

	POLICY NO: 4.7
Adopted	2015
Projected Review Date	2030
Revisions	2019, 2026

POLICY: STAFF ENGAGEMENT

PURPOSE:

The Hamilton-Wentworth District School Board (HWDSB) is committed to fostering a culture of staff engagement that advances student success, well-being, belonging, and excellence. It is understood that meaningful staff engagement is essential to creating the conditions for impactful learning, identity-affirming practices, and responsive systems that support every learner and every staff member in shaping an inclusive and supportive workplace.

GUIDING PRINCIPLES:

- Involve, respect, recognize and value staff members as partners in student success and well-being ensuring identity-affirming and inclusive workplaces where staff feel a sense of belonging.
- Foster trustful, respectful, and collaborative relationships across schools, departments, and roles, reflecting the interconnected nature of our work.
- Promote transparent, two-way communication and intentionally gather, respond to, and act on staff voice to strengthen HWDSB as a learning organization.
- Develop and sustain a professional workforce that reflects the diversity of the Hamilton-Wentworth community and aligns with HWDSB's commitment to Indigenous educational wellness and human rights, equity, and anti-oppressive practice.

INTENDED OUTCOMES:

- Provide all staff with opportunities for professional learning, leadership development and performance management to support continuous improvement and engagement for all employee groups.
- Engage staff in collaborative learning teams that create the conditions for student learning, support identity-affirming and culturally responsive practices, and honour Indigenous ways of knowing, learning and doing across schools and departments.
- Gather staff voice regularly to demonstrate our commitment to gathering input and to strengthen HWDSB as a learning organization.

RESPONSIBILITY:

Chief Executive Officer

TERMINOLOGY:

Staff: All individuals employed by HWDSB on a full-time, part-time or occasional basis, for a specified or indeterminate period, who contribute to the achievement of Board priorities.

Staff Engagement: The extent to which staff feel valued, heard, supported, and connected to their work, colleagues, and the shared purpose of HWDSB, as informed by ongoing staff voice and census data.

Professional Learning: A comprehensive, continuous, and strategic approach to developing staff capacity, well-being, and leadership in alignment with Board priorities and evidence-informed practice.

ACTION REQUIRED:

This policy will support the way staff are motivated and encouraged to complete their work with commitment, satisfaction, pride and support for HWDSB's Multi-Year Strategic Plan.

PROGRESS INDICATORS:

Intended Outcome	Assessment
Provide all staff with opportunities for professional learning, leadership development and performance management to support continuous improvement and engagement for all employee groups.	• Evidence of accessible professional learning, leadership development, and performance management opportunities offered across employee groups and roles. • Participation data reflects equitable access and engagement across staff groups, disaggregated where appropriate. • Staff feedback indicates increased relevance, usefulness, and alignment of professional learning with Board priorities and individual growth needs. • Documentation demonstrates alignment between professional learning opportunities and HWDSB Strategic Directions and improvement priorities. • Staff survey data reflects increased confidence, engagement, and sense of professional growth over time.
Engage staff in collaborative learning teams that create the conditions for student learning, support identity-affirming and culturally responsive practices, and honour Indigenous ways of knowing, learning and doing across schools and departments.	• Evidence of regular staff participation in collaborative learning teams within and across schools and departments.

Gather staff voice regularly to demonstrate our commitment to gathering input and to strengthen HWDSB as a learning organization.	• Regular staff voice surveys and engagement processes are implemented, with participation rates tracked and trends monitored over time. • Survey data and feedback are analyzed and, where appropriate, disaggregated to identify patterns, strengths, and areas for improvement. • Evidence that staff input informs decision-making, planning, and continuous improvement at the school, department, and system levels. • Staff report feeling heard, respected, and informed about how their feedback is used through follow-up communications and reporting.
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REFERENCES:

Government Documents

Municipal Freedom of Information and Protection of Privacy Act

Ontario Human Rights Code

Revisions:

Policy Review and template migration, April 2026