



TEACHER EXCHANGES

Background

The Division participates in selected Alberta Education and Alberta Teachers' Association sanctioned teacher exchange programs to provide teachers with the professional opportunity to experience an education system, culture, curriculum, and lifestyle that is different from their experience with the Division. The Division believes that, upon return, the teacher's experiences will enrich the teaching and learning environment. In addition, by accepting an exchange teacher for a limited period, the Division and its staff and students will have the opportunity to work with teachers who bring to the classroom a frame of reference and experience that differs from those typically working in the Division. This opportunity is seen as enriching to the Division community.

This procedure applies to teacher exchanges between the Division and external agencies. During approved exchanges, teachers remain employees of the Division with full salary and benefits.

Procedures

1. Teacher exchanges considered for approval by the Superintendent shall be limited to those provided by Alberta Education's Alberta Educator Exchange Programs and Alberta Teachers' Association Exchange Programs. These may include school year or calendar year exchanges, short-term study tours or visitation programs, or ad hoc exchange opportunities.
2. An application to participate in a full-year out-of-division exchange shall only be considered if, as of the date of application, the applicant:
 - 2.1 has a minimum of five (5) continuous years teaching experience within the division;
 - 2.2 has a full-time assignment;
 - 2.3 has a high standard of teaching proficiency; and
 - 2.4 has not had a personal leave of absence in excess of 30 consecutive calendar days during the past two years.
3. Prior to approval by the Superintendent, an application to participate in a full-year, out-of-division exchange must be supported by the applicant's current Principal. If the applicant is a Principal, support of the Superintendent is required.
4. Once the Principal or the Superintendent has indicated, in writing, support for a teacher's application to participate in a full-year out-of-division exchange, the following conditions apply:
 - 4.1 the teacher is ineligible for identification for transfer for the subsequent school year;



- 4.2 the teacher's assignment for the subsequent school year cannot change significantly from that stated on the application; and
- 4.3 the teacher is not eligible to apply for division positions advertised for the subsequent school year.
- 5. Outgoing full-year exchange teachers shall be released from their duties to attend a one-day orientation activity with the cost of a replacement substitute teacher covered centrally.
- 6. Incoming full-year exchange teachers shall be released from their duties to attend one and one-half days of orientation activities, with the cost of a replacement substitute teacher covered centrally.
- 7. A teacher who has previously been on a school year or calendar year exchange will only be considered for a second exchange if, upon return, the teacher has remained on continuous contract on a full-time basis in the Division for an additional five continuous school years.

Reference: Section 18, 33, 52, 53, 68, 196, 197, 204, 222 Education Act
Collective Agreement