

PERSONNEL POLICIES GOALS

Section G: Personnel Policies

File: GA

The District's specific personnel goals are:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in the employment and retention of individuals with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the system's learning program.
2. To adhere to the Clipper values :
 - Respect
 - Kindness
 - Innovation
 - Perseverance
 - Responsibility
 - Reflection

and the following parameters:

- We will make all decisions and take all actions based on the best interest of the student.
 - We will honor the dignity of each person
 - We will not compromise excellence
 - We will practice the principles of participatory decision making throughout the organization
 - We will make optimal use of technology
3. To develop a general staff assignment strategy that will contribute to the learning program, and to use it as the primary basis for determining staff assignments.
 4. To provide positive programs of staff development that contribute both to improvement of the learning program and to each staff member's career development aspirations.
 5. To provide for a genuine team approach to education.
 6. To develop and use for personnel evaluation positive processes that contribute to the improvement of both staff capabilities and the learning program.

SOURCE: Newburyport Public Schools Strategic Plan, MASC

LEGAL REF.: M.G.L. 76:5

603 CMR 26.00

Version Control

Action	Date
First Reading	12/4/2017
Second Reading	12/18/2017
Adopted	12/18/2017