

BOARD POLICY

GAA

PERSONNEL GOALS AND OBJECTIVES

May 20, 2024

The overall quality of the educational and social-emotional experience offered to students and families is dependent upon well-trained, skillful, compassionate, enthusiastic, and dedicated staff members serving in every role across the district. The District supports staff members as people and professionals, embracing its responsibility to promote general wellness.

The District’s specific personnel goals are:

1. To seek, attract, recruit, and employ the best available personnel to staff the school district
2. To provide competitive compensation and quality benefits for staff
3. To promote collaborative efforts among staff to positively impact student learning through the improvement of instruction, and support of general wellness among both staff and students
4. To develop, adopt, and implement personnel evaluation processes that prioritize professional growth, provide focus for staff to systematically enhance skills and knowledge, establish accountability for job performance, and contribute to the continuous improvement of the district’s learning programs
5. To enhance employee capacity through training and meaningful opportunities for professional growth
6. To assign personnel in a manner that best fits the needs of students and the operation of the District while also considering the position that affords the staff member the best possible opportunity for their success
7. To promote staff morale through the development of positive environments that are welcoming, safe, and encouraging for staff to engage, excel, and experience satisfaction in their roles