

<p>Personnel and Employee Relations 7265</p> <hr/> <p>Discernment Series for Teachers</p>	Administrative Application	
	Last Reviewed /Approved on:	October 14, 2020
	References:	The Education Act, 1995 Policy 12 – Role of the Director
	Status:	Operational

Preamble

As part of the Regina Catholic School Division (RCSD) succession planning for future leaders, a professional discernment series will be offered. Employees with potential interest in future leadership will be provided with the opportunity to attend the sessions (these sessions are for all interested employees who are part of the RCSD teachers staff excluding principals and vice principals).

Application

Discernment series is a series of orientation sessions, which provide an understanding of the key leadership roles in RCSD.

1. A series of five (5) sessions outlining leadership expectations and information will be offered to RCSD teachers.

Session Topics:

- Overview of Leadership / Catholic Leadership
 - Duties of a Principal / Vice-Principal
 - Management and Operations
 - Student Services and Curriculum
 - Leadership Shared Perspectives
2. Teachers should have a minimum of five (5) years of teaching experience prior to enrolling in the series.
 3. Teachers considering enrolling in the series should have some formal / informal leadership experience within and/or outside the school division.
 4. Teachers considering enrolling in the series should gain an understanding of the role they may be interested in (job descriptions are on the internal website under Human Resource Services).
 5. Teachers will attend all sessions. Any sessions they are unable to attend can be attended in the following year.
 6. At the end of the series, participants will have the opportunity to provide feedback.
 7. Beginning in the 2018-2019 school year (those holding these positions prior to 2018-2019 will be grandfathered), all teaching staff will have completed or be in the process of completing the discernment series in order to apply for the following positions of added responsibility:
 - Vice Principal
 - Education Leader
 - Consultant and Coordinator