment of classroom personnel.

Factors which influence selection of certified personnel are as follows:

1. Training and certification
2. Professional competence, such as grade point average and scores on subject area national teacher exams
3. Personality and compatibility
4. Suitability for the position
5. Professional attitude

The Board follows the practice of employing professional personnel without regard to sex, race, religion, disability, national origin, or veteran status.