

POLICY FAMILY	PERSONNEL STEPS- TEACHERS	311
<p data-bbox="256 262 316 294"><u>311.</u></p> <p data-bbox="203 336 373 409">Recruiting of Teachers</p> <p data-bbox="170 441 406 514">Adopted 2/6/80 Amended 2/14/01</p>	<ol style="list-style-type: none"> <li data-bbox="446 262 1429 325">1. Within the financial resources available, every effort will be made to recruit of Teachers persons of highest professional and personal qualifications. <li data-bbox="446 357 1429 451">2. The “Personnel Profiles” (which describe the experienced background of a group of teachers of a grade, school, and/or subject area department) shall be considered in recruiting and selecting new staff. <li data-bbox="446 483 1429 609">3. Varied sources of applicants will be cultivated and used, including: present teachers, substitute teachers, and certified aides; college placement services; advertisements in area newspapers; the placement service of the Department of Education; and the most promising persons among those who have been student teachers and interns.¹ <li data-bbox="446 640 1380 735">4. The Shrewsbury Public Schools welcomes applications from persons both within the community and from outside the community whose qualifications fit those stated in the position description. <li data-bbox="446 766 1372 829">5. The recruitment of teachers will be administered consistent with the "Guidelines for Personnel Searches" as periodically updated by the Superintendent of Schools. <p data-bbox="446 861 1412 924">¹ Notice of professional vacancies shall be publicized in keeping with the contract with the Shrewsbury Education Association.</p>	