

## **PROFESSIONAL STAFF RECRUITMENT, SELECTION AND APPOINTMENT**

The Acton and Acton-Boxborough School Committees seek to hire and retain the most qualified persons for the school districts.

The Superintendent shall be responsible for ensuring that every effort is made to attract the most qualified candidates. Efforts will be made to balance and maintain experience levels in consideration of applications for vacant positions.

Criteria for employment include:

- Appropriate education and certification/eligibility for certification waiver
- High level of academic achievement which demonstrates strengths in the area for which the candidate is being considered
- Ability or potential to meet the performance standards of the school district
- Personal characteristics, such as
  - Sensitivity to the needs of children
  - Concern for others
  - Organizational skills
  - Initiative
  - Creativity

Applications of all candidates shall be given equal consideration without regard to race, religion, national origin, age, sex, marital status, or handicapping conditions. Administrative action shall be taken to encourage the application of qualified minority candidates for all vacancies.

School Committee members may not hold a paid position in the school district(s) they represent. Applications shall not be considered from members of the immediate family of Central Office, administrators or principals.

CROSS REF.:            ADDA, C.O.R.I. Requirements