

RAINBOW DISTRICT SCHOOL BOARD

POLICY & PROCEDURES MANUAL		P.5.07
LAST UPDATE PRINTED: May 10, 1999 Oct. 16, 2000 May 22, 2007 Jan.18, 2010	BOARD MOTION: 99-R101 00-R219 07-R120 10-R044	STAFF

POLICY STATEMENT

P.5.07 INTERVIEWING COMMITTEE STRUCTURE FOR MANAGEMENT POSITIONS

THE BOARD IS COMMITTED TO RECRUITING AND EMPLOYING MANAGEMENT STAFF WHO ARE HIGHLY QUALIFIED AND WHO POSSESS OUTSTANDING LEADERSHIP QUALITIES.

OPERATIONAL PROCEDURES

OP.5.07 INTERVIEWING COMMITTEE STRUCTURE FOR MANAGEMENT POSITIONS

POSITION	COMMITTEE STRUCTURE
Director of Education	All trustees (except student trustee)
Superintendent of Business	All trustees (except student trustee) and the Director of Education
Superintendent	Five trustees and the Director of Education
Principal	A minimum of three trustees, the Director of Education and a superintendent
Vice-Principal	A minimum of two trustees, the Director of Education and a superintendent.
Manager	Chair of Property & Finance Committee or designate Chair of Negotiating Committee or designate One other trustee Director of Education Superintendent of Business
Resource Personnel	The Director of Education, two superintendents, a principal and a trustee.

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- 1) Each school year, the Director will ensure the availability of eligible candidates for positions as principal and/or vice-principal.
- 2) Interested candidates will be invited to submit a Leadership Portfolio.
- 3) Based upon system needs a number of candidates will participate in a Site Visit.
- 4) Candidates will be short-listed for an interview based upon the outcome of the Portfolio Assessment and a Site Visit.
- 5) Selections will be made based upon the following standards:
 - Commitment to students and student learning
 - Professional knowledge
 - Teaching practices
 - Leadership and community
 - Ongoing professional learning
- 6) Principal profiles submitted by School Council will be taken into consideration.
- 7) Successful candidates will be notified after Board approval.