

<p style="text-align: center;">TUSD</p> <p style="text-align: center;">Tucson, Arizona</p> <p style="text-align: center;">GOVERNING BOARD POLICY</p>	POLICY TITLE: Personnel Goals/Priority Objectives
	POLICY CODE: GA

The Board recognizes that dynamic and efficient staff members dedicated to education are necessary to maintain a constantly improving educational program. The Board is interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff members.

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~~Duties of these staff members shall be outlined and assigned by the Superintendent.~~

~~The Superintendent shall review the district organizational chart annually and present it to the Governing Board as approved by the Superintendent. Every position listed on the organizational chart shall be defined by a job description that is updated regularly to ensure that all audit criteria such as span of control, logical grouping of functions, etc., are met.~~

Job descriptions shall include accountability for the design, implementation and assessment of the aligned curriculum as appropriate for the position.

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Additionally, the Board establishes, as personnel service goals, the following:

- Recruiting, selecting, and employing the best-qualified personnel to staff the school system.
- An employee appraisal program (evaluation) that will contribute to the continuous improvement of staff performance and be in compliance with state law.
- A process in which staff is coached over time in the implementation of professional development initiatives.

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- Professional development and in-service training programs for employees that will improve their rates of performance and retention.
- Deployment of the available personnel to ensure that they are utilized as effectively as possible within budgetary constraints.
- Human relationships necessary to obtain maximum staff performance and satisfaction.

- A staff compensation program sufficient to attract and retain qualified employees within the fiscal limitations of the District.

Adopted: September 17, 1985

Revised: September 9, 2008 (numeric to letter format only)

Revised: ~~July 2, 2012~~

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LEGAL REF:

A.R.S. 15-341

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15-503

CROSS REF: