

Certificated Staff Recruitment and Selection

Recruitment of the certificated staff members of the district shall be the responsibility of the superintendent of schools or his/her designee. Notification of position vacancies shall be advertised within the school district, teacher education agencies, and colleges and universities.

Selection of certificated personnel shall be based on the criteria listed on the job position description. The criteria will include, but not be limited to the following:

- Academic training and certification.
- Demonstrated competency.
- Background check.

The following characteristics will guide administration in the recruitment, selection, and hiring process of certificated personnel:

- Teachers who recognize that learning is a continuous process for all learners.
- A staff diversified in teaching methodology so that children can profit from the challenges of different teaching strategies.
- Teachers who recognize that learners vary in learning style and work towards helping students discover and perform to intellectual capacity.
- Teachers who recognize that understanding students' learning styles and motivating students to learn is the primary task.
- Teachers who recognize that learning is a shared activity between the school, family, and the community.
- Teachers who recognize that role modeling is a powerful teaching tool and work to be a positive role model for district students.

Legal source: Idaho Code 33-1201 "Certificate required."
 Idaho Code 33-513 "Professional personnel."

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