

Supervisory Officer Recruitment

1.0 Rationale

- 1.1 The Durham District School Board values a fair, consistent and transparent process to recruit leaders who are innovative and student-focused, have a demonstrated track record of strong interpersonal skills; dismantling systemic barriers in the interest of equitable education; and creating a sense of belonging for all students and staff.

2.0 Policy Objective

- 2.1 This policy establishes a fair, consistent and transparent process to recruit Supervisory Officers who are innovative and student-focused with a demonstrated track record of strong interpersonal skills and experience dismantling systemic barriers in the interest of equitable outcomes for all students.
- 2.2 This policy is to be interpreted and applied in accordance with the DDSB's Human Rights Policy, the Indigenous Education Policy and the Safe and Respectful Workplace and Harassment Prevention Policy.

3.0 Policy

- 3.1 In the recruitment of Supervisory Officers, the District shall comply with all applicable Board policies and procedures including the Equitable Recruitment Policy, Procedure and Framework, which provides for a fair, transparent and consistent recruitment process, and which includes important protections including the mandate for one member of the interview team to have completed bias-free interview training.
- 3.2 The process shall foster an environment that encourages applications from those who identify as members of groups protected under the Human Rights Code.
- 3.3 The recruitment process for Supervisory Officers shall protect against personal conflicts of interest in respect of the interview and selection of candidates.
- 3.4 The Director of Education shall, subject to any applicable regulations, designate the title and area of responsibility for the District's Supervisory Officers and may assign administrative duties, in addition to those prescribed in section 286 of the Education Act, and any applicable regulations.

- 3.5 Supervisory Officers shall hold the qualifications as may be required by the regulations under the Education Act.
- 3.6 The Director of Education shall inform the Board of Trustees of any upcoming Supervisory Officer vacancies, plans for the hiring process and tentative timelines. The hiring process may, at the discretion of the Director of Education, include establishing a pool of candidates that may be called upon in the event of a future vacancy or vacancies without the need to re-post the position(s).
- 3.7 The Board of Trustees shall be informed of any successful applicants, including those to be placed in any candidate pool, prior to communications to the candidates and to the system.

4.0 Evaluation

- 4.1 This policy may be reviewed and updated as may be deemed necessary or appropriate, but shall be reviewed at least every 5 years.

5.0 Reference Documents

5.1 Policies

Equitable Recruitment Policy
Human Rights, Anti-Discrimination and Anti-Racism Policy
Indigenous Education Policy
Safe and Respectful Workplace and Harassment Prevention Policy

5.2 Other Documents (Legislation, Provincial Regulations, Etc.)

Education Act, 1992

Appendix:

None

Effective Date:

2024-06-17