

**Policy**

---

GOALS AND OBJECTIVES

The Jersey City School District's program will function best when it employs highly qualified personnel, conducts appropriate staff development activities, provides qualified supervision, evaluates staff based on student achievement, and establishes policies and working conditions which enables each staff member to make the fullest contribution to district programs and services.

The goals of the district personnel program shall include the following:

- A. Recruitment, screening and selection of personnel who have the highest capabilities, strongest commitment to quality education, and greatest probability of effectively implementing the district programs;
- B. Assignment of personnel where they will make the greatest contribution to those programs;
- C. Development of a climate which will produce optimum staff performance, moral, and satisfaction;
- D. Provision of staff inservice training specifically related to the district programs;
- E. Provision of a system of supervision and evaluation that is in compliance with law and related to student achievement;
- F. Involvement of staff, under the direction of the superintendent, in program planning and evaluations; and
- G. Provision of fair compensation.

The superintendent shall supervise the implementation of the district goals and objectives.

Adopted: March 13, 2008  
NJSBA Review/Update: March 2013  
Readopted: October 17, 2013

**Key Words**

Staff Development, Recruitment, Hiring, Screening, Inservice, Supervision, Evaluation, Compensation

<b>Legal References:</b>	<u>N.J.S.A.</u> 10:5-1 <u>et seq.</u>	Law Against Discrimination
	<u>N.J.S.A.</u> 18A:3-15.2	Fraudulently issued, obtained, forged or altered 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 students; grounds for disqualification from employment; exception
	<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:13-40	General powers and duties of board of newly created regional districts
	<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>N.J.S.A.</u> 26:8A-1 <u>et seq.</u>	<u>Domestic Partnership Act</u>
<u>N.J.S.A.</u> 52:14-7	Residency Requirements
<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:10-1.1 <u>et seq.</u>	Educator effectiveness
<u>N.J.A.C.</u> 6A:10-2.5	Support residencies for regularly certified, inexperienced first-year principals
<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:32-5.1	Standards for determining seniority

**Possible**

**Cross References:**

*2131	Superintendent
*4111	Recruitment, hiring and selection
*4111.1/4211.1	Nondiscrimination/affirmative action
*4112.2	Certification
*4112.4/4212.4	Employee health
4112.5/4212.5	Criminal history check
*4112.6/4212.6	Personnel records
*4112.8/4212.8	Nepotism
*4211	Recruitment, hiring and selection
*5120	Assessment of individual needs
*6010	Goals and objectives

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