



STAFF RECRUITMENT – CERTIFICATED

Background

The Division is dedicated to the recruitment of highly qualified teachers who are committed to Catholic education and invested in the success of students.

Procedures

1. The Division shall only employ a teacher who holds a teaching certificate from an accredited post-secondary institution.
2. The Division may employ a competent individual to teach a language course, or course requiring specialization, under the supervision of a teacher who holds a certificate.
3. To the greatest extent reasonable, attempts will be made to match professional training and experience with the teaching assignment.
4. Teachers are to be selected on a thoroughly professional, merit basis in accordance with commonly recognized selection principles, free from all personal influences and pressures.
5. The Superintendent has the responsibility for hiring teaching staff subject to Board policy and Division administrative procedures.
6. Factors to be considered in recruiting teachers include:
 - 6.1 Commitment to Catholic education;
 - 6.2 Personal qualities including effective interpersonal relationships, sensitivity and empathy, ability to work with others, communication skills, integrity, and ability to exercise sound judgment;
 - 6.3 Professional training and experience;
 - 6.4 Professional achievements and contributions;
 - 6.5 Ability, skills and qualifications; and
 - 6.6 Positive references. .
7. The Division is committed to hiring Catholic teachers.
8. Available positions for teachers may be advertised in the Division. Advertising outside the Division may occur at any time for any position.



9. The Superintendent, in consultation with the Principal, is responsible for selecting and deploying teaching staff.
10. The Superintendent will ensure that criminal record and intervention checks have been conducted.

Reference: Section 18, 33, 52, 53, 196, 197, 198, 205, 222 Education Act
Child Youth and Family Enhancement Act
Employment Standards Act
Freedom of Information and Protection of Privacy Act
Human Rights, Citizenship and Multiculturalism Act