

PERSONNEL - GUIDING PRINCIPLES

A dynamic and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. To this end, the development of personnel policies is an essential component of the program of public education in the district. The philosophy of the district and the community generally will be reflected in these policies.

Through its personnel policies, the Board of Education will establish a school environment that will attract and maintain the best-qualified persons whose mission will be to provide the best possible learning opportunities for the students enrolled in the M.S.A.D. #72 Public Schools.

The long-range goals on which these policies will be based are:

- To recruit, select, and employ the best qualified personnel to staff the district's schools.
- To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
- To provide an inservice training program for all employees to improve their performance.
- To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
- To assign personnel so as to ensure that they are used as effectively as possible.
- To develop the quality of human relationships necessary to obtain maximum staff performance and a high level of job satisfaction.

Policy development must be approached with attitudes of mutual trust and respect. Cooperation and participation of the district's employees, the administration, and the Board are essential in the formulation of personnel policies.

Implementation of adopted personnel policies should include channels of communication and procedures for the handling of professional and ethical problems through which all persons or groups affected may express their suggestions, concerns, and opinions.