

1 **Browning Public Schools**

2
3 **Policy #5000**

4 Policy Name: *Board Goal/Personnel*

5 Regulation: -----

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7 District staff is invaluable in creating an effective educational program and vibrant learning
8 environment. Schools function most efficiently and successfully when highly qualified individuals
9 are employed. Browning Public Schools, District No. 9, is committed to equal employment
10 opportunity and equal treatment for all applicants and staff in recruitment, hiring, retention,
11 assignment, transfer, promotion and training. The Board of Trustees supports staff development on
12 an on-going basis with an emphasis in creating in-district expertise related to leadership, instruction,
13 and specialist professional development.

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15 The Board expects supervision and evaluation of staff to be conducted in a positive and helpful
16 manner, with the intent of improving staff performance. The Board looks to staff to promote a
17 positive school climate in all educational endeavors, so students may work toward their greatest
18 potential, and the community will be proud of its investment.

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20 Nothing contained in the policies or administrative procedures included herein are intended to limit
21 or prevent the legal rights of the Board of Trustees or its agents except as expressly stated. Further,
22 all collective bargaining agreements are incorporated in Board policy by reference.

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24 Should any provision of Board policy or administrative regulations or procedures be held to be
25 illegal by a court of competent jurisdiction, all remaining policies shall continue in full force and
26 effect.

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28 Throughout these personnel policies, "Superintendent" shall mean the District Superintendent who
29 may delegate certain function to members of the Management Team.

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36 **Cross Reference:**

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38 **Legal Reference:** 29 USCA § 623 Prohibition of Age Discrimination

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41 **Policy History:**

42 Adopted on: 3/13/01

43 Revised on: 4/25/07 (includes former policy #5001)