

<b>PERSONNEL AND EMPLOYEE RELATIONS</b>	<b>7000</b>
<b>TEACHER HIRING POLICY</b>	<b>7021</b>

1. Rationale

Lakehead District School Board (LDSB) is committed to the well-being and success of current and future students. To achieve this objective, it is critical to have a well-prepared, diverse, and qualified teacher workforce with the knowledge, skills, and attributes needed so that all students can reach their full potential.

2. Policy

It is the policy at LDSB that teacher hiring is conducted using fair and transparent procedures to engage a well-prepared, diverse, and qualified teacher workforce for the well-being and success of all students. The procedures will consider the following five areas:

- Diversity, Equity and Human Rights;
- Qualifications and Merit;
- Employment Mobility;
- Fairness and Transparency; and
- Monitoring and Evaluation.

Hiring decisions are made by LDSB in accordance with applicable legislation, the Ontario *Human Rights Code*, and collective agreements. This policy also upholds the principles in Regulation 298, "Operation of Schools – General", R.R.O, 1990, including those related to teacher qualifications and providing the best possible education program for students, with due regard to their safety and well-being.

3. Application and Scope

This policy applies to the hiring of teachers at LDSB. Lakehead District School Board will establish procedures to guide the implementation of this policy.

4. Areas of Consideration

4.1 Diversity, Equity and Human Rights

Lakehead District School Board promotes human rights and equity and is committed to achieving a representative teacher workforce, that reflects the diversity in the province, to meet the needs of students. These efforts have a positive effect on the educational experience and outcomes of all students, including historically disadvantaged groups. Lakehead District School Board will develop plans for a diverse and representative workforce.

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In keeping with the *Truth and Reconciliation Commission's* calls to action and the spirit of the United Nations Declaration of the Rights of Indigenous Peoples, LDSB is committed to advancing the human rights of Indigenous peoples (First Nations, Métis and Inuit).

#### 4.2 Qualifications and Merit

Lakehead District School Board seeks to foster a diverse teacher workforce while adhering to the qualification requirements set out in Regulation 298, "Operation of Schools – General". Hiring related selection and evaluation criteria will also:

- value applicants' demonstrated experience and commitment to creating a safe, inclusive, equitable, accessible and high-quality learning environment and providing the best possible program;
- value applicants' additional experiences, skills, backgrounds, lived and work experience; and
- consider the applicants' response to LDSB priorities.

#### 4.3 Employment Mobility

Lakehead District School Board supports employment mobility and the renewal of the teacher workforce. To promote employment mobility of teachers, LDSB will identify job opportunities where all Ontario College of Teachers certified teachers can apply, including those from other school boards, for which they are qualified.

#### 4.4 Fairness and Transparency

To promote a fair and transparent process, LDSB incorporates best practices in recruitment and selection to attract and evaluate candidates. These efforts will include a conflict of interest disclosure policy.

#### 4.5 Monitoring and Evaluation

Lakehead District School Board will monitor and evaluate the effectiveness of this policy and make necessary changes.

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5. Review

The director of education is ultimately responsible for this policy. This policy shall be reviewed in accordance with 2010 Policy Development and Review Policy.

<b><u>Cross Reference</u></b>	<b><u>Date Approved</u></b>	<b><u>Legal Reference</u></b>
7030 Human Rights and Workplace Harassment Policy	June 22, 2021	Education Act
3100 Accessibility Policy	<b><u>Date Revised</u></b>	Ontario Human Rights Code
7021 Teacher Hiring Procedures		Accessibility for Ontarians with Disabilities Act, 2005
7022 Conflict of Interest – Teacher Hiring Policy		