

Policy #5000

Recruitment and Selection of Staff

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Responsible Governance

Staff are recruited and selected to assure that students grow and meet their full potential in the districts programs. Staff are highly effective, and have the necessary skills and experience to meet the learning needs of all students. The districts work 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 districts' programs.

Creating Conditions for Student and Staff Success

Staff positions are established by the boards to provide the districts' comprehensive program of education. New positions are established by the boards as needed. The superintendent establishes the necessary skills, competencies, qualifications, education, experience, and past performance levels for each position, as it relates to the districts' 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 districts' 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 strategic and short-term planning processes analyzes 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 districts' staff recruitment and selection processes, and reports the findings and recommendations from the evaluation to the boards.

Community Engagement

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

Cross References: Board Policy 5005
Assurances and Approval

Employment: Disclosures, Certification Requirements,

Board Policy 5610

Substitute Employment

Legal References:
Seniority and leave

[RCW 28A.400.300](#)

Hiring and discharging employees — Written leave policies —

other educational

benefits of employees transferring between school districts and

employers

[28A.405.210](#)

Conditions and contracts of employment — Determination of probable cause for non-

revenue loss —

renewal of contracts — nonrenewal due to enrollment decline or

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

[Chapter 162-12 WAC](#)

Preemployment Inquiry Guide (Human Rights Commission)

P.L. 99-603

(IRCA) Immigration Reform and Control Act of 1986

[Title 8 USC, Ch. 12 §1324a and §1324b](#)

Management Resource:

Policy News, February 2012

Model Policies Aligned with

Washington School Board Standards

Adoption Date: 07.29.13

Lind-Ritzville Cooperative Schools

Revised: