

POLICY GAA**Board of Education
Las Cruces Public Schools**

Related Entries: GAA-R; GAB; GAB-R

Responsible Office: Chief Human Resource Officer

Applicable To: ☐ All Employees

HUMAN RESOURCE DEVELOPMENT SYSTEMS**I. PURPOSE**

To support the professional growth and development of all employees in an effort to attract and retain a highly qualified workforce.

II. BACKGROUND

The Board of Education is committed to human resource development systems for all employees to support their success. It is the expectation that professional growth systems and processes will promote an environment of collaboration and mutual respect for all, in a non-discriminatory manner, predicated upon the highest ethical standards, in accordance with local, state and federal laws.

III. POSITION

- A. The Superintendent shall ensure that effective systems are in place to attract, recruit, mentor, develop, recognize, and retain high-performing staff and evaluate employees based on standards of performance. The Superintendent will also develop processes that support professional growth systems for all employees.
- B. The Superintendent shall promote positive work environments that value ongoing professional development as an essential component of a student-centered learning environment. Therefore, the district shall:
 - 1. Attract personnel by providing opportunities to learn about the responsibilities, roles and benefits of a position; and, actively recruit a highly qualified workforce that reflects the diversity of our community, and encourage and mentor them to apply for specific positions;
 - 2. Mentor employees through collegial support systems that meet the needs of individual employees throughout their careers to foster their success, as measured by the performance standards of the evaluation system;
 - 3. Foster the development of personnel through a variety of experiences to enhance and improve knowledge, skills, abilities, and practices that

support successful performance as outlined in their established job descriptions.

4. Evaluate employees on established standards of performance and provide feedback and professional growth;
5. Attract and develop leaders by creating opportunities for engagement and leadership;
6. Recognize employees who devote their time, skills, and energy to support and improve the teaching and learning process to increase student achievement;
7. Retain high-performing employees through continuous professional growth systems to support their successes;
8. Build collaborative partnerships with LCPS employees, applicants, and stakeholders in a friendly, equitable and efficient environment so that each person feels supported in order to ensure success of all employees and to foster a positive work environment.
9. The Human Resources Division will strive to provide optimal customer service through a servant leadership model that supports teaching and learning.

C. The Superintendent shall promulgate a regulation for the enforcement of this policy.

III. REVIEW AND REPORTING

This policy will be reviewed in accordance with the Board of Education policy review process.

DocuSigned by:

Ray Jaramillo

SF81F-A6FB742281...

Board of Education, President

May 4, 2021

Date Approved

Policy History: formerly policy #200; new policy, 05.27.14

Legal Reference: