

## General Personnel Policies

All parts of the school system exist for one purpose: to facilitate the educational development of students. The excellence of teachers and support personnel will determine the success of the instructional program. It will therefore be the policy of the board of trustees to seek and to retain qualified personnel for all certificated and classified positions.

The board believes that the district's most valued resource is its people. And, therefore, establishes the following goals:

- The district places recruitment and retention of quality employees among its highest priorities.
- District employees benefit from and contribute to a working and learning environment of support, respect, responsibility, teamwork, equity, high expectations, accountability, and being valued.
- The district supports career and professional development opportunities for staff in order to enhance student success and promote the goal of lifelong learning for each employee.
- To provide employees with working/learning conditions that are safe, equitable, and free of discrimination, violence, and disruption with well-maintained and appropriately equipped facilities.
- The districts organizational structure maximizes resources in support of students.
- Every person employed by the district shares a role in helping all students reach their educational potential and become contributing citizens.

**Adopted:** September 26, 1996

**Reviewed:** March 29, 2005

**Revised:** May 12, 2005