



## PERSONNEL

### Recruitment and Selection of Staff

Vision: Staff are recruited and selected to assure that students grow and meet their full potential in district programs. Staff are highly effective, and have the necessary skills and experience to meet the learning needs of all students. The district works with teacher preparation programs, communicating the teaching skills, competencies, and experiences it considers of primary importance in its staff, and providing field experiences designed to train teachers to be able to improve student learning. Decisions about hiring, assigning, or transferring staff are based on maximizing the effectiveness of that staff member within the district's programs.

Structure: Staff positions are established by the board to provide the district's comprehensive program of education. New positions are established by the board as needed. The superintendent, or his/her designee, establishes the necessary skills, competencies, qualifications, education, experience and past performance levels for each position, as it relates to the district's comprehensive program of education, and the goal of continued improvement in student learning. Selection of staff is based on which candidate is the most qualified for the position, and is made pursuant to the district's standard screening, interview and reference check process, and equity requirements.

Accountability: Positions are created within budget parameters, and legal requirements. Part of the district's strategic and short-term planning processes analyze current and projected staffing requirements. The filling of individual positions is done with consideration to salary issues, budget parameters, and legal requirements.

Advocacy: The district is committed to hiring those people best prepared and able to improve student achievement. This commitment is to be communicated to staff, professional associations, employee bargaining units, teacher and professional preparation programs in higher education, students, parents and the larger community on a regular basis.

Cross Reference:	Board Policy 5005	Employment Background Information on Applicants, Volunteers, Student Teachers/Interns and Employees
	5610	Substitute Employment
Legal References:	RCW 28A.400.300	Hiring and discharging employees— Leaves for employees— Seniority and leave benefits, retention upon transfers between schools

28A.405.210	Conditions and contracts of employment—Determination of probably cause for nonrenewal of contracts— Notice— Opportunity for hearing
WAC 162-12	Preemployment Inquiry Guide (Human Rights Commission)
AGO 1961-62 No. 155	Expenses of Applicants
P.L. 99-603 (IRCA)	Immigration Reform and Control Act of 1986

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