

# BOARD POLICY

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## PERSONNEL GOALS AND OBJECTIVES

JUNE 20, 1988

~~The excellence of the entire staff determines the success of a quality educational experience for the students of the District. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff.~~

~~The Board's specific personnel goals are:~~

- ~~1. To employ the best available personnel to staff the school system~~
- ~~2. To provide compensation and benefits for staff welfare~~
- ~~3. To develop and implement personnel evaluation processes which will contribute to the improvement of staff capabilities and the learning program~~
- ~~4. To provide in-service training~~
- ~~5. To assign personnel so as to ensure they are utilized as effectively as possible~~
- ~~6. To develop a climate which will produce the highest staff performance, morale and satisfaction~~

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 Board's **District's** specific personnel goals are:

1. To **seek, attract, recruit,** and employ the best available personnel to staff the school system **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** ~~which will contribute to the improvement of staff capabilities and the learning program~~
5. To ~~provide in-service training~~ **enhance employee capacity through in-service 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 ~~so as to ensure they are utilized as effectively as possible~~
7. ~~To develop~~ 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 ~~a climate which will produce the highest staff performance, morale and satisfaction~~