

 <p>ANGLOPHONE WEST SCHOOL DISTRICT</p>	<h2>GOVERNANCE POLICIES</h2>
Policy Type	Governance Process
Policy Name	District Hiring Process
Policy Number	ASD-W-GP10
Effective Date: September 20, 2012	Revised: January 23, 2014; October 23, 2014; August 27, 2015; September 22, 2016; May 31, 2018

<p>Policy:</p> <p>Acknowledging its responsibility to provide quality education and to staff the system with highly qualified and dedicated personnel, Anglophone West School District is committed to the selection of personnel on the basis of merit. To achieve this, the education council monitors the recruitment process.</p>
<p>The Council is responsible for hiring the Superintendent and the Superintendent is responsible for hiring at all other levels. The Council shall not participate in decisions or actions involving the hiring, evaluating, disciplining or dismissal of any employee other than the Superintendent, except as required by law.</p> <p>The Superintendent shall ensure consistency in the recruitment process; a selection plan shall be monitored for the filling of each position. The selection plan shall be the basis for advertising the vacancy, screening applications, developing assessment methods, conducting selection interviews, and ranking candidates. Procedures for recruitment for specific positions shall be in accordance with subsequent policies.</p>

MONITORING:

Method(s)	Frequency	Month
<ul style="list-style-type: none"> • Council Self-Evaluation 	<ul style="list-style-type: none"> • 1 Time per year 	<ul style="list-style-type: none"> • December