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**School Committee Policy:**

**#400**

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### Personnel Policies Goals

The people employed by the Maynard Public Schools are the most important resource for conducting an excellent educational program. Each staff member makes a unique and important contribution to the school system. The educational program will function best when the school system: employs highly qualified individuals; conducts appropriate staff development and training activities; and established, through its personnel policies and procedures, those working conditions which are conducive to high morale.

The goals of the school system's personnel program shall include the following:

1. To develop and implement administrative procedures for personnel recruitment, screening selection, and appointment which will result in employing and retaining the best candidates available within the financial resources provided by the Town. Equal opportunity employment guidelines set forth in Policy #14 will be strictly observed.
2. To develop staff assignment procedures which are designed to maintain or strengthen the overall educational offering of a given school or department.
3. To develop a climate in which student accomplishments grow from optimum staff performance and morale.
4. To provide positive programs of staff development training and counseling designed to foster the professional growth or to expand job-related skills of staff members.
5. To provide appropriate compensation programs and benefits to foster staff wellbeing.
6. To develop and carry out consistent personnel evaluation procedures which will contribute to both a stronger educational program and an improvement of staff competencies.

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Date Approved: 5/14/2009

Earlier Version: 2/01, 11/95

Cross Reference: Policies #14, #140

Legal Reference: M.G.L. 71:41, Collective Bargaining Agreement

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