

PERSONNEL POLICIES GOALS

The personnel employed by the Board are a very important resource for effectively conducting a quality educational program. The District's program functions best when it employs highly qualified personnel, conducts appropriate staff development activities and establishes policies and working conditions which are conducive to high morale and enable each staff member to make the fullest contribution to District programs and services. It is the District's goal, as set forth in Educating Cleveland's Children, to instill among its workforce a commitment to excellence, individual student achievement, continuous professional development and a willingness to be held accountable.

The strategic initiatives for achieving the District's goals include:

1. Designing and implementing a coordinated professional development plan;
2. Improving teacher quality by:
 - a. Aligning teacher professional development opportunities with District objectives;
 - b. Implementing initiatives to provide training to teachers to strengthen their teaching skills;
 - c. Developing a plan to recruit, train and retain qualified teachers and principals;
3. Improving principal leadership by focusing on professional development and training programs as well as recruitment and mentoring systems;
4. Improving customer service and support services District-wide;
5. Providing assistance to personnel in the District and to other stakeholders;
6. Reviewing and assessing personnel policies and practices;
7. Developing a well-defined process to ensure adequate staff; and
8. Developing and implementing a comprehensive system-wide policy

to monitor and reduce employee absenteeism.

[Adoption date: September 6, 2001]

LEGAL REFERENCES

ORC 124.11; 3313.602; 3319.02; 3319.081; 3319.11; 3319.111; Chapter 4117
Educating Cleveland's Children: Strategic Initiatives for the Cleveland
Municipal School District

NOTE: THIS IS A REQUIRED POLICY