



## Hiring and Staff Qualifications Policy

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Hiring for all OESD Early Learning funded positions must follow policies and procedures of OESD 114 or the hiring agency, whichever is most stringent, in addition to Performance Standards and contract requirements.

At least one current OESD Early Learning parent or Policy Council Representative must participate in the interview process when hiring permanent staff.

All staff hired as part of OESD 114 Early Learning Department must meet applicable Federal and State Performance Standards.

The OESD 114 Board and Policy Council must approve all OESD 114 and subcontractor staff hiring. OESD 114 Early Learning recommends that programs recruit and hire staff who reflect the population being served.

Executive Board will be notified of any terminations.

ECEAP Performance Standards: C-2, C-3, C-4, C-6, C-8, C-10, C-12, G-4

Head Start Act: 642, 645, 648

Head Start Performance Standards: 1302.91, 1301.3