## PERSONNEL PROGRAMS

The personnel employed by MSAD #68 constitute the most important resource for effectively conducting a quality learning program. All staff members make important contributions to a successful education program. The system's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities and establishes policies and working conditions which are conducive to high morale and which enable each staff member to make the fullest contribution to local programs and services.

The personnel program shall include the following:

A.    Developing and implementing those strategies and procedures for personnel recruitment, screening and selection which will result in employing the best available candidates, i.e., those with highest capabilities, strongest commitment to quality education and great probability of effectively implementing the learning program;

B.    Developing general deployment strategy for greatest contribution to the learning program and to utilize it as the primary basis for determining staff assignments;

C.    Developing a climate in which optimum staff performance, morale and satisfaction are produced;

D.    Providing positive programs of staff development designed to contribute both to improvement of the learning program and to each staff member's career development aspirations;

E.    Providing reasonable compensation and benefits as well as other provisions for staff welfare; and

F.    Developing and utilizing for personnel evaluation positive processes which can contribute to the improvement of both staff capabilities and the learning program.

Informational notes: The Personnel section of the NEPN policy classification is divided into three main subsections -- the GB series, topics applying to all personnel; the GC series, topics applying to certified personnel; and the GC series, topics applying to noncertified personnel.

Cross Reference:    GC and Subcodes - (all related to professional staff policies)
                    GD and Subcodes - (all related to support staff policies)

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