

Lewistown School District

PERSONNEL

5000

Board Goal/Personnel

The human resources of the District are valuable and significant in creating an effective educational program and learning environment. Schools function most efficiently and successfully when highly qualified individuals are employed to staff the needs of the District. Opportunities for staff development should be provided periodically. Supervision is a necessary, ongoing function of the District's leadership. The Board seeks to promote an efficient and positive school climate in all educational endeavors, in order that students may work toward their greatest potential, and the community will be proud of its investment.

The Board recognizes that a dynamic and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals and is cognizant of its responsibility for promoting the general welfare of the staff. The Board supports the Superintendent and administrative staff in achieving the following specific personnel goals:

1. To recruit, select, and employ the best-qualified personnel to staff the school system.
2. To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
3. To provide an in-service training program for all employees, to improve their performance and the overall rate of retention and promotion of staff.
4. To conduct an employee evaluation program which will contribute to the continual improvement of staff performance.
5. To assign personnel to ensure they are utilized as effectively as possible.
6. To effectively administer negotiation efforts.
7. To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

Nothing contained in the policies or administrative procedures included herein is intended to limit the legal rights of the Board or its agents except as expressly stated.

Should any provision of Board policy or administrative procedure be held to be illegal by a court of competent jurisdiction, all remaining provisions shall continue in full force and effect.

Policy History:

Adopted on: June 28, 2004

Revised on: