

Personnel Standards

The State Department of Education has adopted state goals for student/personnel ratios and authorized this School District to establish a policy as to the student/personnel ratios at the various schools in the District. The Board of Trustees recognizes that there may exist limitations on facilities, funding and staff, which preclude this District from meeting the state goals. Therefore, this Board of Trustees adopts a policy setting personnel standards that enable it to implement the educational program of the District, provide a low student/teacher ratio, and allow flexibility as necessary to meet the special needs of the student population.

Personnel standards must correspond with the appropriate Accreditation option(s) selected by the Board of Trustees. School District 271 has chosen Option C (described below)

**Option A** (Schools accredited by the Northwest Association of Schools and Colleges)

**Option B** (Idaho Elementary/Secondary Accreditation Standards)

**Option C** (See description below)

**Option D** (School Submitting An Alternative School Improvement Plan)

**Option C (Schools Using The Idaho School Accreditation School Improvement Model)**

All schools in this School District accredited by the State Board of Education will employ personnel (including educators, certified school counselors, social workers and psychologists, media generalists, and assistants; administrators; classroom assistants; and classified personnel) as necessary to meet the goals for the District's educational programs.

Staffing needs will be assessed on an annual basis. To assist this District in setting personnel standards, committees consisting of administrators, educators and classified personnel will discuss the student/personnel ratios and other assignments in all schools in this District, considering the following issues:

1. Student age
2. Subject matter
3. Special needs of students
4. Teacher experience
5. Availability and use of technology in the classroom
6. Assignment of classroom assistants
7. Availability of facilities
8. Availability of funds
9. State Board of Education personnel goals, and
10. Other local considerations

### Instructional Assistants

The Board of Trustees hereby approves the use of instructional assistants in classroom roles as may be determined by the Administration.

The Administration or designee shall be responsible for training, evaluating, and supervising the performance of instructional assistants. The assistant shall be permitted to perform activities as directed by a certified teacher or administrator.

### Policy History

Adopted On: 2/3/14

Revised On: