

SANBORN REGIONAL SCHOOL DISTRICT

SRSB File: GCE

PROFESSIONAL STAFF RECRUITING

Statement of Purpose

This policy outlines the expectations of the Sanborn Regional School Board with regard to the recruitment of professional staff.

Statement of Policy

The Sanborn Regional School Board and the administrative personnel realize that a sound educational system cannot be built and maintained without definite procedures for the recruitment of personnel. We believe that:

1. The quality of the educational program in any school system is dependent upon the employment and retention of high caliber personnel.
2. All currently employed personnel share a common responsibility for the procurement of the type of staff needed. They are expected to help in every way possible, especially, by making the system aware of outstanding prospects at every opportunity.
3. While staff recruitment is ultimately the responsibility of the Superintendent of Schools or his/her designee, it is important that all Sanborn staff members are able to work together as a team. Therefore, it is imperative that the Superintendent involve appropriate principals and other staff in the hiring process.
4. First consideration will be given to those applicants seeking permanent rather than temporary employment.
5. All professional staff selected for employment must be nominated by the Superintendent of Schools and elected by the school board.

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6. In selecting nominees for instructional positions, the Superintendent of Schools, after considering recommendations of subordinates, will be guided by the following criteria:
 - a. specific requirement of the position
 - b. appropriate professional qualifications and credentials including full New Hampshire certification
 - c. successful teaching, student teaching, or intern experience.
 - d. balance and stability within the faculty
 - e. budget considerations.

Related policies: GBE - Staff Expectations
 GCB - Professional Staff Contracts
 GCEB - Administrative Staff Recruiting

Original Effective: November 22, 1976

Revised: September 16, 1981

Revised: October 21, 1998

Reaffirm: May 18, 2011