Policies And Procedures

"Together We Learn"

Section Three: Staff

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

Introduction

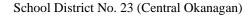
The Board of Education places trust in its employees and wishes to support their work in such a way as to minimize the potential for unsubstantiated criticism and complaint.

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 Assistant Superintendent for the area 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.

Date Agreed: February 23, 2000

Date Reviewed/Amended: November 13, 2002 Date Amended: June 22, 2011; February 22, 2017

Date Reviewed: November 26, 2014

Related Documents: School Act Sec 11, Policy 460