



Northeastern Catholic District School Board

PRINCIPAL AND VICE-PRINCIPAL TRANSFERS

Administrative Procedure Number: APP010

POLICY STATEMENT

The Northeastern Catholic District School Board (NCDSB) is committed to ensuring that our Catholic schools are led by qualified Principals and Vice-Principals who possess the skills, competencies, and personal leadership resources identified in the Ontario Leadership Framework. It is the desire of the NCDSB to provide Principals and/or Vice-Principals with the opportunity for professional and career growth so that our schools are constantly evolving learning environments that promote and sustain student achievement, academic success and spiritual development.

REFERENCES

Education Act

Regulation 612, School Councils and Parent Involvement Committees

The Ontario Leadership Framework, 2013

NCDSB Policy

P-10 Principal and Vice-Principal Transfers

DEFINITIONS

Nil.

PROCEDURES

1.0 GENERAL PROVISIONS

- 1.1 A request for transfer from a Principal/Vice-Principal shall be forwarded to the Director of Education no later than the end of January.
- 1.2 The Director of Education will consult with Catholic School Councils as per Regulation 612, s.19(4) in January of every school year. This consultation process will allow for feedback on the Principal Profile for the school.
- 1.3 Care shall be taken to minimize undue disruption to the school system through a large number of transfers in any one school year.
- 1.4 Principals/Vice-Principals are subject to transfer within the board. Ideally, a transfer which results in a relocation to another region within the board will be done by mutual consent. The following divisions shall constitute the regions:
 - i) Timmins, Iroquois Falls
 - ii) Cochrane, Iroquois Falls

- iii) Kapuskasing
- iv) Kirkland Lake, Englehart
- v) Englehart, New Liskeard, Cobalt
- vi) Moosonee

2.0 COMMUNICATION STRATEGIES

- 2.1 Supervisory Officers will engage in leadership discussions with Principals/Vice-Principals at least one time annually, to review leadership goals, placement opportunities, or proposed transfers.
- 2.2 Supervisory Officers will consult with the Director of Education on proposed transfers.
- 2.3 The Director of Education will present principal and vice-principal placements to the Board of Trustees by May every school year, for information purposes only.
- 2.4 The Director of Education will communicate transfers with all stakeholders in a timely manner.

3.0 TRAVEL ALLOWANCE

- 3.1 A Principal/Vice-Principal whose transfer is initiated by the Board shall be entitled to a monthly travel allowance for the use of their own vehicle to travel from their residence to their respective work place if the distance travelled in a single direction is 45 km or more, as determined by the Board.
- 3.2 A monthly allowance will be established at the start of every school year, as per the annual budget exercise and consistent with an appropriate inflation rate.
- 3.3 Pro-rating of the monthly allowance shall occur when the number of school days that the Principal/Vice-Principal reports to work is less than sixteen (16) school days in a single month.
- 3.4 Notwithstanding the above, special circumstances concerning a school or a Principal/Vice-Principal may warrant exceptions to these provisions, and nothing shall prohibit the transfer of a Principal/Vice-Principal at times when to do so would be in the best interests of the students, the schools, the system and/or the Principal/Vice-Principal.

4.0 TRANSITION REQUIREMENTS

- 4.1 Principals/Vice-Principals are required to collaborate with incoming/outgoing Principals/Vice-Principals to ensure a seamless transition of information and attend to all requisite transfer of responsibilities.
- 4.2 The final transition timelines for exit/entry of school and related operational matters shall be July 15 of every school year.

5.0 RELATED FORMS AND DOCUMENTS

Nil.

Director of Education: *Tricia Stephanie Weltz*
Date: May 2024