

School District No. 38 (Richmond)

Superintendent, with senior executive appointments being confirmed by the Board; and departmental managers and educational administrators determine the composition of interview panels, except as established by the Regulation. She also noted that a representative from the Richmond District Parents Association had been added to the interview committee for the positions of Secretary Treasurer and Deputy Superintendent. She advised that no changes had been made to the proposed Policy 401 or proposed Policy 401-G. Attendees had questions and comments on: RASA involvement in District administrator interviews and the role of RMAPS in the various interview committees. Discussion ensued.

**ACTION:** The Executive Director, Human Resources, to make the additional minor suggested changes to the proposed draft Policy 300-R: *Selection and Appointment of Administrators* (to be renamed and renumbered as Policy 401: *Recruitment and Selection of Management Personnel*).

It was AGREED that a NOTICE OF MOTION would be provided to the June 12, 2019 meeting of the Board of Education (Richmond) advising that a RECOMMENDATION would be presented to the Board at its September 11, 2019 public meeting to approve the proposed revisions to (current) Policy 300-R: *Selection and Appointment of Administrators* (to be renamed and renumbered as Policy 401, 401-R and 401-G: *Recruitment and Selection of Management Personnel*) and to subsequently rescind Policy 300-R: *Selection and Appointment of Administrators*.

Assistant Superintendent Archer joined the meeting at 10:50am.

5. POLICY 512.4: FRENCH PROGRAMS

A memorandum from Assistant Superintendent Archer as well as the proposed revisions to Policy 512.4 and 512.4-R: *French Programs* were distributed at the meeting. The Chair advised that this policy had a previous initial review but had been delayed due to the urgency of dealing with other policies. Assistant Superintendent Archer advised that the intent of this revision is based on a need to modernize our current policy and its regulation and the proposed changes will ensure compliance with current and future Ministry policies. She reviewed the proposed revisions and advised that the remaining programs are Core French and French Immersion (Early French Immersion, Late French Immersion, and Secondary French Immersion). The Chair invited feedback on the proposed changes. Attendees had comments and questions on: the rationale for removing the reference to staffing for French Immersion (FI) programs and the challenges of hiring high quality FI teachers to ensure an ongoing quality program for students. Further discussion ensued and the Superintendent advised that the reference to staffing of FI programs had been removed from this policy as it is a Human Resources process and noted that the District's hiring commitment and practices are set out in Policy 400.

**ACTION:** Assistant Superintendent Archer will consider feedback received and Policy 512.4 and 512.4-R: *French Programs* will return to the September 2019 meeting of Policy Committee for further discussion.

The Executive Director, Human Resources, left the meeting at 10:56am.  
R. Avenando, Co-Chair, RMAPS, left the meeting at 11:01am.