



SCHOOL VOLUNTEER CHECKLIST FOR PRINCIPALS

Dream. Believe. Achieve.

School _____ Principal _____

The following checklist is provided to ensure that volunteers **who are working in the school on an ongoing basis** have been approved according to SD22 procedures. Please attach this checklist to the volunteer application and criminal record check. Principals should ensure that occasional volunteers have their criminal record checks completed and on file.

Volunteer's name: _____

Date Volunteer begins duties: _____

Volunteer's Duties: _____

Checklist	Yes	No	Details
Current criminal Record check complete (within the 5 year expiration date)	☐	☐	Expiry date:
Interview completed (only if necessary)	☐	☐	
References checked (only if necessary)	☐	☐	
Application form on file	☐	☐	
Teacher(s)/staff informed	☐	☐	
Orientation provided	☐	☐	
Confidentiality protocols reviewed	☐	☐	

A volunteer is a parent/guardian or other person, who has made a commitment that has been accepted by a school to assist the school in some manner, by handling a number of tasks without expectation of compensation.

There are some basic expectations for volunteers:

- Volunteers must not be used to provide services that would normally be provided by an employee.
- Volunteers should function as complementary extensions of the staff responsible for the teaching/learning situation; they should not undertake tasks that require them to make program or educational decisions.
- Volunteers must not be assigned tasks that would violate the privacy of students or their families, and shall not be provided access to student records, except that contact information may be provided, where required.

To protect the safety of our students, all volunteers must complete the application form attached. Each volunteer:

- **Must agree** to a criminal record check;
- **May be asked** to provide references which may be checked by the principal; and,
- **May be asked** to attend an interview with the principal.



Dream. Believe. Achieve.

**VOLUNTEER APPLICATION
FORM**

Volunteer's name: _____

Address: _____ **Phone:** _____

Have you ever been charged or convicted of a criminal offense? ☐ Yes ☐ No

Have you ever been asked to leave a school or school grounds? ☐ Yes ☐ No

By signing this form, you agree to:

Respect the confidentiality of students and staff

Adhere to school and district policies and procedures (including health/COVID protocols)

Submit a current criminal record check (valid for 5 years).

Applicant's signature: _____ Date: _____

All volunteers in SD22 must undergo a criminal record check.

References may be required upon request by the principal.



Dream. Believe. Achieve.

Volunteer Guidelines:

1. Definitions

- A **volunteer** is a parent, guardian or other person who has made a commitment that has been accepted by a school to assist the school by handling a number of tasks, at or for the school, without expectation of compensation.
- This procedure does not apply to students or to school staff members who volunteer within or outside of the school day.

2. The Role of Volunteers and Relationships with School Staff

- Volunteers must not be used to provide services that would normally be provided by an employee.
- Volunteers should function as complementary extensions of the staff responsible for the teaching/learning situation; they should not undertake tasks that require them to make program or educational decisions.
- Volunteers must not be assigned tasks that would violate the privacy of students or their families, and shall not be provided access to student records, except that contact information may be provided, where required.

3. Staff Responsibilities for Volunteers and Volunteer Programs

Recruitment, selection, assignment and training of volunteers will be done at the local school level. Interested individuals should contact the local school Principal or designate. District-wide protocols and forms shall be used.

- The Principal, or designate, shall be responsible for:
 - Defining tasks assigned to volunteers, in general terms, in consultation with the supervising staff member(s).
 - Screening, selection and interviewing where necessary, of volunteers and specific assignments.
 - Orientation and training of volunteers, including health and safety protocols.
 - Decisions regarding the continuation or discontinuation of a volunteer's services or a volunteer-based program.
 - Overall supervision of volunteers and arranging for specific supervision duties of volunteers.
 - Discussion with all staff, volunteers and the school's Parent Advisory Council of the Board policy on volunteers in schools.
 - Handling complaints from volunteers.
- The Principal may delegate to individual staff members the responsibility for assigning tasks to volunteers and monitoring their performance.
- Activities within a classroom shall be coordinated and be under the direction of the classroom teacher. Activities outside a classroom shall be coordinated with and be under the direction of the supervising staff member. The supervising staff member (teacher or other) shall determine the specific tasks assigned to a volunteer.

4. Approval of New Volunteer Functions or Programs Relating to Program Delivery

- The Principal will advise the Superintendent, or designate, of any new program delivery initiatives that are to be of an ongoing nature and are dependent on volunteer support.

5. The Superintendent, or designate, will initiate appropriate communication with unions representing employees prior to the start of the program if required.

- All volunteers must complete a School Volunteer Information/Application Form.



Dream. Believe. Achieve.

- The Principal or designate should review the information and provide approval giving consideration to the nature of the volunteer activity, the extent of supervision by teaching staff and knowledge of the potential volunteer.
- All volunteers are required to undergo a criminal records check. Criminal records checks are valid until they expire or 5 years, provided the information has not changed.
- Volunteers who participate in large single type events such as spring teas, graduations, fairs etc., do not need to complete an application, or undergo a criminal record check.
- The School District will pay the costs of a criminal records check where a fee is charged.
- When a volunteer will not be under the direct supervision of a teacher or Principal or Vice-Principal and will have regular and ongoing involvement with students, reference checks must be completed.
- Should a criminal record search of a volunteer or information from a law enforcement agency indicate a criminal offence or pending charge, the Principal is authorized to notify the Superintendent who shall determine if the offence or offences are such to prohibit participation as a school volunteer.
- All information obtained through the application forms and interview is to be treated as confidential and kept on file at the school or Board office.
- A volunteer's services may be terminated at the discretion of the Principal or Superintendent.

6. Orientation

- An orientation program for volunteers should be conducted by the Principal or designate, when needed. The orientation process should include:
 - A general orientation to the school including health and safety and Code of Conduct.
 - Processes of signing in by volunteers.
 - Staff responsibilities with respect to volunteers. Review of school confidentiality protocol.
 - Confidentiality requirements for volunteers.
 - Emergency procedures, including emergency evacuation.
 - All school district policy and procedures, including; anti-discrimination and harassment policies; overview of the special programs and/or services at the school; review of applicable collective agreement provisions; accident procedures, including reporting of incidents; school calendar.
- The supervising staff member shall provide any necessary supervision or direction specific to the volunteer's tasks, with particular attention to procedures relating to the safety of students.
- Where a volunteer works directly with a student who has a medical condition that could foreseeably result in a medical emergency (e.g., anaphylactic shock) to which the volunteer may have to respond, the volunteer shall be provided with appropriate information, with the consent of the student's parent/guardian or of the student, if of appropriate age and capacity. If there is no consent, the volunteer must not work with the student.

7. Supervision and Monitoring

- Volunteers are visitors and must report to the office on arrival at the school.
- Schools will maintain a list of volunteers and a logbook recording the date, name and activity engaged



Dream. Believe. Achieve. in by the volunteer.

8. Notification of Parents/Guardians

- Principals or supervising staff members will inform parents/guardians when their child is working on a *regular* basis as an individual or on a group basis with a volunteer.

9. Notification of Parents/Guardians

- Volunteers are required to:
 - Meet all the criteria of conduct and deportment required of School District staff, including the District harassment and non-discrimination policies.
 - Not be under the influence of or in possession of illicit drugs or alcohol while students are under their care, while on school property, at school-sponsored functions, on extra-curricular trips or at any activities involving students.
 - Maintain confidentiality and keep all information received and observations made about students, families and staff within the confines of the school.
 - Direct all questions and concerns through the Principal.
 - Comply with all relevant and applicable legislation, including the Human Rights Code.
 - Complaints about volunteers will be handled by the school Principal or designate.

10. Annual Review

- The Principal, or designate, will review the school's volunteer programs with the Parent Advisory Council at the beginning of each school year.

11. Approval of Volunteer Support in Areas Normally Handled by CUPE Personnel

- Initiatives that require volunteer support in areas of maintenance or construction work normally performed by CUPE personnel (e.g., construction of playground equipment) will be communicated to the Secretary-Treasurer and Director of Human Resources who will initiate appropriate communication with the CUPE Executive.

12. Liability, Insurance and Expenses

- The Board's liability insurance coverage applies to volunteers in the same way as it does to employees with respect to claims (other than for libel or slander) against volunteers for damages or acts or omissions in providing volunteer services for the Board are barred by the School Act, except where the volunteer has been guilty of dishonesty, gross negligence, and/or malicious or willful misconduct.
- Where any incident or accident occurs that may conceivably give rise to a claim against a volunteer or the School Board, the volunteer must promptly provide all information to the school to enable the school to inform its insurers. Failure to do so may prejudice coverage.
- No honorarium or fee for services may be paid to volunteers. Volunteers may be reimbursed for expenses approved by the Principal.