

Gervais School District 1

Code: **GA**
Adopted: 9/87
Revised/Readopted: 4/14/92, 7/15/93,
04/08/99

Personnel Policy Goals

The Board recognizes that a dynamic, competent 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 it recognizes its responsibility for promoting the general welfare of the staff. The Board is dedicated to promoting school improvement and educational excellence through the implementation of the Oregon Education Act for the 21st Century.

To this end, the Board's specific personnel goals are:

- To recruit, select and employ the best qualified personnel to staff the school system;
- To provide staff compensation and benefits programs sufficient to attract and retain qualified employees;
- To provide an inservice training program and professional growth opportunities for all employees to assist them in improving their performance and to increase the overall rate of retention and promotion of staff;
- To conduct an effective employee performance appraisal program that will contribute to the continuous improvement of staff performance;
- To assign personnel in such a way as to ensure they are used as effectively and as equitably as possible; and further ensuring that standards of comparability for federal programs are maintained;
- To develop and maintain the quality of interpersonal relationships necessary to obtain maximum staff performance and satisfaction.

Personnel goals to promote educational excellence in the schools for the Oregon Education Act for the 21st Century include:

- To involve staff members in the process to establish school goals;
- To provide new career opportunities for professional development to recognize and reward those teachers who have demonstrated mastery of teaching skills, knowledge of their subject matter and other appropriate indicators of professional growth;
- To encourage school-based management and to provide new and expanded career opportunities for teachers and to facilitate efforts to restructure the school workplace to provide educators with greater responsibility while increasing their accountability.

END OF POLICY

Legal Reference(s):

[ORS 332.505](#)
[ORS 342.850](#)

[OAR 581-022-1720](#)