

501 Recruitment and Selection of Personnel

Adopted: February 24, 2026

Revised: 501, 503, 504 - September 25, 2011

Revised: 502 - October 22, 2002

Policy Statement

The North Vancouver Board of Education (the Board) recognizes that effective leadership and sound administration at both the School District and school levels are essential to the successful and efficient operation of the school system. Accordingly, the Board is committed to attracting, developing, supporting, and retaining highly qualified, capable, and adaptable employees.

Specifically:

- The Board holds sole authority to recruit and appoint the Superintendent and delegates to the Superintendent the authority to recruit and appoint all other employees.
- The Superintendent shall exercise this authority in consultation with the Board, without encroaching on operational decision making, and shall establish and implement human resources practices that align with the School District's values and strategic plan. The Superintendent shall act in accordance with all applicable legislation, approved budgets, and the provisions of relevant contracts and collective agreements.
- The School District shall strive to provide fair and competitive compensation and benefits and to foster a supportive and inclusive work environment in which employees feel valued and experience a sense of belonging, purpose, and connection to the work of the School District.
- While roles and responsibilities vary, all employees of NVSD contribute to the quality of the learning environment and to positive student experiences.