

Policy Title:

Qualifications

Code No. **401.6**

Selection of staff personnel shall be based upon the following qualifications:

- a. All professional employees shall be properly certificated, authorized or licensed as required by statute, the Iowa Department of Education and the Iowa Board of Educational Examiners and as required by the District's job descriptions.
- b. All classified employees shall be properly licensed by the State if a license is required by law or by the District's job description.
- c. Educational and other training where such training is necessary or appropriate for the position.
- d. Needs of the District.
- e. Demonstrated ability to fulfill all aspects and essential duties of the position.
- f. Demonstrated rapport with children, fellow workers, and others.
- g. Ability to exercise discretion and good judgment.
- h. Diligence and dependability.
- i. Honesty and integrity
- j. Ability to follow instructions and suggestions of supervisors.
- k. Degree of being well-informed on all essentials relating to the position.
- l. Compatibility with the District's philosophy and programs.
- m. Adherence to professional ethics.
- n. Personal qualities advantageous to the position.
- o. History of past successful job experiences.
- p. Other qualities as may be determined from time to time by the administrative staff.

The District shall carefully consider the facts relating to any applicant who has a known history of a criminal conviction of a conviction or judicial or administrative finding of child, dependent adult, or sexual abuse. The background checks and employment eligibility checks for candidates selected for hire will be performed in accordance with applicable laws.

Date of Adoption: September 8, 2008

Revision Date: September 14, 2026