

CONCEPTS AND ROLES IN PERSONNEL: GOALS AND OBJECTIVES

The Passaic Board of Education shall maintain a sufficient number of positions to provide for the specific educational needs of the students in the district's programs. Only the Board can create a new position or appoint a person to an existing position, specify the number of employees in each category, fix the initial salary for new positions and new employees, and determine the duties of any such position in order to meet the needs of a changing school population and the community, to implement newly designed courses and activities for the students of the district, and administer the district in a thorough and efficient manner.

Before any new position is established, the superintendent shall present for the Board's 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 candidates for appointment and reappointment by the Board.

The Board directs the superintendent to maintain comprehensive and timely collections of job descriptions for all staff positions.

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

It shall be the policy of the Board of Education to establish and maintain conditions that will attract and hold the most highly qualified personnel for all certified, paraprofessional, and noncertified positions.

The Board shall:

- A. Seek out and develop strong leadership skills and abilities within staff;
- B. Ensure continuing competency of district employees through evaluation and in-service training programs.
- C. Provide in-service and self-development opportunities for staff.

CONCEPTS AND ROLES IN PERSONNEL: GOALS AND OBJECTIVES (continued)

First Reading: November 3, 2016
 Second Reading: November 21, 2016
 Adopted: November 21, 2016

Legal References: N.J.S.A. 18A:6-75 through -78 Establishment and operation teacher performance evaluation project
N.J.S.A. 18A:16-1 Officers and employees in general
N.J.S.A. 18A:27-3.1 Nontenured teaching staff; observation and evaluation; conference; purpose
N.J.S.A. 1A:27-4 Power of boards of education to make rules governing employment of teacher, etc.; employment thereunder

Possible

Cross References: 2130/4116.2 Principal and Assistant Principal Evaluations
 4111/4211 Recruitment, selection and hiring
 4113/4213 Assignment; Transfer
 4116 Evaluation
 4117.4/4217.4 Creating and abolishing a position/reduction in force