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PERSONNEL POLICIES GOALS

The Webster School Committee realizes that even though they are no longer involved in the process of hiring school district employees other than the Superintendent and Assistant Superintendent, the school business administrator, the administrator of special education, school physicians, registered nurses, the supervisor of attendance or legal counsel, they are responsible to the students and residents of the school district they represent to insure that the highest quality individuals available are hired to meet the needs of the district. They have the additional responsibility to articulate the expectations of the district relative to personnel. This must be done in the form of District Policy. The School Committee recognizes that an efficient staff dedicated to education is necessary to maintain a constantly improving educational program.

The District's specific personnel goals are:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in the employment and retention of individuals with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the system's learning program.

2. To develop a general staff assignment strategy that will contribute to the learning program; and to use it as the primary basis for deter-mining staff assignments.

3. To provide positive programs of staff development that contribute both to improvement of the learning program and to each staff member's career development aspirations.

4. To provide for a genuine team approach to education.

5. To develop and use for personnel evaluation positive processes that contribute to the improvement of both staff capabilities and the learning program.

LEGAL REF.: 603 CMR 26:08 paragraph 3,7,8,9

First Reading: Tuesday, November 10, 2009
Second Reading: Tuesday, November 24, 2009
Third Reading and Vote: Tuesday, December 8, 2009