

TEACHER RECRUITMENT

Background

The District will recruit the most able and appropriately trained teachers for the positions to be filled.

Procedures

1. Responsibility for Teacher Recruitment
 - 1.1 The engagement and placement of teachers on staff is coordinated by the Manager of Human Resources.
2. The Principal is responsible for the teacher hiring process at the school, in consultation with the Manager of Human Resources.
3. The Manager of Human Resources shall approve all hiring prior to a teaching contract being offered.
4. Candidate Application Expectations
 - 4.1 Possess a current British Columbia Teaching Certificate.
 - 4.2 University/college transcripts and teacher evaluation reports.
 - 4.3 Character and professional references from appropriate persons who are capable of judging the professional competence and character of the applicant.
 - 4.4 In addition, prospective teachers shall possess:
 - 4.4.1 An ability to communicate and empathize with students and parents.
 - 4.4.2 A proven ability of success within the classroom.
 - 4.4.3 An in depth knowledge of teaching pedagogy and student learning styles.
 - 4.4.4 A desire to contribute to the overall quality of education of all students and the profession.
 - 4.4.5 A desire to actively participate as a member of a professional learning community.
5. The advertising and filling of teaching vacancies will be in accordance with the current collective agreement.

Reference: Sections 17, 20, 22, 65, 85 School Act
Teachers' Act
School Regulation 265/89
Teachers' Collective Agreement

Adopted: September 1, 2018