

RECRUITMENT AND SELECTION OF STAFF

Vision

Staff are recruited and selected to assure that students grow and meet their full potential in district programs. Staff are highly effective, and have the necessary skills and experience to 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.

Structure

Staff positions are established by the board as needed to provide the district's comprehensive program of education. The superintendent determines 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 continued improvement in student learning. The responsibility for selection, placement and transfer of personnel shall be vested in the superintendent with approval of the Board. Selection of staff is based on which candidate is the most qualified for the position, and is made pursuant to the district's standard screening, interview, and reference check process in keeping with equity requirements. The superintendent is authorized to select and recommend an interim candidate when a satisfactory permanent candidate can not be identified and time is of the essence. It is anticipated that the district's standard process will usually be followed to eventually fill the position on a permanent basis.

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. The filling of individual positions is done with consideration to 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.

Advocacy

The board and district regularly communicate 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.

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 Preemployment 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

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Meridian School District