

GAA Personnel Goals and Objectives

7/19/12

The Cobb County Board of Education (Board) recognizes that it requires each employee and the job he/she performs each day for the Cobb County School District (District) to operate effectively, safely and efficiently. Specifically, the Board acknowledges the following:

- All staff of the Cobb County School District (District) are essential link between curriculum and student achievement;
- A positive relationship between teacher and student is key to the student's success in school, including academic achievement, and his/her pursuit of future learning;
- The support of all professional, paraprofessional, and classified staff members is essential for the smooth operation of individual schools and the District and is likewise important to students' academic, intellectual, social, psychological and ethical development.

Therefore, the Board expects the Superintendent to develop personnel rules and guidelines which provide for the non-discriminatory fair, dignified, consistent, clear, and professional treatment of all employees (Board Policy GA [Treatment of Staff]) which create a work environment that enables the District to recruit, employ and retain a qualified staff committed to:

- Providing excellence in education through meeting the needs of all students, ensuring that every student is encouraged to reach his/her potential, and providing for continuous improvement in curriculum, instruction and learning.
- Providing and maintaining efficient and effective support necessary to meet the operational needs of individual schools and the District.

Finally, the Board recognizes the impact its decisions regarding Policy, Rules, District planning, budget, goals and objectives have on the delivery of instruction by teachers, the instructional environment in the school, and the level of support other employees are able to contribute to the delivery of instruction.

Adopted: 10/18/07

Revised and recoded: 7/19/12 (Previously coded as Board Policy GA)