POLICY: SELECTION OF LEADERSHIP PERSONNEL # 811

SECTION: 800 : Personnel and Employee Matters Page 1 of 1

APPROVAL/REVISION DATE: May 29, 2026 EFFECTIVE DATE: May 29, 2026 REVIEW DATE: May 29, 2031

CROSS REFERENCE:

A: POLICY

1. 1.1 It is the responsibility of the Board of Trustees to provide and to maintain capable and effective Catholic leadership for the Thunder Bay Catholic District School Board.

   1.2 To this end, and in an effort to ensure a high caliber of leadership personnel, the Board shall:

   1. develop and maintain an effective leadership development program;
   2. maintain a focus on succession planning for system leadership positions;
   3. hold competitions for leadership positions;
   4. take a professional and Christian approach to the selection of personnel for positions.

B: GUIDELINES

2. 2.1 The process and procedures governing the selection of leadership personnel are outlined in the Handbook for the Selection of Leadership Personnel and are founded on the principles of

   2.1.1 respect for the dignity of individual candidates

   2.1.2 honourable and equitable treatment of all candidates

   2.1.3 common criteria applied fairly to all candidates.

3. The Chief Executive Officer is responsible for ensuring that the selection of leadership personnel is conducted in accordance with this policy and with the Handbook.

4. The Chief Executive Officer is responsible for informing staff of the requirements, expectations and steps associated with the leadership selection process.

5. In the event that a person from outside the City of Thunder Bay is hired for a leadership position, the Board will provide a resettlement allowance to the individual. The allowance will be negotiated by the Chief Executive Officer with the prospective employee and will be subject to the approval of the Board.