

## CONCEPTS AND ROLES IN PERSONNEL: GOALS AND OBJECTIVES

Date of Adoption: April 25, 1996

- I. It shall be the policy of the Scotch Plains–Fanwood Board of Education to provide appropriate staffing to meet the educational needs of students in the district’s programs.
- II. The goals of the district’s personnel program shall include the following:
  - A. Recruitment, screening and selection of personnel who have outstanding capabilities, steadfast commitment to quality education and high probability of effectively implementing the district’s programs;
  - B. Assignment of personnel where they will make the greatest contribution to those programs;
  - C. Development of a climate which will produce optimum staff performance and student achievement;
  - D. Provision of staff in–service training specifically related to the district’s 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 contribute to the improvement of both staff capabilities and the district’s programs.
- III. The Superintendent shall recommend a job description for any new position for the Board’s approval which specifies qualification, performance responsibilities, accountability and the method by which the performance of these responsibilities will be evaluated.
- IV. The Superintendent shall recommend candidates for appointment by the Board.
- V. The Superintendent shall maintain current and accurate job descriptions for each position.
- VI. The Superintendent shall be responsible for the supervision and evaluation of all employees.

Scotch Plains–Fanwood Public Schools

### Legal References:

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|--------------------------|--|
| NJSA 18A:6–75 through 78 | Establishment & operation...teacher performance evaluation project |
| NJSA 18A:16–1            | Officers and employees in general                                  |

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| NJSA 18A:27-3.1  | Non-tenured teaching staff; observation & evaluation; conference; purpose                               |
| NJSA 18A:27-4  | Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder |
| NJAC 6:3-1.19  | Supervision of instruction; observation & evaluation of non-tenured teaching staff members              |
| NJAC 6:8-3.3(a)  | Staffing  |
| NJAC 6:8-4.3(a)6vi   | Evaluation & certification (professional staff)   |
| NJAC 6:8-4.8   | Teaching staff and professional development   |
| NJAC 6:11-4.1 et seq.  | Types of certificates   |
| NJAC 6:11-5.1 et seq.  | Requirements for the provisional certificate  |
| NJAC 6:11-8.2  | Vocational education requirements effective September 1, 1992   |
| NJAC 6:11-8.3  | Special education   |
| NJAC 6:11-8.4,-8.5   | Bilingual/bicultural education  |
| 42 USCA 2000e et seq.  | Title VII of the Civil Rights Acts of 1964 as amended by the Equal Employment Opportunities Act of 1972 |
| 29 USCA 794 et seq.  | Section 504 of the Rehabilitation Act of 1973   |
| 8 USCA 1100 et seq.  | Immigration Reform and Control Act of 1986  |
| 42 USCA 12101 et seq.  | Americans with Disabilities Act (ADA)   |
| Old Bridge Education Association v. Old Bridge Township Board of Education | 1986 S.L.D. 1917  |
| Manual for the Evaluation of Local School Districts                        | (June 1993)   |

Cross References:

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|---------------|---|
| Policy 4111   | Recruitment, Selection and Hiring         |
| Policy 4116   | Evaluation                                |
| Policy 4117.4 | Personnel Reduction/Abolishing a Position |
| Policy 4211   | Recruitment, Selection and Hiring         |
| Policy 4216   | Evaluation                                |
| Policy 4217.4 | Layoff/Rehire                             |