

Recruitment and Selection of Staff

Responsible Governance

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.

Creating Conditions for Student and Staff Success

Staff positions are established by the board to provide the district's comprehensive program of education. New positions are established by the board as needed. The superintendent establishes 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. 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, and equity requirements. **Although interview panels are utilized to conduct interviews, the hiring supervisor has the responsibility to determine whether an applicant has the technical qualifications for the open position and meets the other job-related criteria necessary to perform the job.**

High Expectations for Student Learning

Positions are created within budget parameters, and legal requirements. Part of the district's strategic and short-term planning processes analyzes 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.

Community Engagement

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.

Cross References: Board Policy 5005

Board Policy 5610

Legal References: RCW 28A.400.300

Employment: Disclosures, Certification Requirements, Assurances and Approval
Substitute Employment

Hiring and discharging employees —
Written leave policies — Seniority and leave benefits, of employees transferring between school districts and other educational employers

28A.405.210	Conditions and contracts of employment — Determination of probable cause for non-renewal of contracts — Nonrenewal due to enrollment decline or revenue loss — Notice — Opportunity for hearing
43.43.830	Background checks — Access to children or vulnerable persons — Definitions
43.43.832	Background checks —Disclosure of information--Sharing of criminal background information by health care facilities
49.44.200	Personal social networking accounts – Restrictions on employer access – Definitions
49.44.205	Violations of RCW 49.44.200 – Civil action – Remedies Chapter 162-12 WAC Preemployment Inquiry Guide (Human Rights Commission)
Chapter 162-12 WAC	Preemployment Inquiry Guide (Human Rights Commission)
P.L. 99-603	(IRCA)Immigration Reform and Control Act of 1986
Title 8 USC, Ch. 12 §1324a and §1324b WAC 392-19—0591	Public school employment and contract practices – Nondiscrimination

Management Resources: 2014 – December Issue
2012 – February Issue