

## **HUMAN RESOURCES**

## **Policy 401**

### **Recruitment and Selection of Management and Administrative Personnel**

The Board believes that the recruitment and selection of school district personnel is a core responsibility that supports the Board's ongoing commitment to "Focus on the Learner".

The Board further believes strong leadership and administration at the District and school levels are essential for the effective and efficient operation of the school system.

The Board has the sole authority to recruit and select an individual for the position of Superintendent of Schools.

The Board is committed to recruitment and selection processes that align with core Human Resource professional practices:

- Following fair, consistent, objective and unbiased processes;
- Adhering to all relevant employment related legislation and regulations;
- Identifying candidates through various and diverse recruitment methods, to extend the broadest reach into the candidate pool;
- Continually improving and reviewing recruitment and selection processes to respond to the needs of the student population, the emerging workforce and the evolving education system;
- Providing education and training to all individuals involved in the recruitment and selection process.