

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 Director of Instruction/Human Resources.
2. The Principal is responsible for the teacher hiring process within Collective Agreement provisions [Articles E.11 and E.12] where interview processes are applicable. The hiring process is finalized by the Director of Instruction/Human Resources.
3. The Director of Instruction/Human Resources shall make all teaching contract offers.
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. Advertising
 - 5.1 Internal Advertising Any positions open through resignations or additional services shall be made known to all teachers on staff whenever possible.
 - 5.2 External Advertising Any positions open through resignations or additional services may be advertised externally.

6. Priorities for Filling Teaching Staff Vacancies

6.1 Teaching positions are filled according to Article E.12.

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

Approved: August 15, 2021
Revised: