

**PARK COUNTY SCHOOL DISTRICT #6  
BOARD OF EDUCATION POLICY**

**CODE GCEA**

**PROFESSIONAL STAFF RECRUITING AND DEVELOPMENT**

The school board believes that it has the obligation to provide the best teaching, administrative, and support personnel available to meet the educational needs of the students in the district. It will be the policy of the District that the procedure for employing the best qualified teachers and administrators will include:

- an effective recruitment program;
- an initiative that results in prompt action to advertise, to screen applications, to conduct interviews, and to recommend employment when vacancies occur or new positions are created; and
- a set of consistent hiring practices in dealing with applicants for teaching or administrative positions.

The Superintendent of Schools or his/her designee will verify that persons nominated for employment meet all qualifications established by applicable state law, rules of the Wyoming Department of Education and Board policies for the type of position for which the nomination is made.

The Board recognizes that a well-qualified staff dedicated to student education is necessary to provide a good educational program. The Board is interested in its employees as individuals and recognizes its responsibility in promoting their general welfare.

Through the proper administrative process the Board's specific personnel goals are:

1. To recruit, select, and employ the best qualified teachers and other staff members possible within its financial means.
2. To provide compensation and benefits sufficient to attract and retain qualified employees.
3. To provide an in-service training program through which employees may improve their performance.
4. To conduct an employee evaluation program that will contribute to the continuous improvement of performance.
5. To assign employees so as to assure their services are utilized as effectively as possible.
6. To develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction.

**EMPLOYMENT ORIENTATION**

Upon employment, all professional staff will be given an employment orientation. Among other things, the staff member will be given an explanation of benefits then available to the employee.

Adopted: 1/20/98  
Revised: 6/16/98