

PROFESSIONAL STAFF HIRING

Through its employment policies, the District will strive to attract, secure, and hold the highest qualified personnel for all professional positions. The selection process will focus on hiring candidates who are committed to teaching children and assisting them in reaching high levels of achievement.

It is the responsibility of the Superintendent, and of persons to whom he or she delegates this responsibility, to determine the personnel needs of the school system and to locate suitable candidates. No position may be created without the approval of the School Committee. The District's goal is to employ and retain personnel who are skilled, knowledgeable, motivated, positive in approach, and possess a strong work ethic.

It will be the duty of the Superintendent to see that persons considered for employment in the schools meet all licensing requirements and the requirements of the Committee for the type of position for which the nomination is made.

The following guidelines will be used in the selection of personnel:

1. There will be no discrimination in the hiring process due to age, sex, creed, race, color, national origin, disability, sexual orientation or place of residence.
2. Diversity in background, educational preparation, and experience is encouraged.
3. The administrator responsible for the hiring of a staff member (in the case of District-wide positions, for the position of Principals, it is the Superintendent; for building-based personnel, it is the Principal with the approval of the Superintendent) is directed to establish a representative selection committee.

LEGAL REFS.: M.G.L. [69:6](#); [71:38](#); [71:38G](#); [71:39](#); [71:45](#); [71:55B](#)
Massachusetts Elementary and Secondary Education Requirements
for Certification
603 CMR 7:00 and 44:00
Equal Opportunity Employer

Approved: March 9, 2009