

RECRUITMENT AND SELECTION OF PERSONNEL

Within the financial resources available, every effort will be made to recruit persons possessing the highest professional and personal qualifications.

The school district welcomes applications from those whose qualifications fit those stated in the job description. Procedures in recruiting and selection will be open and fair. Communications with applicants will be straight forward, and prompt, as well as courteous.

There will be no discrimination on the basis of race, creed, color, age, sex, disability, sexual orientation, or national origin, nor will there be any favoritism shown on the basis of a family relationship to a School Committee member or any present employee in the school district.

The Superintendent will use a variety of sources for filling personnel vacancies including:

Present teachers and other employees of the school system.

College and university placement services.

Internet Postings

Newspaper advertisements.

Placement services.

Student teachers or interns in the school district.

Adequate time will be allowed between the time a vacancy is announced and the time an appointment is made to insure that qualified applicants are given fair consideration.

A person indicates availability for a position by submitting a letter of interest and a resume. Then, if requested, a complete application form may be submitted.

During the application process, an applicant should not contact School Committee members or employees of the school district unless by arrangements set up by the Superintendent.

No effort should be made to obtain a position by means of influences other than those represented by personal and professional qualifications.

Favoritism based on family relationship will at no time be a factor in the employment, assignment, or promotion of personnel.

Dighton-Rehoboth Regional School District