



## Administrative Procedure 421

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### TEACHER RECRUITMENT

#### Background

The District will recruit the most able and appropriately trained teachers for the positions to be filled.

#### Procedures

1. Responsibility for Teacher Recruitment
  - 1.1 The engagement and placement of teachers on staff is coordinated by the Director of Human Resources.
2. The Principal is responsible for the teacher hiring process, in consultation with the Director of Human Resources.
3. The Director of Human Resources shall approve all hiring prior to a teaching contract being offered.
4. Candidate Application Expectations
  - 4.1 Possess a current British Columbia Teaching Certificate.
  - 4.2 University/college transcripts and teacher evaluation reports.
  - 4.3 Professional references from appropriate persons who are capable of judging the professional competence and character of the applicant. One reference must be their current or most recent supervisor.
  - 4.4 In addition, prospective teachers shall possess:
    - 4.4.1 An ability to communicate and empathize with students and parents.
    - 4.4.2 A proven ability of success within the classroom.
    - 4.4.3 An in-depth knowledge of teaching pedagogy and student learning styles.
    - 4.4.4 A desire to contribute to the overall quality of education of all students and the profession.
    - 4.4.5 A desire to actively participate as a member of a professional learning community.

Reference: Sections 17, 20, 22, 65, 85 School Act  
Teachers' Act  
School Regulation 265/89

Adopted: December 15, 2020