Hickman County Board of Education

	Descriptor Term: **Personnel Goals**	Descriptor Code: **5.100**	Issued Date: **10/21/24**
		Rescinds: **5.100**	Issued: **10/03/22**

The general purpose of the administration shall be to coordinate and supervise, under Board policies, the creation and operation of an environment in which students learn most effectively. The Board shall rely on the director of schools to provide the professional administrative leadership.

The Board of Education shall clearly specify its requirements and expectations of the director of schools, then holding the director of schools accountable by evaluating how well those requirements and expectations have been met. In turn, the director of schools shall clearly specify requirements and expectations for all administrators who report to him, then holding each accountable by evaluating how well requirement and expectations have been met.

The Board's personnel goals are as follows:[1]

1. To ensure that the Director of Schools recruits and employs the best qualified individuals to staff the school district;
2. To provide compensation, benefits, and working environments sufficient to attract and retain qualified employees;
3. To provide an in-service training program for all employees to improve their performance; and

To conduct an evaluation program that will contribute to the continuous improvement of staff performance.

Major goals of administration will be:

1. To manage the system's various resources effectively and efficiently;

2. To provide professional advice and counsel to the Board and to advisory groups established by Board action; and

3. To assure effective learning programs by:
   a. Keeping abreast of current educational developments;
   b. Arranging for staff development;
   c. Coordinating efforts to improve learning programs, facilities, equipment, and materials; and
   d. Providing access to the decision-making process to staff, students, parents, and others.

The Board recognizes that high morale in the teaching staff is essential if education of the finest quality is to prevail for the pupils of the school system. Teaching is a profession, and the interest of the educational program is best served when mutual understanding, cooperation and communication exist among the Board, the administration, and the instructional staff.

1. TCA 49-1-302(g); Public Acts of 2025, Chapter No. 494

Cross References

School District Goals 1.700