

Personnel Policy Goals

The quality of the professional and support staff is of primary importance in achieving the ESD's educational objectives. In filling any licensed or classified position, the ESD will seek out and appoint the best-qualified person available for the position.

The personnel policies of the ESD are based upon an intention to attract highly qualified people to ESD employment, and to encourage and sustain their efforts for students and the school system. This ESD's personnel policies are designed to establish conditions conducive to effective work, to professional growth and to vocational satisfaction.

The Board recognizes that a dynamic, competent and efficient staff dedicated to education is necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals and recognizes its responsibility for promoting general staff welfare.

The Board's specific personnel goals are to:

1. Recruit, select and employ the best-qualified personnel to staff the ESD;
2. Provide an in-service training program for all employees as determined by the Board;
3. Conduct an employee evaluation program as provided by the law and ESD procedures;
4. Encourage the development and maintenance of positive employee morale.

END OF POLICY

Legal Reference(s):

[ORS 334.125 \(5\)](#)
[ORS 342.850](#)

[OAR 581-024-0245](#)