



### Policy 5000 – Personnel Policy Guiding Principles

**Note: This policy provides an opportunity for the Board to describe what is important to it and what the Trustees will strive to keep in mind when adopting, reviewing, and editing the other policies in Section 5000. Considering and customizing this policy is intended to act as a focal point for discussion by the Board. Because their policy is not based closely on any section of state or federal law or administrative rules, the Board has a great deal of freedom to edit it to reflect what is important to it, including the District's strategic plan.]**

The Board adopts policies on District personnel. In doing so, the Board prioritizes the following principals, aims, and values:

**[SELECT, REVISE, ADD TO, AND DELETE THE FOLLOWING AS APPROPRIATE FOR THE BOARD:]**

- 1. Schools function most efficiently and successfully when highly qualified individuals are employed as staff in the District;**
- 2. Opportunities for targeted, job-specific staff development should be provided with deference to administrative recommendations;**
- 3. Supervision is a necessary, ongoing function of the District's leadership;**
- 4. Staff evaluation plays a vital role in achieving the District's goal;**
- 5. The Board seeks to promote an efficient and positive school climate so that students can work toward their greatest potential and the community will be proud of its investment;**
- 6. The District will strive to recruit and train excellent staff;**
- 7. Professional ethics are of the utmost importance to the District; and**
- 8. The District benefits from having a staff with varied skills, backgrounds, and experiences and from the support of one another.**
- 9. The District will seek to recruit employees who believe in the importance of education and strive to improve the District's schools.**
- 10. District employees will help to cultivate an environment where students feel safe, valued, and ready to learn and excel.**
- 11. The District seeks to cultivate a culture among its employees of mutual respect, cooperation, and excellence.]**

The Board of Trustees of Preston School District recognizes that the effectiveness of the District depends upon the conduct and performance of its employees. Employees are expected to support the educational mission of the District and to contribute to a safe, orderly, and productive learning environment.

The District is committed to providing an environment in which all students have the opportunity to learn and succeed. The Board expects that all employees will promote respect, responsibility, and integrity in their interactions with students, parents, colleagues, and the community.

All employees shall serve as positive role models for students and shall maintain high standards of honesty, integrity, and professionalism. Employees are expected to treat all individuals with dignity and respect and to conduct themselves in a manner that supports a safe and supportive educational environment.

Employees shall comply with all District policies and procedures, as well as applicable local, state, and federal laws. Each employee shall perform assigned duties in a manner consistent with the goals and objectives of the District and shall support continuous improvement in District programs and operations.

**Legal Reference:**

I.C. § 33-506 Organization and Government of Board of Trustees

Adopted:

Revised:

Reviewed: