

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

DISTRICT POLICY

POLICY SERIES: Employee Rights & Responsibilities

SUBJECT: Goals

BOARD APPROVED: December 2008

BOARD REVIEWED DATE: September 2017

ERR100 Goals

I. PURPOSE

The purpose of this policy is to articulate the Board's commitment to the employment and retention of well-qualified, student-focused, ethical, diverse, innovative, and dedicated District personnel.

II. GENERAL STATEMENT OF POLICY

The Board is committed to providing a workplace that will attract and retain highly-qualified personnel who are provided with the atmosphere, support, and professional development opportunities they need to provide high-quality instruction and services to all students and member districts.

III. PERSONNEL GOALS

- A. To employ candidates who are highly-qualified, and best suited to serve our students, programs and member districts.
- B. To create a system of compensation which attracts and retains competent personnel, which encourages and rewards additional training and experience, and which recognizes varying levels of responsibility and achievement.
- C. To develop an evaluation system designed for equitable, accurate, thorough, relevant and regular appraisal of employee performance.
- D. To encourage the assignment of all personnel to positions for which they are trained and qualified, and which promote optimum use of available personnel resources.
- E. To adopt policies which provide for the health, safety, nondiscrimination and equal opportunity of all employees.
- F. To create a work environment where employees feel valued and are treated with dignity and respect.
- G. To provide opportunities and resources for professional development.
- H. To foster an atmosphere conducive to positive employee relations.