

Policy

CONCEPTS AND ROLES; GOALS AND OBJECTIVES IN PERSONNEL

Concepts and Roles

The Frenchtown Board of Education shall create and maintain a sufficient number of positions to promote student achievement of the New Jersey Student Learning Standards and the efficient operation and maintenance of the school grounds and facilities. The board is solely responsible for:

- A. Creating new positions and/or approving the staff appointment to an existing position;
- B. Specifying the number of employees in each employment category;
- C. Fixing the initial salary for new positions and new employees;
- D. Determining the duties of any such position in order to meet the needs of a changing school population and the community;
- E. Approving the implementation of newly designed courses and activities for the students of the district; and
- F. Overseeing the administration of the district in a thorough and efficient manner.

The board shall consult with the superintendent regarding district employment and staffing decisions.

Before a new position is established, the superintendent shall present to the board for approval a job description for the position which specifies qualifications, performance responsibilities, and the method by which the performance of these responsibilities will be evaluated.

The superintendent shall recommend the best qualified candidates for appointment by the board. The superintendent shall take adequate measures to verify the certification, experience and/or other credentials of any candidate recommended for board approval. If all candidates presented are rejected, the superintendent shall present a new selection.

The board directs the superintendent to maintain a comprehensive and timely collection of job descriptions for all professional staff positions.

The superintendent shall be responsible for supervision and evaluation of all professional employees.

Goals and Objectives

The board is committed to hiring and supporting the continued employment of personnel that possess the highest quality skills and talent and the desire and commitment to promote student achievement for all students in the Frenchtown School District. The board shall ensure that appropriate and enriching staff development activities are available to its staff members. The board shall endeavor to establish policies and working conditions which are conducive to positive morale and enable each staff member to make the fullest possible contribution to the district programs and services.

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

- A. Recruitment, screening and selection of personnel who have demonstrated outstanding capabilities, strong commitment to quality education, and greatest probability of effectively implementing the district's

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programs;

- B. Assignment of personnel to the positions where their unique skills may be applied for the greatest contribution to the educational program;
- C. Development of a civil and respectful climate which in order to optimize staff performance, morale, and satisfaction;
- D. Provision of staff development and inservice training specifically related to the individual performance needs of the employee and the district's educational programs;
- E. Involvement of professional staff, under the direction of the superintendent, in program planning and evaluation;
- F. Provision of fair compensation; and
- G. Development of positive personnel-evaluation processes which contributes to the improvement of both staff capabilities and student achievement of the New Jersey Student Learning Standards.

The superintendent shall supervise implementation of this policy.

Adopted: September 9, 2007
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 Readopted: February 28, 2017

Key Words

Certified Personnel, Goals, Objectives

Legal References: N.J.S.A. 10:5-1 et seq. Law Against Discrimination
N.J.S.A. 18A:17-20 Superintendent; general powers and duties
N.J.S.A. 18A:16-1 .2 May appoint temporary officers and employees
N.J.S.A. 18A:6-5 Inquiry as to religion and religious tests prohibited
N.J.S.A. 18A:6-6 No sex discrimination
N.J.S.A. 18A:6-8 Interest of school officers, etc., in sale of textbook or supplies; royalties

Title VII, Civil Rights Act 1964 as amended by Title IX, Equal Employment Act 1972

U.S. Rehabilitation Act, Section 504 (1973)

Possible

Cross References: *2131 Superintendent
 *4111/4211 Recruitment, hiring and selection
 *4111.1 Nondiscrimination/affirmative action
 *4112.2 Certification
 *4112.4/4212.4 Employee health
 *4112.6/4212.6 Personnel records
 *4112.8/4212.8 Nepotism
 *4115/4215 Supervision
 *4116/4216 Evaluation
 *4121 Substitute teachers
 *4222 Noninstructional aides

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*5120	Assessment of individual needs
*6010	Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.