Recruitment and Selection of Staff

Responsible Governance
Staff are recruited and selected to assure that students grow and meet their full potential in district programs. Staff are highly effective, and have the necessary skills and experience to meet the learning needs of all students. The district works with teacher preparation programs, communicating the teaching skills, competencies, and experiences it considers of primary importance in its staff, and providing field experiences designed to train teachers to be able to improve student learning. Decisions about hiring, assigning, or transferring staff are based on maximizing the effectiveness of that staff member within the district’s programs.

Creating Conditions for Student and Staff Success
Staff positions are established by the board to provide the district’s comprehensive program of education. New positions are established by the board as needed. The superintendent establishes the necessary skills, competencies, qualifications, education, experience, and past performance levels for each position, as it relates to the district’s comprehensive program of education, and the goal of continued improvement in student learning. Selection of staff is based on which candidate is the most qualified for the position, and is made pursuant to the district’s standard screening, interview, and reference check process, and equity requirements.

High Expectations for Student Learning
Positions are created within budget parameters, and legal requirements. Part of the district’s strategic and short-term planning processes analyzes current and projected staffing requirements. The filling of individual positions is done with consideration to salary issues, budget parameters, and legal requirements. The superintendent regularly evaluates the effectiveness of the district’s staff recruitment and selection processes, and reports the findings and recommendations from the evaluation to the board.

Community Engagement
The board and district regularly communicate to staff, professional associations, employee bargaining units, teacher and professional preparation programs in higher education, students, parents, and the larger community the district’s commitment to hiring those people best prepared and able to improve student achievement.

Cross References: Board Policy 5005
Employment: Disclosures, Certification Requirements, Assurances and Approval
Board Policy 5610
Substitute Employment
Legal References:  

**RCW 28A.400.300**  
Hiring and discharging employees —  
Written leave policies — Seniority  
and leave benefits of employees  
transferring between school districts  
and other educational employers

**RCW 28A.405.210**  
Conditions and contracts of employment  
— Determination of probable cause  
for non-renewal of contracts —  
nonrenewal due to enrollment decline  
or revenue loss — Notice —  
Opportunity for hearing

**RCW 43.43.830**  
Background checks — Access to  
children or vulnerable persons —  
Definitions

**RCW 43.43.832**  
Background checks — Disclosure of  
information—Sharing of criminal  
background information by health  
care facilities

**RCW 49.44.200**  
Personal social networking accounts —  
Restrictions on employer access —  
Definitions

**RCW 49.44.205**  
Violations of RCW 49.44.200 — Civil  
action - Remedies

**WAC 162-12**  
Preemployment Inquiry Guide (Human  
Rights Commission)

**WAC 392-190-0591**  
Public school employment and contract  
practices - Nondiscrimination

**P.L. 99-603**  
(IRCA) Immigration Reform and Control  
Act of 1986

**Title 8 USC, Ch. 12 §1324a and §1324b**

Management Resource:

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