



Section Three: Staff

"Together We Learn"

**360 - CRITICISM BY NON-EMPLOYEES
ABOUT SCHOOLS OR DISTRICT EMPLOYEES**

Introduction

The Board of Education places trust in its employees and wishes to support their work in such a way as to minimize the potential for unsubstantiated criticism and complaint.

Criticism of the school district, its schools and facilities, or employees is welcome when it is motivated by a desire to improve the quality of the educational program, services offered or the positive integration of the school/facility with the community.

Policy

The Board may consider a complaint against a school, a District facility or staff after the complaint has been discussed at the following steps and not successfully resolved:

1. For issues related to a school, the staff at a school, or an educational program:
 - 1.1 If appropriate, the issue should be referred to and discussed with the individual concerned.
 - 1.2 If appropriate, the issue should be referred to and discussed with the School Principal.
 - 1.3 If the issue is not successfully resolved at 1.1 or 1.2, it shall be referred to the Director of Instruction for the zone in which the school is located.
 - 1.4 If the issue is not successfully resolved at 1.3, it shall be referred to the Superintendent.
 - 1.5 If the issue is not successfully resolved at 1.4, it shall be referred to the Board of Education.
2. For issues with staff or services in transportation, grounds maintenance or building maintenance:
 - 2.1 If appropriate, the issue should be referred to and discussed with the individual concerned.



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- 2.2 If appropriate, the issue should be referred to and discussed with the site-based administrator or the Director of Operations.
 - 2.3 If the issue is not successfully resolved at 2.1 or 2.2, it shall be referred to the Secretary-Treasurer.
 - 2.4 If the issue is not successfully resolved at 2.3, it shall be referred to the Superintendent.
 - 2.5 If the issue is not successfully resolved at 2.4, it shall be referred to the Board of Education.
3. For employee decisions which significantly affect the education, health or safety of a particular student, the student or parent/guardian of the student should refer to Board Policy 460 – Appeals.