

3110 - PERSONNEL GOALS

The personnel employed by the Akron City School District are the most important resource for effectively conducting a quality educational program. This program functions best when the District 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 District programs and services.

The goals of the District's personnel program include:

- A. to develop and implement those strategies and procedures for personnel recruitment, screening and selection that will result in employing the best available candidates: those with the highest capabilities, strongest commitment to quality education and greatest probability of effectively implementing the District's educational program;
- B. to develop a general assignment strategy that makes the greatest contribution to the educational program and to use it as the primary basis for determining staff assignments;
- C. to develop a climate in which optional staff performance, morale, and satisfaction are encouraged;
- D. to assist in providing positive programs of staff development designed to contribute both to improvement of the educational program and to each staff member's career development aspirations;
- E. to provide for a genuine team approach to education, including staff involvement in planning, decision-making, and evaluation;
- F. to develop and use for personnel evaluation positive processes which contribute to the improvement of both staff capabilities and the educational program;
- G. to encourage all employees to be cognizant of their role in instilling ethical principles and democratic ideals in all District students;
- H. to provide attractive compensation and benefits for all employees, as well as other provisions for staff welfare.