

Recruiting and Selection of Professional Employees

The District shall employ and retain the best qualified professional employees. This shall be accomplished through careful consideration of qualifications, insistence on merit selection, provision of competitive salary schedules, and other forward looking human resources practices in compliance with Policy 4001 Equal Opportunity and Nondiscrimination in Employment Practices.

Definition

"Professional employee" means any District employee whose position in the District requires them to hold Pennsylvania Department of Education certification, including teachers, certificated supervisors and administrators, supervising principals, principals, assistant principals, vice-principals, mental health specialists, school counselors, school psychologists, school nurses.

Professional Employees

Each candidate for a regular professional employee position shall minimally be required to meet all state and federal requirements for certification, clearances and training. Additionally, preferred candidates should demonstrate the following to the extent applicable to the position:

1. Interest in and ability to meet the needs of all students, and commitment to cultural awareness and proficiency.
2. Adherence to Pennsylvania ethical standards.
3. A genuine interest in educating children and youth.
4. A commitment to the District's mission and strategic plan.
5. Commitment to the teaching profession and a recognition of its vital place in developing responsible citizens.
6. A desire to serve the school and community.
7. Effective oral and written communication skills.
8. Commitment to continued professional growth.
9. Technological proficiency.
10. Self-direction and initiative.
11. Receptivity to supervisory feedback, innovative practices along with ability to deliver conventional instruction.

12. Ability to work cooperatively with students, parents, and coworkers.
13. An understanding of the need to develop and participate in community partnerships.

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