

Code G: Personnel and Employee Relations

POLICY TITLE AND CODE

**PROFESSIONAL STAFF: QUALIFICATIONS AND SELECTION: CATHOLIC
ADMINISTRATIVE LEADERSHIP**

GHBA

STATEMENT OF POLICY

Administrators employed with Greater Saskatoon Catholic Schools are to carry out their assigned roles and responsibilities in the spirit of servant leadership to Church, students, staff, parents, parish, and community.

RATIONALE

Leaders with Greater Saskatoon Catholic Schools must foster an atmosphere of Christian love, modeled after the life and teachings of Jesus Christ.

Leadership is required of all staff; however, administrators of Catholic education require specific knowledge, skills, and attitudes.

AUTHORITY

- *The Education Act*, Sections 85 (1) (c), 103 & 174
- Policy GHA – Professional Staff – Qualifications and Selection: General Expectations
- Policy GDH – Professional Staff – Duties and Responsibilities: Principals
- Policy Governance Manual

GUIDELINES

1. Servant leadership is characterized by the Christian attitudes of faith, hope, and love which include a knowledge of and commitment to:
 - 1.1 A Catholic lifestyle evidenced by living gospel values, participating in a parish community, leading by example, prayerfulness, and respect for all faiths;
 - 1.2 Catholic education evidenced by pursuing knowledge of the faith, seeking personal and professional formation, understanding the legal and historical dimension of the formation of separate schools, furthering the core purposes of Catholic education, and responding to environmental and social justice issues; and
 - 1.3 A Catholic community evidenced by serving the best interests of students,

- nurturing the Catholic faith, respecting the gifts of others, sharing leadership through the Christian principles of subsidiary, solidarity and participation, embracing the principle of equity, building school community with students, staff and parents, and working with families and the parish.
2. Servant leadership is characterized by the development of essential contemporary skills, which include:
 - 2.1 Conviction and sense of mission;
 - 2.2 The ability to establish genuine interpersonal relationships;
 - 2.3 An emphasis on collegial relationships and shared decision-making;
 - 2.4 The ability to support a climate that nurtures the holistic development of children and youth;
 - 2.5 Communication and problem-solving;
 - 2.6 Tolerance for ambiguity;
 - 2.7 A focus on ethical leadership and good judgement;
 - 2.8 An understanding of the importance of planning and community-building;
 - 2.9 Stewardship of resources; and
 - 2.10 The most promising practices in instruction, curriculum, and management.
 3. Servant leadership is characterized by essential contemporary leadership knowledge, which is generally understood to mean a professional teachers certificate, a minimum of five (5) years of teaching experience, and a post graduate degree in a related field for the position of supervisors, coordinators, consultants, vice/assistant principals, and principals.

PROCEDURES

1. Greater Saskatoon Catholic Schools will establish practices that embody the principles of servant leadership in the recruitment, selection, development, placement, supervision, and evaluation of its administrators.

REFERENCES

Statement of Educational Commitment of Greater Saskatoon Catholic Schools:

- To exercise the freedom to proclaim and live the Gospel
- To foster good human relationships
- To encourage an active partnership with the local Catholic Church
- To assist parents in their Christian responsibility as primary educators of their children
- To provide an identifiable Catholic environment
- To offer formation based on the values of Catholic education
- To make the school a place of evangelization and pastoral action
- To provide opportunities for spiritual growth through prayer, the sacraments, scriptural study, and celebration

- To instill love for and fidelity to the Catholic Church
- To recognize the inter-relationship of all knowledge in a world created by a loving God
- To practice stewardship with respect for all God's creation
- To support staff members as witnesses of their faith to students, each other, and the community
- To provide opportunities for each staff member to grow in awareness of the calling to serve

FORMS

Administrator Performance Review Instruments

DATE APPROVED

May 25, 1999

DATE AMENDED

April 2004