

PERSONNEL GOALS

The personnel employed by the school system constitute the most important resource for effectively providing a quality education program. All staff members make important contributions to a successful education program. The school system's educational program will function best when it employs highly qualified personnel, offers appropriate staff development, and establishes policies and working conditions that are conducive to maintaining high morale and enable each staff member to maximize his or her contribution to the students' learning environment and opportunities.

The goals of Tyler County Schools' personnel program shall include the following:

1. Develop and implement strategies and procedures for personnel recruitment, selection, and retention that will result in employing and retaining the best candidates, i.e., those with highest capabilities, strongest commitment to quality education, and the greatest probability of effectively implementing the school system's education program;
2. Employ highly-qualified teachers, paraprofessionals, and aides whenever possible to achieve 100% compliance with federal and state requirements;
3. Develop a climate that promotes optimum staff performance, morale, effectiveness, and job satisfaction;
4. Provide high quality staff development programs designed to contribute to improvement in job performance and enhance each staff member's professional skills;
5. Provide for a genuine team approach to education, including staff involvement in planning, decision-making, and evaluation of performance;
6. Provide attractive compensation and benefits, as well as other provisions for staff welfare;
7. Conduct open and honest staff evaluations that will encourage improvement and provide recognition for outstanding job performance.

DATE: 3/21/16, 2/18/13, 4/2/07, 3/4/96, 9/18/78, 1973