

Recruitment and Selection of Staff

1. Vision

Staff are recruited and selected to provide the best possible instructional and support teams to serve our students and help them meet their full potential in district programs. Staff are highly effective and have the necessary skills and experience to effectively meet the learning needs of all students. The district works with teacher preparation programs, communicating the teaching skills, competencies, and experiences it considers of primary importance in its staff, and providing field experiences designed to train teachers to be able to improve student learning. Decisions about hiring, assigning or transferring staff are based on maximizing the effectiveness of that staff member within the district's programs.

2. Structure

Staff positions are established by the board to provide the district's comprehensive program of education. New positions are established by the board as needed. The superintendent establishes the necessary skills, competencies, qualifications, education, experience, and past performance levels for each position as it relates to the district's comprehensive program of education and the goal of improved student academic achievement. Selection of staff is based upon which candidate is the most qualified for the position and is made pursuant to the district's standard screening, interviewing, reference checking process, and equity requirements.

3. Accountability

Positions are created within budget parameters and legal requirements. Part of the district's strategic and short-term planning processes analyze current and projected staffing requirements. Individual positions are filled with consideration to program development, staffing and service needs, salary issues, budget parameters, and legal requirements. The superintendent regularly evaluates the effectiveness of the district's staff recruitment and selection processes and reports the findings and recommendations from the evaluation to the board.

4. Advocacy

In conformance with board policy, district leadership regularly communicates to staff, professional associations, employee bargaining units, teacher and professional preparation programs in higher education, students, parents, and the larger community the district's commitment to hiring those people best prepared and able to improve student achievement.

Cross References:

(cf.: 5121 – Certification Revocation)

(cf.: 5410 – Substitutes)

Legal References:

- RCW 28A.400.300 Hiring and discharging employees—Leaves for employees—Seniority and leave benefits, retention upon transfers between schools
- RCW 28A.405.210 Conditions and contracts of employment—Determination of probable cause for non-renewal of contracts—Notice—Opportunity for hearing
- RCW 43.43.830 Background checks – Access to children or vulnerable persons
- RCW 43.43.832 Background checks—Disclosure of child abuse

WAC 162-12 Pre-employment Inquiry Guide (Human Rights Commission)

AGO 62155.00 - No. 155 - 1961-62 Expenses of Applicants

8 USC 1324a and 1324b (IRCA) Immigration Reform and Control Act of 1986

Adoption Date:

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