

Personnel - Certificated/Non-Certificated  
Goals and Objectives in Personnel

GOALS

The personnel employed by the Brookfield Board of Education constitute the most important resource for effectively conducting a quality learning program. Important contributions to a successful education program are made by all staff members. The school system's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, and establishes policies and working conditions which are conducive to high morale and which enable each staff member to make the fullest contribution to school system programs and services.

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

1. To develop and implement those strategies and procedures for personnel recruitment, screening, and selection which will result in employing the best available candidates, i.e., those with highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the school system's learning program.
2. To develop general deployment strategy for greatest contribution to the learning program, and to utilize it as the primary basis for determining staff assignments.
3. To develop a climate in which optimum staff performance, morale, and satisfaction are produced.
4. To provide positive programs of staff development designed to contribute both to improvement of the learning program and to each staff member's career development aspirations.
5. To provide for a genuine team approach to education, including staff involvement in planning, decision making, and evaluation.
6. To provide fair compensation and benefits as well as other provisions for staff welfare.
7. To develop and utilize a BOE approved "Professional Growth and Evaluation Plan" for certified staff and "Administrative Evaluation and Professional Development Guidelines" specifically for administrators. which contribute to the improvement of both staff capabilities and the learning program.

Policy  
adopted: 3/5/03

BROOKFIELD PUBLIC SCHOOLS  
Brookfield, Connecticut

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