

<i>Rainy River District School Board</i>	SECTION 3 <i>Personnel</i>
PRINCIPAL AND VICE PRINCIPAL APPOINTMENT	3.06

POLICY

The Rainy River District School Board recognizes that leadership development is a key factor in supporting the Board in attaining its strategic objectives as outlined in the Board’s annual system plan.

RATIONALE

The Rainy River District School Board believes in excellence, equity, and staff development. Its leaders:

- Are future-focused individuals who model, encourage, and support the learning of others;
- Are innovative instructors and their work reflects “best practices”;
- Act with integrity and focus decisions on the diverse educational needs of the students;
- Make collaborative decisions that are consistent with the belief and vision statements of the Rainy River District School Board;
- Recognize the critical role of School Councils;
- Recognize that there are many leaders in our communities and involve them in key decisions;
- Foster ongoing partnerships which support the Board mission and school direction.

It is important that the Board employ individuals who are competent, accountable, and qualified to perform the duties assigned to them. The Rainy River District School Board is committed to ensuring that the process is free of barriers and biases.

IMPLEMENTATION

Appointments to positions of principal and vice principal will follow a rigorous, fair and transparent selection process intended to identify and highlight specific leadership skills, knowledge, attitudes and experience.

GUIDELINES

- 1.1 Appointments to positions of principal and vice principal will follow a rigorous, fair and transparent selection process intended to identify and highlight specific leadership skills, knowledge, attitudes and experience.
- 1.2 The process for the selection of principals and vice principals will provide distinct procedures for recruitment, identification, eligibility, transfer and promotion of qualified staff to positions of school leadership.

- 1.3 All process associated with the recruitment and selection to positions of school leadership will be free of bias and outcomes will reflect the diversity of communities.
- 1.4 Selections of candidates will be based on organization need, diversity and equity initiatives, degree of leadership readiness, demonstrated successes in management, educational and professional accomplishments, performance, adaptability, values, experience, knowledge/competency, relocation willingness, interpersonal skills, business acumen and other professional attributes with emphasis on the competencies identified in the Ministry of Education’s Leadership Framework.
- 1.5 The Rainy River District School Board will provide accessible leadership development opportunities for present and future administrators to support their skill development and leadership growth relative to the leadership competencies, as well as to provide a rigorous, fair and transparent process in selecting future principals and vice principals.

<u>CROSS REFERENCE</u>	<u>Date Approved</u> April 7, 2009	<u>LEGAL/MINISTRY OF EDUCATION REFERENCE</u>
Procedure 3.06 Principal and Vice Principal Appointment	<u>Board Motion</u> 260	Ministry of Education – Leadership Framework
	<u>Review prior to</u> 2014	