



Report to the Board of Trustees

Policy to Rescind – Policy Code: G 1.10 - Staff Selection and Recruitment

Prepared By: Jacquie Davison, Superintendent of Business and Treasurer

Public:

Confidential:

Budget Implications:

Multi-Year Strategic Plan Core Priority:

- Student Achievement and Well-Being
- Effective Stewardship of Board Resources
- Appropriate and Effective Faith-Based Programming
- Organizational and Capacity Building

Meeting Date: February 27, 2017

Report Number: E.3.(w).17.

Action:

Information:

Follow Up Item:

Prev. Report #:

Prev. Mtng Date:

Recommendation(s):

That the Board of Trustees rescind Policy Code: G 1.10 - Staff Selection and Recruitment, effective immediately.

Background and Purpose:

At the regular policy committee meeting held on Tuesday February 14th, 2017 Policy Code: G 1.10 - Staff Selection and Recruitment was reviewed and determined that it was no longer relevant or included items that were included in other policies of the board.

Attachment: Policy Code: G 1.10 - Staff Selection and Recruitment

STAFF SELECTION AND RECRUITMENT

POLICY

CODE: G 1.10

The London District Catholic School Board is committed to recruiting and selecting the best staff possible in order to serve the spiritual, academic, physical, emotional, aesthetic and social needs of students. The London District Catholic School Board believes that the best staff possesses the requisite understanding and knowledge to work effectively in this Catholic school community.

The processes of recruitment and selection should incorporate the following precepts:

- gospel values
- mission of the London District Catholic School Board
- role profiles
- clear and concise competencies
- solid criteria and data
- up-to-date technology
- defined procedures and timelines
- concise, appropriate, and timely communication

The Board, therefore, empowers the Director to establish regulations and procedures governing the recruitment and selection of staff.

Adopted: April 26, 2004

STAFF SELECTION AND RECRUITMENT

REGULATIONS

CODE: G 1.10-R

1. This Recruitment and Selection Policy applies to all positions.
2. Recruitment and selection procedures shall be established for each employee group in accordance with collective agreement(s) where applicable, the Human Rights Code, Employment Standards Act, and Board policies.
3. Personal information and supporting documents submitted with applications will be used in accordance with the Municipal Freedom of Information and Protection of Privacy Act.
4. Role profiles and competencies are to be developed in consultation with the relevant administrators.
5. All applicants shall be required to complete an application form provided by the Board, which includes an agreement to respect gospel values and the mission, practices, and traditions of the LDCSB.
6. All offers of employment shall be subject to the applicant providing the board with:
 - a) a satisfactory criminal check
 - b) the results of a tuberculosis test
7. Principals, managers, and supervisors will be trained in recruitment and selection processes including the application of technology to ensure that complete, reliable and accessible Human Resources employee data is available.