

#104442

PERSONNEL POLICIES/PRIORITY OBJECTIVES

A dynamic, effective, 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 Division. The philosophy of the Division and the community generally will be reflected in these policies.

Through its personnel policies, the Board 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 St. James-Assiniboia Schools.

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

1. To recruit, select, and employ the most appropriately qualified and effective personnel to staff the Division's schools.
2. To provide staff compensation and benefit programs sufficient to attract and retain qualified employees.
3. To provide a team approach to education, including staff involvement in planning, decision-making, and evaluation.
4. To provide an in-service training program for all employees to improve their performance.
5. To conduct an employee evaluation program that will contribute to the continuous improvement of staff performance.
6. To maintain current job descriptions for all positions in the division.
7. To assign personnel to ensure that they are used as effectively as possible.
8. To administer contracts, collective bargaining agreements, and personnel policies covering the employees of the division as effectively as possible.
9. To develop and maintain the quality of human relationships necessary to obtain maximum staff performance and a high level of job satisfaction.

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