

**ADMINISTRATIVE STAFF RECRUITING**

The School Board and the administrative personnel realize that a sound educational system cannot be built and maintained without definite procedures for the recruitment of personnel.

1. The quality of the educational program in any School system is dependent upon the employment and retention of high caliber personnel.
2. All currently employed personnel share a common responsibility for the procurement of the type of staff needed. They are expected to help in every way possible and, specifically, by making the system aware of outstanding prospects at every opportunity.
3. Staff recruitment is the responsibility of the Superintendent. Principals and other staff will assist the Superintendent as needed.
4. First consideration will be given to those applicants seeking permanent rather than temporary employment.
5. All professional staff selected for employment must be recommended by the Superintendent and approved by the School Board.
6. In selecting nominees for instructional positions, the Superintendent, after considering recommendations of subordinates, will be guided by the following criteria:

- Professional qualifications and credentials, including full state certification.
- Successful teaching experience.
- Specific requirements of position.
- Balance and stability within faculty.
- Budget considerations.

The Superintendent shall ensure a thorough check is made of the candidate's prior record, prior to nomination to the Board.

**Legal References:**

*RSA 189:13-a, School Employee and Volunteer Background Investigations*  
*RSA 189:39, How Chosen*

Proposed: 04/03/00

Adopted: 05/01/00