

## **HUMAN RESOURCES PRACTICES**

### **Background**

The District recognizes that a dynamic and efficient staff dedicated to their work is necessary to maintain and constantly improve the District's educational program. The District is interested in its employees as individuals and recognizes its responsibility for promoting their general welfare.

The District is committed to assembling a highly competent, well-trained staff, able to fit each discipline and responsibility into a balanced, well-run school district.

### **Procedures**

1. The District's specific personnel practices are:
  - 1.1. To recruit, select, retain, and promote the most suitable people to staff the district;
  - 1.2. To provide a professional growth program for as many employees as the District's resources will allow, in order to improve their performance and their chances to grow in their work;
  - 1.3. To devise an evaluation program that will contribute to the improvement of performance;
  - 1.4. To develop the quality of human relationships necessary for high staff morale and performance;
  - 1.5. To use staff talent as effectively and economically as possible for the benefit of the entire District;
  - 1.6. To ensure that personnel functions as listed above are undertaken in keeping with the District's commitment to equal employment opportunity.

Reference: Sections 22, 65, 85 School Act

Adopted: June 25, 2019

Revised: