

Policy

CONCEPTS AND ROLES IN PERSONNEL;
GOALS AND OBJECTIVES

The Plainfield Board of Education shall provide appropriate staffing to meet the educational needs in the district programs in order to ensure student achievement of the Core Curriculum Content Standards.

The goals of the district shall include the following:

- A. Recruitment, screening and selection of appropriately qualified and certified personnel who have outstanding capabilities, steadfast commitment to quality education and high probability of effectively implementing the district's programs;
- B. Assignment of personnel where they will make the greatest contribution to the educational program;
- C. Development of a climate which will produce optimal staff performance and student achievement of the Core Curriculum Content Standards;
- D. Provision of staff inservice training specifically related to the district's programs;
- E. Involvement of professional staff, under the direction of the Chief School Administrator, in program planning and evaluation;
- F. Provision for fair compensation; and
- G. Development of a positive personnel evaluation process which contributes to the improvement of both staff capabilities and the enhancement of the district's programs.

The Chief School Administrator shall recommend a job description for any new position for the Board's approval which specifies qualifications, performance or responsibilities, accountability and the method by which the performance of those responsibilities shall be evaluated. The Chief School Administrator shall:

- A. Recommend appropriately qualified and certified candidates for appointment by the Board;
- B. Maintain current and accurate job descriptions for each position; and
- C. Be responsible for the supervision and evaluation of all employees.

Adopted: April 25, 1996
Amended: May 19, 2009

Key Words

Certified Personnel, Goals, Objectives

Legal References: N.J.S.A. 10:5-1 et seq. Law Against Discrimination
N.J.S.A. 18A:3-15.2 Fraudulently issued, obtained, forged or altered

CONCEPTS AND ROLES, GOALS AND OBJECTIVES (continued)

	degree or certification; use in connection with business or occupation
<u>N.J.S.A.</u> 18A:6-5	Inquiry as to religion and religious tests prohibited
<u>N.J.S.A.</u> 18A:6-6	No sex discrimination
<u>N.J.S.A.</u> 18A:6-7.1, -7.5	Criminal history record; employee in regular contact with pupils; grounds for disqualification from employment; exception
<u>N.J.S.A.</u> 18A:6-75	Establishment and operation of teacher performance evaluation project
<u>N.J.S.A.</u> 18A:6-76.1	Deadline for notification to students of requirements of provisional certificate and induction program ...
<u>N.J.S.A.</u> 18A:11-1	General mandatory powers and duties
<u>N.J.S.A.</u> 18A:16-1	Officers and employees in general
<u>N.J.S.A.</u> 18A:26-1, -1.1, -2	Citizenship of teachers, etc. ...
<u>N.J.S.A.</u> 18A:27-1 <u>et seq.</u>	Employment and Contracts
<u>See particularly:</u>	
<u>N.J.S.A.</u> 18A:27-4.1	
<u>N.J.S.A.</u> 26:8A-1 <u>et seq.</u>	Domestic Partnership Act
<u>N.J.A.C.</u> 6A:7-1.1 <u>et seq.</u>	Managing for Equality and Equity in Education
<u>See particularly:</u>	
<u>N.J.A.C.</u> 6A:7-1.4,-1.8	
<u>N.J.A.C.</u> 6A:9-6.1 <u>et seq.</u>	Types of Certificates
<u>N.J.A.C.</u> 6A:9-8.1 <u>et seq.</u>	Requirements for Instructional Certification
<u>N.J.A.C.</u> 6A:9-11.1 <u>et seq.</u>	Exceptions for the Requirements for the Instructional Certificate
<u>N.J.A.C.</u> 6A:9-12.1 <u>et seq.</u>	Requirements for Administrative Certification
<u>N.J.A.C.</u> 6A:10A-1.1 <u>et seq.</u>	<i>Improving Standards-Driven Instruction and Literacy and Increasing Efficiency in Abbott School Districts</i>
<u>See particularly:</u>	
<u>N.J.A.C.</u>	
6A:10A-2.1 through -2.4, -5.4	
<u>N.J.A.C.</u> 6A:30-1.1 <u>et seq.</u>	Evaluation of the Performance of School Districts
<u>N.J.A.C.</u> 6A:32-4.1	Employment of teaching staff
<u>N.J.A.C.</u> 6A:32-4.8	Support residencies for regularly certified, inexperienced first-year Principals
<u>N.J.A.C.</u> 6A:32-5.1	Standards for determining seniority

42 U.S.C.A. 2000e et seq. - Title VII of the Civil Rights Act of 1964 as amended by the Equal Employment Opportunities Act of 1972

29 U.S.C.A. 794 et seq. - Section 504 of the Rehabilitation Act of 1973

8 U.S.C.A. 1100 et seq. - Immigration Reform and Control Act of 1986

42 U.S.C.A. 12101 et seq. - Americans with Disabilities Act (ADA)

No Child Left Behind Act of 2001, Pub. L. 107-110 20 U.S.C.A. 6301 et seq.

Old Bridge Education Association v. Old Bridge Township Bd. of Ed., 1986 S.L.D. 1917

CONCEPTS AND ROLES, GOALS AND OBJECTIVES (continued)Taxman v. Piscataway Bd. of Ed., 91 F. 3d 1547 (3d Cir. 1996)Manual for the Evaluation of Local School Districts

The Comprehensive Equity Plan, New Jersey Department of Education

Possible

<u>Cross References:</u>	2130	Administrative staff
	*2131	Chief school administrator
	4000	Concepts and roles in personnel
	*4111/4211	Recruitment, hiring and selection
	*4111.1	Nondiscrimination/affirmative action
	*4112.2	Certification
	*4112.4	Employee health
	4112.5	Criminal history check
	*4112.6	Personnel records
	*4112.8	Nepotism
	*4115/4215	Supervision
	*4116/4216	Evaluation
	*4121	Substitute teachers
	*4222	Noninstructional aides
	*5120	Assessment of individual needs
	*6010	Goals and objectives

*Indicates policy is included in the Critical Policy Reference Manual.