

Name	Public Correctional Policy on Staff Recruitment and Development
Type	Policy
Date	Aug. 23, 1984; Jan. 17, 1990; Jan. 18, 1995; Jan. 12, 2000; Aug. 10, 2005
Description	<p>Introduction:</p> <p>Knowledgeable, highly skilled, motivated, and professional correctional personnel are essential to fulfill the role of corrections effectively. Professionalism is achieved through, but not limited to, structured programs of recruitment and enhancement of the employee's skills, knowledge and understanding of the corrections process.</p> <p>Policy Statement: Correctional staff are the primary agents for promoting health, welfare, security and safety within correctional facilities and community supervision programs. They directly interact with accused and adjudicated offenders and are the principal catalysts of change in the correctional process. The education, recruitment, orientation, supervision, compensation, training, retention and advancement of correctional staff must receive full support from the executive, judicial and legislative branches of government. To achieve this, correctional agencies should:</p> <ul style="list-style-type: none"> A. Recruit personnel in an open, unbiased and accountable manner to ensure equal employment opportunity for all qualified applicants regardless of gender, age, race, disability, religion, ethnic background, veteran status or political affiliation, and actively promote the employment of a diverse and multi-lingual workforce; B. Screen applicants for job-related aspects of physical suitability, personal adjustment, emotional stability, dependability, appropriate educational level, and experience. An additional requisite is the ability to relate to accused or adjudicated offenders in a manner that is fair and humane; C. Select, promote and retain staff in accordance with valid job-related aspects that emphasize merit and technical competence. Voluntary transfers and promotions within and between correctional systems should be encouraged; D. Comply with professional standards in staff development and offer a balance between operational requirements and the development of personal, social and cultural understanding. Staff development programs should involve the use of public and private resources, including colleges, universities, labor unions and professional associations; E. Achieve parity between correctional staff and comparable criminal justice system staff in salaries and benefits, training, continuing education, performance evaluations, disciplinary

procedures, career development opportunities, transfers, promotions, grievance procedures and retirement;

F. Encourage the participation of trained volunteers and students to enrich the correctional program and to provide a potential source of recruitment;

G. Promote corrections as a career choice in high schools, vocational schools and colleges and universities, and establish partnerships with career educational programs;

H. Develop a strategy to enhance the image of correctional employment as a desirable career and profession; and

I. Provide compensation and benefits for correctional personnel that will enhance recruitment and retention.

This Public Correctional Policy was unanimously ratified by the American Correctional Association Delegate Assembly at the Congress of Correction in San Antonio, Aug. 23, 1984. It was reviewed Jan. 17, 1990, at the Winter Conference in Nashville, Tenn., with no change. It was reviewed Jan. 18, 1995, at the Winter Conference in Dallas, with no change. It was reviewed and reaffirmed Jan. 12, 2000 at the Winter Conference in Phoenix, with minor amendments. It was reviewed and amended at the Congress of Correction in Baltimore, Aug. 10, 2005.