

Toronto District School Board

Policy P.055 EMP

Title: **SUPERVISORY OFFICER SELECTION**
Adopted: February 3, 1999
Revised: **March 24, 2004**, September 25, 2003
Review:

1.0 OBJECTIVE

To establish the Board's commitment to the provision of exemplary leadership through the selection of its supervisory officers

2.0 RESPONSIBILITY

Associate Director

3.0 POLICY

- 3.1. The Board is committed to providing the educational system with vibrant and meaningful leadership through the selection of supervisory officers who have the skills, knowledge and values to create and promote a high performance organization and optimum conditions for student success.
- 3.2. In order to prepare staff for promotion to supervisory officer positions, the necessary time and resources shall be provided for leadership preparation.
- 3.3. A procedure for the selection of supervisory officers shall be developed that is fair and equitable.
- 3.4. A qualified applicant pool shall be maintained from which supervisory officers may be selected.
- 3.5. A procedure for the selection of supervisory officers shall be developed that incorporates selection criteria that demonstrate proven leadership qualities, a commitment to excellence in public education, and a commitment to fulfilling the Mission and Values of the Board.
- 3.6. Trustees shall be involved in assessing eligible applicants including the interviews to determine the qualified applicant pool. The local trustee(s) shall participate in an interview when a specific portfolio is identified.

4.0 SPECIFIC DIRECTIVES

The Director is authorized to issue operational procedures to implement this policy.

5.0 REFERENCE DOCUMENTS

Operational Procedure PR.516 EMP: Supervisory Officer Selection and Transfer

Board Policy P.002 DIR: Mission and Values

Board Policy P.014 EMP: Staff Changes

Education Act, Part XI

R.R.O. 1990, Regulation 309, Supervisory Officers