

*MEDICINE HAT PUBLIC BOARD OF EDUCATION OPERATES AS MEDICINE HAT PUBLIC SCHOOL DIVISION,
AND FOR THE PURPOSE OF THIS DOCUMENT WILL BE REFERRED TO AS "MHPSD" AND/OR "DIVISION"*

SECTION 500 – Personnel and Employee Relations

POLICY 502: ADMINISTRATION GUIDING PRINCIPLES

POLICY

The Medicine Hat Public School Division (MHPSD) will be structured, administered and conducted with honesty, integrity and in an inclusive manner consistent with the mission, vision, beliefs and values of the Board of Trustees and in accordance with all pertinent legislation and regulation.

GUIDELINES

1. The Board expects that those charged with formal leadership responsibilities will:
 - 1.1. consult with others in setting expectations, goals, targets and plans to meet the Board's mission and goals for MHPSD schools and operations;
 - 1.2. work with others to facilitate continuous improvement of performance for both students and staff;
 - 1.3. conduct their decision making and leadership responsibilities in an open and transparent manner;
 - 1.4. ensure decision making is an ongoing collaborative process which facilitates involvement of those most affected by or responsible for the decision;
 - 1.5. utilize teamwork, consultation and guidance strategies in supporting others to meet the goals of the MHPSD;
 - 1.6. hold accountable those who have decision making responsibilities;
 - 1.7. evaluate personnel and program performance in order to assess the degree and quality of goal attainment and to plan for performance growth;
 - 1.8. embrace change and personal growth as vehicles for enhancing student learning, professional performance, leadership and system improvement;
 - 1.9. promote socially responsible and respectful behavior among students and staff;
 - 1.10. consider the needs, aspirations and values of the community in the decision making process.

REFERENCES

[Policy 512 – Administrator Growth, Supervision and Evaluation](#)

Alberta Education – Education Act

Alberta Human Rights Act

Approved: June 1, 2004

Revised: November 7, 2016

