

HUMAN RESOURCES

Optimal educational opportunities are best afforded by recruiting, selecting, training, evaluating, and rewarding high quality, dedicated staff. Shared decision making, and shared responsibility by staff and community in school direction are important factors in providing an educational environment that promotes maximum student achievement. A sharing of experiences, ideas, and expertise among staff increases professional growth and development.

Providing the community with graduates who have the knowledge, skills, and personal attributes of productive and successful citizens requires high quality, skilled staff. Ohio County Schools is committed to selecting the best qualified individuals to educate students through curricular, co-curricular, and extra curricular opportunities and to providing the necessary support services for effective schools. The Board is committed to equal opportunity employment.

In recognition that teaching is a profession into which one matures and that beginning teachers need opportunities to observe and learn from master teachers, Ohio County Schools is committed to the development of newly employed teachers through a teacher induction program. Staff development is designed with maximum involvement by those receiving the training and utilizes the concepts of sharing best practices by those within the system through training of trainers. High quality, professional substitute teachers are also necessary to assure continuous quality instruction.

It is important that Ohio County Schools take an active part in the pre service training of future educators, thus ensuring the availability of high quality professionals to meet the needs of the future. Future educators are encouraged to observe classes, teach lessons under the direction of classroom teachers, complete student teaching requirements, participate in staff development opportunities offered by the county, and articulate with teachers and administrators. County personnel will continue regular articulation with college level education professionals.

Evaluation of staff is conducted for the purpose of enhancing professional growth and development and for holding staff

accountable for providing optimal conditions for student learning.

It is the Board's intent to retain personnel through recognition, competitive salary and benefits, within fiscal constraints. Through collaboration and cooperation and frequent communications between the administration and staff, the Board anticipates consensus building resolutions to matters of common interest.

POLICY REVIEWED: June 9, 2014

POLICY REVISED: March 10, 2014

POLICY ADOPTED: March 8, 1993

OHIO COUNTY BOARD OF EDUCATION