

# RECRUITMENT

## POLICY

### **Rationale:**

Successful recruitment strategies build staff morale, bring new ideas, respond to the needs of students, and help to provide a strong and diverse staff.

### **Aims:**

To focus on the ongoing improvement in our school via targeted and successful recruitment.

### **Implementation:**

- The principal in consultation with the School Council, and all staff will develop a workforce plan that details our current staffing profile and describes a preferred staffing profile that will meet the needs of our students in the future.
- The school's workforce plan will be a transparent and accessible document that reflects student needs, school priorities and budget realities.
- The workforce plan will be considerate of teaching and non-teaching staffing combinations.
- All recruitment at our school will be consistent with Department of Education requirements.
- All staff will undertake Merit Protection Boards training.
- All leadership personnel will undertake professional development from private sector providers in staff recruitment and personnel selection.
- A wide variety of staff will be used on selection panels.
- Vacancies may be advertised in metropolitan and local newspapers as well as via the Department of Education's usual processes.
- Positive, team orientated staff with high levels of enthusiasm and a strong work ethic are recognised as highly sought after recruits.
- It is recognised that staff from a variety of social, ethnic, cultural, religious and educational backgrounds bring with them a rich mixture of skills and experiences.
- Flexible work options will be explored and implemented where appropriate.
- The school will be receptive to, and highly supportive of pre-service teacher training programs partnering with a number of tertiary providers.
- Our school will seek a balance of graduate and more experienced teachers, and we will seek the opportunities available to schools through recognised graduate recruitment programs.
- All recruited staff will undertake a significant induction program.
- Mentoring and targeted professional learning will be a feature of our staff development program.

### **Evaluation:**

To be reviewed as part of the school's three-year review cycle.

This policy was last ratified by School Council on....

**November 2014**