



Policy Section: **Trusteeship and the Board**

Policy Name: **Policy Initiation, Identification, Development,
Implementation and Review**

Policy Statement

It is the policy of the Keewatin-Patricia District School Board that policies will be in place, where needed, to promote the ultimate goal of the board to provide quality education for all of our students. Policies will be developed, implemented and reviewed through a process that is consistent with the guidelines and procedures contained herein. Policies developed through this process should reflect rigorous standards against which all individuals within the board can be held accountable.

Rationale

The Keewatin-Patricia District School Board recognizes the need for clear, effective policies to provide direction and focus for decision making and action. Establishing a process which defines how policies will be initiated and/or identified, how policies will be developed, the process for policy implementation and how policy review is undertaken is essential to the establishment of exemplary policies.

Policy of the Board should:

1. create a framework for the stable operation and provide direction to the education system;
2. reflect the basic philosophy and values of the Keewatin-Patricia District School Board;
3. constitute guidelines for decision making and action by those with decision making responsibility;
4. provide defined guidelines within which the Board of Trustees will exercise its legislative authority;
5. establish limits within which activities of the board may be carried out by designated staff;
6. reduce inconsistency and duplication by establishing clear criteria and parameters for administrative, employee and students- actions.

Cross Reference:
www.kpdsb.on.ca

Date Approved: February 24, 1998
Last Reviewed: March 8, 2005
Date Reviewed: March 4, 2008
Date Reviewed: October 13, 2009

Committee Responsibility:

Review by: 2014



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Guidelines

- 1.0 Board Policy Statements may be:
 - a) statements of philosophy, goals, objectives or priorities, or
 - b) standards or principles by which individuals make judgments, take courses of action, or
 - c) guidelines for decision making or to future action by the Board, administrative personnel or staff, or
 - d) statements or criteria or models for establishing principles and parameters for the development of derivative or subordinate policies (e.g. school policies).

- 1.1 Each board policy shall:
 - a) be consistent with the mission statement and goals of the board;
 - b) provide rationale;
 - c) be written in clear, concise inclusive language;
 - d) be sufficiently broad to allow administrators to be guided in their decisions and actions, and
 - e) conform to current legislation and regulations.

- 1.2 Board policies should:
 - a) be designed in a standard format;
 - b) be reviewed according to prescribed procedures;
 - c) be developed by involving individuals who are clearly identified by the board;
 - d) be clear on how they are to be implemented.

- 1.3 Trustees, employees and students are responsible for ensuring that any decisions or actions taken conform to board policy.

Procedures for policy initiation, development, implementation and review are found in Appendix A – Procedural Guidelines.



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APPENDIX A - PROCEDURAL GUIDELINES

Policy Process - Identification/Development/Implementation/Review

1.0 Responsibility for Policy Identification/Development/Review

1.1 The Board will facilitate the policy development and review process. The Board will:

- a) identify new policies that should be developed;
- b) determine the appropriate methodology for development or review of policies;

Methods may include, but are not limited to:

- formation of an ad hoc committee
 - designating individuals and/or committees of the board who will assume responsibility
 - designating appropriate stakeholders who should be involved
- c) review policies;
 - d) consider policies for final approval;
 - e) adopt policies for implementation.

From time to time, policies may be referred back to the staff, with suggested areas for revision.

1.2 Senior administration responsibilities include:

- a) identifying the requirements for the development of policy within their specific areas of responsibility;
- b) working with the board in the development and review of policy as appropriate;
- c) ensuring that policies are implemented in accordance with the provisions contained therein;



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- d) working with the Director of Education to develop a schedule for policy development and review ensuring that policies are reviewed regularly and at least within five (5) years from the effective date.

2.0 Implementation of Policy

- 2.1 On approval by the Board of Trustees, the policy will become part of the Policy Manual.
- 2.2 Policies that have been approved by the board will be posted on the Board website for immediate access by the system and the public. The public shall be provided with copies of the policy(ies) at the school or at the Board’s Administrative office upon request.
- 2.3 If the approved policy has further implementation implications, the Director of Education will assign responsibility to a senior administrator as appropriate.
- 2.4 The Director of Education is responsible for the monitoring of the organization’s adherence to the provisions of the policy and reporting the results to the board as appropriate.

3.0 Policy Format

- 3.1 All policies will include a policy statement and rationale. Guidelines and/or appendices may form part of the policy.
- 3.2 Each policy will indicate:
 - a) policy name and number;
 - b) policy statement, rationale;
 - c) guidelines/appendices where necessary;
 - d) cross reference to other policies, if necessary;
 - e) date approved;
 - f) date for review.

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