



## **POLICY 12: RECRUITMENT AND SELECTION OF PERSONNEL**

The Board delegates to the Superintendent the responsibility to employ personnel who are committed to the goals of Catholic Education. The philosophy and performance of division teaching staff must be consistent with the teaching of the Catholic Church and the Board's mission, beliefs, values and goals. The Board believes that selection of staff for division leadership positions is a shared role between itself and the Superintendent.

Specifically

1. The Superintendent is delegated full authority to recruit and select staff for all positions.
  - a. RDCRD staff must exhibit to students an example that proclaims Catholic philosophy through actions, both within and outside the school.
  - b. Catholic staff are expected to be in good standing with the Church and are expected to be active members of a parish community.
  - c. Catholic staff are expected to be knowledgeable about our faith and to be able to permeate the teachings of our faith throughout the curriculum.
2. The Superintendent and a committee consisting of a minimum of two trustees plus additional individuals deemed necessary by the Superintendent shall select members for the leadership pool. Only Catholic teachers will be considered as candidates for the leadership pool.
3. Individuals for the position of vice-principal shall be selected from the leadership pool or from other qualified Catholic candidates. The Superintendent and a committee consisting of the school principal and senior administration shall select individuals for vice-principal positions. In the event that a consensus cannot be reached, the final choice shall rest with the Superintendent.
4. The following process will be followed for the appointment of candidates to the position of principal:
  - a. The Superintendent shall form a committee consisting of a minimum of two trustees, plus any other individuals that the Superintendent deems necessary, to interview candidates for the position of principal.
  - b. The Superintendent and a minimum of two trustees shall make the final decision on the appointment of the position of principal following the completion of the

interviews. In the event that a consensus cannot be reached, the final choice shall rest with the Superintendent.

- c. All principals must be knowledgeable about the teachings of the Catholic Church, illustrate ways faith should permeate curriculum, and demonstrate their leadership as active members within their parish community.
5. The following process shall be followed for all senior leadership positions based in central office:
- a. The Board retains the sole authority to either create or dissolve such positions which shall be done by a resolution of the Board.
  - b. A committee consisting of the Superintendent and at least four trustees shall be responsible for selecting and appointing individuals to these positions. In the event consensus cannot be reached, the final choice shall rest with the majority of the committee.
  - c. Following Board approval of the contract, the Superintendent will offer it to the successful candidate.
  - d. All senior leadership must be knowledgeable about the teachings of the Catholic Church, illustrate ways faith should permeate curriculum, and demonstrate their leadership as active members within their parish community.