I. PURPOSE

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

II. BACKGROUND

A. The Governance Council is committed to human resource development systems for all employees to support their success. It is expected 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, per local, state and federal laws.

III. POSITION

A. The Principal/CAO shall ensure that adequate systems are in place to attract, recruit, mentor, develop, recognize, and retain high-performing staff and evaluate employees based on performance standards.

B. The Principal/CAO shall promote positive work environments that value ongoing professional development as an essential component of a student-centered learning environment. Therefore, the school 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 various 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 employees, applicants, and stakeholders in a friendly, equitable and efficient environment so that each person feels supported to ensure all employees' success and foster a positive work environment.

C. The Principal/CAO shall promulgate a regulation for the enforcement of this Policy.

IV.   REVIEW

A. The Council will review this Policy per the policy review process.

Approved, Governance Council, President	Date

Legal Reference: