

**Kawartha Pine Ridge District School Board**

**Policy Statement**

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

**Policy Code: B-1.12**

Board of Trustees

The elected governance branch of the Board.

Designate

6.1.2.2 sufficient advertising to encourage a qualified pool of candidates,

6.1.2.3

**6.2**      **Relatives of the Director of Education and Board Members**

- 6.2.1 It is the policy of the Board, in the recruitment to the Board of new employees, in making internal appointments, and in effecting internal transfers of employees, to avoid situations where the Director of Education or a trustee has decision-making responsibility for such recruitment, appointment, or transfer involving the Director of Education's or the trustee's immediate family as appropriate. Accordingly, the Director of Education and trustees may not participate in the process for such 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.

By October of each year, superintendents shall submit to the Director of Education their annual 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. Evaluation of progress shall be conducted every second year. A

**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](#)

Other:

[KPR Mission, Vision and Values](#)

[KPR Strategic Plan](#)

**8. Reference Documents**

Legislation:

[Accessibility for Ontarians with Disabilities Act](#)

[Education Act](#)

[Human Rights Code](#)

Other:

[Calls for Justice for Missing and Murdered Indigenous Women and Girls](#)

[Truth and Reconciliation Commission of Canada 94 Calls to Action](#)

[United Nations Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#)