

POLICY STATEMENT

Hiring and Promotion of Staff

Rationale

The Algonquin and Lakeshore Catholic District School Board is committed to building a diverse and qualified workforce which reflects and serves the needs of its students and its communities, and supports the mission, vision and values of the Board.

This policy shall be applied in accordance with applicable laws, including the Ontario Human Rights Code, the Education Act and all applicable regulations thereunder, including but not limited to, Ontario Regulation 298: Operation of Schools, and the provisions of the applicable collective agreements. In the event of a conflict between this policy and the terms outlined within legislation/collective agreements, the legislation/collective agreement shall prevail.

Guiding Principles

The Algonquin and Lakeshore Catholic District School Board is committed to:

- ensuring that the teachings and values of Jesus Christ are integrated in all aspects of school life, by only considering teachers of the Roman Catholic faith for employment as regular day school and occasional teachers, except where special circumstances exist (i.e. the unavailability of suitable Roman Catholic teachers for teaching assignments).
- a qualified workforce that fosters and exemplifies the mission, vision and values of the Board;
- hiring and promoting qualified individuals, subject to its denominational rights and in accordance with the Ontario Human Rights Code. The application, interview, hiring and promotion of individuals will be based on ability and qualifications and will be conducted in a fair and transparent manner, free from discrimination, conflict of interest, nepotism and favouritism,;
- A fair hiring process, which is free from any bias and/or conflict of interest. The board will establish, as available, diverse hiring and selection panels.
- Promoting the hiring of employees from underrepresented groups and employees with demonstrated experienced, including lived experience, working with underrepresented groups;
- Having a diverse workforce as a means to support the needs of all students and communities within the Board;
- To regularly evaluating and monitoring its hiring practices to ensure effectiveness.

References

*The Algonquin and Lakeshore Catholic District School Board Mission, Vision and Values
Policy/Program Memorandum (PPM) No. 165 – School Board Teacher Hiring Practices
The Education Act
The Ontario Human Rights Code
Ontario Regulation 298
Applicable Board Collective Agreements*

Administrative Procedures

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Approved: May 11, 2021

Policy Statement: HIRING AND PROMOTION OF STAFF H-2021-05-4