

## PERSONNEL POLICIES GOALS

The personnel employed by the Westfield Public Schools constitute the most important resource for conducting a quality learning program. The Westfield Public Schools will function best when it; employs highly qualified personnel, conducts appropriate professional development activities, and establishes policies and working conditions which enable staff members to make his/her greatest contribution to programs and services. The school committee is interested in its personnel as individuals, and it recognizes its responsibility to its employees.

The committee's specific personnel goals are:

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection that will result in employing and retaining the candidates with the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the system's learning program.
2. To develop a general staff assignment strategy that will contribute to the learning program; and to use it as the primary basis for determining staff assignments.
3. To provide positive programs of staff development that contribute both to improvement of the learning program and to each staff member's career development aspirations.
4. To provide for a genuine team approach to education.
5. To develop and use for personnel evaluation, positive processes that contribute to the improvement of both staff capabilities and the learning program.
6. To provide fair compensation and benefits for staff welfare.

Adopted: Date of Manual Adoption

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