# 401 – Personnel Practices

## Purpose

The Board of Education recognizes that skilled, supported, and engaged employees across all role and functions are essential to student success, organizational effectiveness, and the fulfillment of the District's mission.

The purpose of this policy is to establish the Board's expectations for fair, respectful, and effective personnel practices that attract, develop, support, and retain employees while fostering a culture of collaboration, accountability, and innovation.

## Guidelines / Objectives

In support of this commitment, the Board establishes the following objectives:

a) Ensure fair, transparent, and consistent personnel practices that respect the dignity and rights of all employees.

b) Attract and retain talented staff who reflect the diversity of the school community.

c) Support professional growth, performance, and continuous improvement that supports positive student outcomes.

d) Foster positive, respectful, and productive working relationships.

e) Ensure compliance with applicable legislation, collective agreements, and ethical standards.

f) Encourage innovation in personnel practices that enhance effectiveness, responsiveness, and employee wellbeing.

## Policy

The Board is committed to the establishment and maintenance of effective personnel practices that support a high-performing, inclusive, and innovative organization.

1. The Board expects the District to:

    a) Recruit, select, assign, and retain employees through equitable, merit-based, and transparent processes.

    b) Support employee growth and performance through supervision, evaluation, professional learning, and feedback.

    c) Foster respectful and safe workplaces that uphold professional standards of conduct.

d) Manage employee relations, discipline, and performance in a fair, timely, and consistent manner and in accordance with applicable legislation and collective agreements.

e) Support organizational effectiveness through responsible workforce planning, positive organizational culture and continuous improvement.

f) Encourage innovation in personnel practices, including the thoughtful use of new approaches, tools, and systems that improve efficiency, accessibility, collaboration, and outcomes for students and staff.

2. The Board affirms that all personnel practices must align with the District's values, strategic priorities, and commitment to public accountability.

## Delegation

3. The Board delegates to the Superintendent responsibility for:

a) The implementation of this policy.

b) Developing, implementing, and maintaining administrative procedures that support this policy.

c) Ensuring compliance with applicable legislation, regulations, collective agreements, and professional standards.

d) Establishing processes that support effective recruitment, supervision, evaluation, and employee development.

e) Supporting innovation in personnel practices while managing associated risks.

f) Ensuring that employees are informed of expectations, responsibilities, and available supports.

g) Provide the Board with updates and information associated with the policy as needed.

## Monitoring

4. The Board is responsible for monitoring the effectiveness of this policy.

**Legal References:**
**Adopted:** 2026.11.25