

PERSONNEL GOALS

The personnel employed by the Biddeford School Department constitute the most important resource in a quality learning program. Important contributions to a successful education program are made by all staff members. The school unit's program is most effective when it employs highly qualified personnel, conducts appropriate staff development activities and establishes policies and working conditions which are conducive to high morale and enable each staff member to make a full contribution to school unit programs and services.

The goals of the personnel program shall include the following:

- A. To develop and implement strategies and procedures for personnel recruitment, screening and selection which will result in employing the best available candidates, i.e., those with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the learning program;
- B. To develop a strategy to assign staff where they can make the greatest contribution to the learning program;
- C. To develop a climate which supports optimum staff performance, morale and satisfaction;
- D. To provide effective programs of staff development designed to contribute both to improvement of the learning program and to each staff member's career development;
- E. To provide for a genuine team approach to education, including appropriate staff involvement in planning and decision making processes;
- F. To provide for attractive compensation and benefits as well as other provisions for staff welfare; and
- G. To develop and utilize positive personnel evaluation processes which contribute to the improvement of both staff capabilities and the learning program.

Adopted: March 17, 1993

Revised: April 27, 1999