

## **438 EXCHANGE TEACHING**

### **Background**

The Division supports exchanges of professional staff as a means of professional growth.

### **Procedures**

1. The purpose of the professional staff exchange is to provide selected members with opportunities to:
  - a. Study and understand teaching strategies and school organization in the host system.
  - b. Develop professionally by visiting other schools and systems.
  - c. Provide information to the host system on how Canadian Rockies School Division provides educational services.
  
2. In order to be considered, professional staff exchanges must meet the following guidelines:
  - a. Be arranged through a recognized teacher exchange program.
  - b. Be supported by the Superintendent and the Principal. In order to determine the Division professional staff who will be approved to apply for participation in this program, the following will be considered:
    - i. the effect the exchange may have on the students and school concerned;
    - ii. the length of service of the staff member concerned;
    - iii. the quality of service of the staff member concerned;
    - iv. the involvement in related professional activities of the staff member concerned.
  - c. Be applied for by November 1st of the year prior to the exchange.
  
3. The Superintendent may recommend a maximum of three (3) professional staff on exchange leave from the system in any given year.
  
4. Professional staff on exchange retain their full salary and benefits (excluding administrative and extra allowances) and are eligible for their current or

equivalent positions on return.

5. All contracts and agreements must receive ratification by the Board.
6. Teaching Assignments with the Department of National Defense.
  - a. The Division shall consider applications from teachers for recommendation for overseas teaching assignments with the Department of National Defense.
  - b. Applications require a minimum period of five years of satisfactory service with the Division.

### **References**

Section 18,33,52,53,196,197,205,222 Education Act  
collective Agreement

### **History**

Developed: August 2003  
Amended: May 2020