

ESCE BOARD POLICY **5-5**
SECTION 5: HUMAN RESOURCES POLICIES
Title: Teacher Recruitment

It is vital to ECS and the Edmonton Society for Christian Education that for the Christian program to be successful teachers must be able to understand and successfully implement the mission and vision of ESCE. To find suitable candidates the following process will be used:

1. In January ads will be sent to various Christian organizations and publications encouraging interested candidates to apply for possible openings at ECS. Candidates will be encouraged to apply to EPS and to send a copy of the application to ESCE.
2. As positions become available EPS Personnel Services will post them. The ad must clearly indicate that potential candidates must be able to demonstrate an understanding of the mission and vision of ESCE and be able to demonstrate that they can implement the mission and vision in all subject areas.

An interview committee including a principal, the assistant principal and at least one member from the Board will interview the candidates. The decision of the interview committee has to be unanimous. The board member will inform the board of the decision of the interview committee. If the board member has a concern about a particular candidate he/she can ask to delay the appointment until advice from the executive can be attained.