

## **GA – SCHOOL COMMUNITY RIGHTS AND RESPONSIBILITIES**

Our goal is to provide rigorous learning opportunities for all members of our school community in a personalized learning environment. To achieve this end, our strategy is to implement a learning community of disciplined people, thought and action focused on high expectations for teaching and learning. We expect all of our school community, including school staff, to:

1. Support the individual in determining his or her learning purposes and the means for achieving them.
2. Provide a rigorous educational program to promote success for all learners.
3. Balance the educational program with real world and service learning.
4. Be engaged in the learning process by setting high expectations and collaborating with others to meet these expectations.
5. Respect the right to learn for all and at all times.
6. Be responsible for one's own learning and encourage the learning of others.
7. Behave in an appropriate manner considerate of one's self and the community.
8. Be accountable for one's actions and choices.
9. Be truthful, courteous, and take pride in one's work.
10. Be present and on time.

The Board is also interested in its personnel as individuals, and it recognizes its responsibility for promoting the general welfare of the staff. The Board's specific personnel goals are to:

1. Recruit, select, and employ the best qualified personnel to staff the school system.
2. Provide staff compensation and benefits programs sufficient to attract and retain qualified employees.
3. Provide an in-service training program for all employees to improve their performance, and to improve the overall rate of retention and promotion of staff, including a work-site wellness program that encourages health and disease prevention through attention to their physical, mental, and emotional well-being.
4. Conduct an employee appraisal program that will contribute to the continuous improvement of staff performance and overall school performance.
5. Assign personnel so as to ensure they are utilized as effectively as possible.
6. Administer collective bargaining agreements.
7. Develop the quality of human relationships necessary to obtain maximum staff performance and satisfaction, and high expectations for teaching and learning.

### Statutory/Regulatory/Policy/Handbook Cross References

Policy JA (School Community Rights and Responsibilities)  
Handbook (Referenced in Personnel Handbooks)

APPROVED: July 20, 2006