

1. **HUMAN RESOURCES:** The Superintendent will recruit, select, and retain a high quality and diverse workforce that enables FCPS to deliver a world-class education to every student in an environment characterized by high staff morale and loyalty to the FCPS mission and goals and in compliance with relevant laws and regulations.

**A. Recruitment, Selection, and Retention. The Superintendent will:**

1. Recruit and hire qualified employees of diverse backgrounds.
2. Retain a highly qualified and diverse workforce with a reasonable annual turnover rate.
3. Ensure that all staff members are qualified and trained to perform the responsibilities assigned to them.
4. Administer appropriate and thorough background inquiries and checks prior to hiring.

**B. Staff Treatment. The Superintendent will:**

1. Encourage full use of talents and energies.
2. Establish a culture of respect that treats all staff members in a fair and balanced manner.
3. Establish an atmosphere of openness, civility and responsiveness that seeks broad-based staff participation in identifying organizational needs and means of implementing improvements; consider various viewpoints and reasoned dissent while achieving sound decision-making.

**C. Staff Evaluation. The Superintendent will:**

1. Evaluate regularly all personnel based on job performance expectations aligned to the Board's goals and values-, **recognizing excellence and providing constructive suggestions for improvement.**
2. Recognize excellence and provide constructive suggestions for improvement **programs that celebrate outstanding contributions to our workplace and student success.**

**D. Staff Compensation. The Superintendent will:**

1. Develop compensation and benefit plans that are fair and equitable and that attract and retain the highest quality employees competitive with the applicable marketplace.