

PROFESSIONAL STAFF HIRING

Through its employment policies, the District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will be based upon awareness to candidates who will devote themselves to the education and welfare of the children attending the schools.

It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are motivated, will always strive to do their best, and are committed to providing the best educational environment for the children.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all certification requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to age, sex, creed, race, color, national origin, disability, sexual orientation or place of residence.
2. The quality of instruction is enhanced by a staff with a wide variation in background, educational preparation, and previous experience.
3. Administrative responsibility for hiring staff is as follows: the Superintendent is responsible for the hiring of District-wide Administrators and Principals; Principals are responsible for the hiring of building-based personnel. The administrator responsible for the hiring of a staff member is responsible for establishing a representative screening committee. Although the administrator has the final say in determining who will be hired, it is expected that the screening committee's input will be a factor in the decision.

Adopted: November 21, 2011

LEGAL REFS.: M.G.L. 69:6; 71:38; 71:38G; 71:39; 71:45; 71:55B
Massachusetts Board of Education Requirements for Certification of
Teachers, Principals, Supervisors, Directors, Superintendents and
Assistant Superintendents in the Public Schools of the Commonwealth
of Massachusetts, revised 1994
603 CMR 7:00 and 44:00