

KAWARTHA PINE RIDGE DISTRICT SCHOOL BOARD

POLICY STATEMENT

**Policy Name: Selection, Appointment and Evaluation
of Superintendents**

Policy Code: B-1.12

Section: Board and Community

Established: June 18, 2024

Revised or

Reviewed:

1. POLICY STATEMENT

Fair and equitable selection processes shall be used to identify and select the best candidate. Such processes shall be developed in compliance with the requirements of the Ontario Human Rights Code and

ing a diverse workforce that
to further this commitment,

Designate

A person authorized to carry out certain and specific tasks on behalf of the Chairpersons, Vice-chairpersons, Director, or other employee, as appropriate.

Immediate Family Member

Includes, but is not limited to, spouse, parent, child, sibling, grandparent/grandchild, and/or in-

- 6.1.2.4 clarification of the contractual relationship between the Board of Trustees and the selected candidate, if applicable.
- 6.1.3 The Board of Trustees and Director of Education may employ the services of a recruitment consultant, where appropriate.
- 6.1.4 The Chairpersons'

recruitment, appointment, or transfer where a member of the immediate family is an applicant or candidate. However, a candidate shall not otherwise have their employment opportunity limited solely on the basis of their relationship with the Director of Education or a trustee.

6.2.2 It is the policy of the Board to avoid situations where an administrative official has direct supervisory responsibility for the administrative official's immediate family member as appropriate.

6.2.3 Where the immediate family member of an administrative official or a trustee is recommended for appointment as a new employee, or to a position of responsibility requiring the approval of the Board, the relationship shall be noted in the recommendation to the Board.

6.3 Evaluation of Superintendents

The Board requires the evaluation of progress made by staff toward established goals.

In September of each year, superintendents shall submit to the Director of Education their goals and objectives related to the superintendent's responsibilities based on the Board's current multi-year strategic plan, and priorities and performance goals in accordance with the portfolio. In May/June of each year the accomplishment of the superintendent of the agreed upon goals shall be evaluated by the Director of Education and the results filed in the Director's Office.

6.4 Succession Planning

The Board supports the development and use of the Board's Succession and Talent Development Plan for all employee groups.

7. RELATED POLICIES, ADMINISTRATIVE REGULATIONS OR PROCEDURAL DOCUMENTS

Board Policies:

[B-3.2, Equity, Diversity and Inclusion](#)

[B-3.4, Accessibility for Persons with Disabilities](#)

[HR-1.0, Careers](#)

Administrative Regulations:

[HR-1.0.1, Recruitment, Hiring and Employment](#)

8. REFERENCE DOCUMENTS

Legislation:

[Accessibility for Ontarians with Disabilities Act](#)

[Education Act](#)

[Human Rights Code](#)