

Personnel and Employee Relations 7265 Discernment Series for Teachers	Administrative Application	
	Last Reviewed /Approved on:	September 8, 2025
	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 referred by school-based administration to engage in the opportunity to attend the sessions (these sessions are for the RCSD teaching staff excluding principals and vice principals).

Application

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

1. A series of six (6) sessions outlining leadership expectations and information will be offered to RCSD teachers.

Session Topics:

1. Building Relationships and Developing People
 2. Setting Direction
 3. Role of a Leader – Safety, Community & Supports
 4. Catholic Faith & Securing Financial Accountability
 5. Leading the Instructional Program
 6. Developing the Organization
2. Teachers should have a minimum of five (5) years of teaching experience prior to enrolling in the series.
 3. Teachers referred to enrol in the series should have some formal / informal leadership experience within and/or outside the school division.
 4. Teachers referred to enrol 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 teachers are unable to attend can be attended in the following year (all sessions must be complete within two (2) years).
 6. At the end of each session in 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