

Policy GBC: Professional Personnel Recruitment

Status: ADOPTED

Original Adopted Date: 09/12/1995 | **Last Revised Date:** 02/14/2019 | **Last Reviewed Date:** 02/14/2019

Professional Personnel Recruitment

The goal of the Board of Education is to secure qualified employees needed to operate an effective and efficient school system. Because the Board seeks to employ or appoint the best persons available, the Board intends for the school system to implement effective recruitment and selection procedures that will best serve the mission of the school system.

The recruitment and selection of personnel shall be conducted in such a manner as to assure nondiscrimination on the basis of sex, race, religion, national origin, age, or disability.

Available certificated positions shall be announced in writing within the school system and submitted to a state-wide online job data base maintained by the state.

Positions that are filled through transfers or lateral reassignments shall not be considered vacant within the meaning of this policy and shall not be subject to the announcement, advertisement or any other provision of this policy.

Policy IDE(3): Competitive Interscholastic Activities, Grades 6-12

Status: ADOPTED

Original Adopted Date: 10/09/2007 | Last Revised Date: 03/21/2019 | Last Reviewed Date: 03/21/2019

Competitive Interscholastic Activities, Grades 6-12

The Board of Education ("the Board") hereby adopts this policy regulating competitive interscholastic activities.

1. Each middle and high school principal is responsible for properly supervising and regulating competitive interscholastic activities in his or her school and shall ensure that all staff members adhere to the school system's athletic guidelines, this policy, and related rules of the State Board of Education. The principal may delegate responsibility for supervising one or more student activities and clubs to a member or members of his or her professional staff, provided such individuals must act under the principal's direction.
2. A student wishing to participate in interscholastic competitive activities must be enrolled full time in the school that sponsors the competitive activity. (Dual Enrollment students are included in the "enrolled full time" group eligible to compete.)
3. Retention of students for athletic purposes is prohibited by the Gilmer County School System.
4. Each principal of a school covered by this policy is responsible for ensuring and maintaining documentation of adherence to the requirement of this policy.
5. Permission must come from the Superintendent or Superintendent's designee for a coach to have practice on a non-school day (Ex: snow day).

I. GRADES 9-12 (High School)

The Gilmer County Board of Education endorses and adopts the requirements set forth in the Constitution and By-Laws of the Georgia High School Association (GHSА), including any amendments thereto, as well as those promulgated by the State Board of Education and/or Local Administrative Guidelines and as may be amended, for determining the eligibility of students in grades 9-12 to participate in competitive interscholastic activities. The Superintendent shall require all high schools in the system that sponsor competitive interscholastic activities to access and ensure compliance with the GHSА Constitution and By-Laws.

II. GRADES 6-8 (Middle School)

The Gilmer County Board of Education is responsible for regulating competitive interscholastic activities in grades 6-8, and therefore adopts the middle grades requirements set forth in State Board Rule 160-5-1-.18. Competitive Interscholastic Activities in Grades 6-12, as to student eligibility, physical examinations, time restrictions, seasonal practice, special provisions and appeals.

Each principal of a school containing students in grades 6-8 covered by the policy must comply with any local requirements established by the Superintendent or designee to govern interscholastic activities for middle school students.

Policy IDFC: Community Coaches

Status: ADOPTED

Original Adopted Date: 11/12/2015 | Last Revised Date: 03/21/2019 | Last Reviewed Date: 03/21/2019

Community Coaches

The Gilmer County School System Board of Education authorizes the School District's participation in the Community Coach program as adopted by the Georgia High School Association (GHSA). The Community Coach program shall be operated in full compliance with rules and regulations of the GHSA and the Gilmer County School District.

A 'community coach' is defined as a person who is not otherwise employed by the school system as a certified staff member, who relates in role and function to a professional and does a portion of the professional's job or tasks under the supervision of the professional, and whose decision-making authority is limited and regulated by the professional.

Available community coaching positions will be advertised by the Human Resources Department on the GCSS website so that all interested potential candidates may apply. The community coach will be hired upon recommendation of the head coach, principal and superintendent; completion of a Criminal Background check; and the approval of the Board of Education.

In selecting a community coach the following will be considered:

- a. Coaching experience
- b. Participation in sports
- c. Educational background
- d. Philosophy of coaching

Community coaches must be a minimum of 21 years of age and serve under the immediate supervision of a certificated GCSS employee at all times. The Athletic Director and Head Coach of the sport are responsible for ensuring that community coaches adhere to all policies, rules, regulations, guidelines and procedures of the local school district. The coach shall serve at the pleasure of the principal of the school and the local school district, either of which may terminate the services of the community coach at any time for any reason at the sole discretion of the principal or local school district.

An annual evaluation shall be conducted by the Certified Coach and Athletic Director.

Community coaches must sign a Hold Harmless agreement with the Gilmer County School System agreeing to Hold Harmless the members of the Gilmer County School System Board of Education and any of its employees in the event of an injury the coach might sustain while carrying out their responsibilities.

The community coach shall not serve as a community coach until all requirements below have been completed, documented and approved by the Gilmer County School System Board of Education.

1. Georgia High School Association (GHSA) Community Coaches Education Training Program (paid at candidate or booster club expense)
2. Community coaches must attend the rules clinic and successfully complete the rules assessment in the sport for which they wish to be approved
3. Satisfactory Criminal Background Check
4. Signed Hold Harmless Agreement
5. Interview with head coach, athletic director, building principal
6. Recommendation of the head coach, athletic director, building principal, to the district human resources department and Superintendent
7. Approval of the Gilmer County Board of Education

The community coach may not assume coaching duties until all conditions in this policy are met.

The community coach may not coach out of season with any community team that has one or more students from GHSA member schools, including 8th grade students enrolled in a school district.

The position of community coach shall be a temporary position and must be approved annually and shall receive compensation as determined by the Gilmer County School District for his/her service not to exceed \$2000.
