



402BP Employee Relations

APPROVED: 2012.09.19

ADOPTED: 2012.11.28

AMENDED: 2013.04.17

POLICY STATEMENT:

The Board believes that the recruitment, selection, placement and retention of effective staff is essential to creating environments that maximize student learning.

GUIDING PRINCIPLES:

- Cooperation, collaboration and team work are valued in the system.
- We value all staff and support lifelong learning through appropriate professional development.
- Where student learning can be enhanced, and opportunities exist, employee requests for teacher exchange or professional improvement leave may be considered.
- The most suitable candidates will be hired through an open and transparent process.
- All employees are subject to an appropriate performance evaluation.
- The well-being of all staff will be promoted in a safe and caring work environment.
- All staff are responsible for compliance with standard practices and ethical conduct towards students, colleagues, school officials, parents, and members of the community that are consistent with their professional code of conduct and the expectations of BTPS.
- Employee disciplinary procedures that are fair, transparent and progressive will be followed to protect the rights of the employee and the division.
- Administration will deploy staff in a manner that maximizes student learning.
- All information collected on employees shall be retained/disposed of based on a standard set of guidelines and procedures ensuring that federal and provincial requirements are met
- Teachers require time away from instruction to plan for lesson delivery and classroom administration.