# 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.

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| Cross References: | 5005 - Employment Disclosures, Certification Requirements, Assurances and Approval |
| | 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 nonrenewal of contracts — Nonrewal 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

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

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

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

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

Management Resources:

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2012 - February Issue