

SUBJECT: Academic Staff Hirings, Promotions and Dismissals

POLICY STATEMENT

The Director of Education shall not cause or allow hiring/promotions to occur without operational guidelines and procedures in place. Accordingly, the Director of Education may not:

1. permit teacher hiring and promotion to positions of responsibility without:
 - A. the appropriate certification and qualifications as required by the Ministry of Education and the Ontario College of Teachers.
 - B. a Faith Reference Portfolio.
 - C. Religious Education, Part 1, or equivalent, or a commitment to undertake the course within one year, subject to extenuating circumstances.
2. permit promotion to the Principal/Vice-Principal level without:
 - A. the appropriate certification and qualification as required by the Ministry of Education and Ontario College of Teachers.
 - B. a faith Reference Portfolio.
 - C. Religious Education Part II or equivalent.
 - D. representation of three trustees on the selection team.
 - E. representation of three trustees on the vice-principal eligibility list selection team.
3. proceed to hire a supervisory officer without:
 - A. the appropriate certification and qualification as required by the Ministry of Education and Ontario College of Teachers.
 - B. a faith Reference Portfolio.
 - C. a Catholic Education Leadership Program, or equivalent, or a commitment to undertake the course.
 - D. the board approval to proceed.
 - E. having representation of a minimum of three (3) Trustees on the selection team.
4. fail to make teacher applicants aware of the Board's hiring/promotion policy.
5. fail to have board approval in the dismissal of any elementary or secondary teacher, vice-principal, principal or supervisory officer.

Monitoring:

Methods: Internal Report

Frequency: As required

Approval Date: November 7, 2000

Effective Date: November 7, 2000

Last Review Date: June 10, 2008

Revised: December 1, 2006

Signature of Chairperson of the Board: _____

Signature of the Secretary of the Board: _____

Distribution: Committee of the Whole Board