

# POLICY

## Queen Anne's County Public Schools

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| POLICY TITLE:<br>Employment of Certificated Personnel                               |  |
| ADOPTION/EFFECTIVE DATE:<br>Readopted: July 7, 1993<br>Reformatted: October 9, 2013 |  |
| POLICY/PROCEDURE MANUAL SUMMARY CATEGORY:<br>Personnel<br>Amendment:                |  |

### A. Purpose

To state the importance of securing qualified personnel.

### B. Policy Statement

It is the responsibility of the superintendent to secure the best qualified personnel to fill positions in the system.

### C. Rationale

Good teaching is perhaps the most critical part of a solid education. In fact, the deleterious effects of just one ineffective teacher may jeopardize the entire educational success of a young person, regardless of how many effective teachers she might subsequently have (Wright, Horn, & Sanders, 1997). The critical importance of teaching is not just acknowledged by educators and practitioners, but by the public at large. A 1998 survey conducted by Louis Harris and Associates found that 55 percent of Americans chose the quality of teachers as "the greatest influence on student learning" (NEA, 1999). And good teaching isn't an accident. Surely some teachers have a gift to help students learn, but knowledge of the learning process, child development, and academic content are all important components of good teaching.

### D. Definitions

None

### E. Implementation guidelines

The Superintendent is authorized to develop regulations and procedures to implement this policy.

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### **F. Evaluation**

The Superintendent will provide the Board of Education a review of this policy in 2017. The focus of this review will be the effectiveness of the elements of this policy in assisting the Board in fulfilling its mission.

### **G. References**

None