

ALGONQUIN AND LAKESHORE CATHOLIC DISTRICT SCHOOL BOARD

POLICY STATEMENT

Hiring of Staff

“Catholic schools in Ontario originated and continue in existence because of the desire of Roman Catholic parents to have their children educated in a learning environment which reflects the vision of life, the values and the faith of their families.” (Witness to Faith - OCSTA, 1997)

In order to participate fully in building the Christian Community of our Catholic school system, employees with the Algonquin and Lakeshore Catholic District School Board will continually endeavour to reflect, respect and where appropriate by virtue of position, endorse the Catholic way of life in their words, actions, attitudes and relationships with students and colleagues. As a result, we require employees to support both the pedagogical and religious goals of our school system.

Therefore, the Algonquin and Lakeshore Catholic District School Board is desirous of hiring the best suited and qualified person for each available position in keeping with this mission. Due to the variety of positions, teaching and non-teaching within the board, along with a desire to create a positive productive Christian work environment, personal skills, enthusiasm and commitment along with qualifications will be taken into consideration when hiring and promoting staff.

Procedurally, the hiring of all staff to the Algonquin and Lakeshore Catholic District School Board will follow the established policy management practices of the Board as determined by the Board of Trustees.

Approved: December 21, 1999
Revised: March 25, 2003

ALGONQUIN AND LAKESHORE CATHOLIC DISTRICT SCHOOL BOARD

POLICY MANAGEMENT PRACTICES

Hiring of Staff

1. Hiring of Teaching Staff

Catholic schools exist so that young people of the Catholic faith may pursue an education rooted in Catholic Christian values and practices. In order for this mission to be supported, it is imperative that the teachers charged with the education of students be active in the practice of their faith, be able to articulate this faith and serve as models of it.

As role models for students, teachers must be committed to, and in support of, the Roman Catholic denominational school system which is based on Catholic Christian values. Teachers employed by the Board are expected to maintain a lifestyle consistent with the principles of the gospels and the teachings of the Roman Catholic Church and, as a consequence, exhibit a standard of moral behaviour to which their students can subscribe.

The Algonquin and Lakeshore Catholic District School Board recognizes the critical role of teachers in supporting the Board's efforts to organize and deliver quality Catholic Education. As well, the Board recognizes that as a result of legislative and constitutional guarantees, it has the right to hire qualified and suitable Catholic teachers to teach in its schools.

Accordingly, it is the policy of the Board, as a matter of preference, to hire qualified and suitable Catholic teachers for its schools with said suitability confirmed by pastoral reference.

2. Hiring of Administrative Staff

The Algonquin and Lakeshore Catholic District School Board recognizes that persons in administrative positions are publicly visible representatives of the system. As such, there is an expectation that these leaders will fully support the mission of the Board.

a) Academic Administrative Staff

It is the policy of the Algonquin and Lakeshore Catholic District School Board to establish and maintain a procedure of hiring and promoting appropriately qualified and suitable Catholic

teachers for academic administrative positions in this system.

b) Non-Academic Administrative Staff

It is the policy of the Algonquin and Lakeshore Catholic District School Board to establish and maintain a procedure of hiring and promoting appropriately qualified and suitable people for non-academic administrative positions in this system where suitability includes an expectation of public support for the objectives and character of the system.

3. Hiring of Non-Teaching Staff

The Board recognizes the essential service provided to students, both directly and indirectly, by non-teaching staff in our system. Although there is no requirement that all of the positions deemed non-teaching be filled by practicing Catholic people, it is, nevertheless understood that Catholic schools must maintain the fundamental teachings of their Catholic faith, while taking into account new pedagogical insights and collaborating with people of other faiths and people of good will, to honestly work for the development of our students. Any employee of the Board must be able to respect the fundamental Catholic mission to lead students to Christ and to teach them to live and learn in keeping with the Good News of the Gospel message.