



## **School District No. 71 (Comox Valley)**

### **School PRINCIPAL Eligibility Pool effective August 1, 2025**

**We are looking for educational leaders to fill potential principal vacancies in K-12, Careers, Online or Alternate schools. (Initial placement to be determined).**

School District 71 (Comox Valley) is a progressive school district whose mission is to inspire engaged, compassionate, resilient lifelong learners and cultivate a collaborative community together. As an inclusive learning community, we embrace diversity, foster relationships, and empower all learners to have a positive impact on the world. We are the largest employer in the Comox Valley with over 1900 employees and provide a comprehensive educational program to approximately 10,900 students from Strong Start to Grade 12 in 14 elementary schools, 2 community schools, 3 secondary schools, 2 alternate schools, and an online learning school.

#### **HIRING CRITERIA FOR PRINCIPALSHIP**

##### **Educational Leadership**

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The Board requires principals to have a Masters' Degree and a valid membership with the Teacher Regulation Branch of the Ministry of Education. Further, a successful applicant for a principalship will have demonstrated during their career in education:

- fluency with the District's values and goals outlined in the Strategic Plan
- a commitment to a consultative, collaborative, team approach involving students, parents, school staff and the community
- an understanding of, and commitment to the First Peoples Principals of Learning
- a commitment to supporting the interests of the Board and the District
- understanding of Ministry initiatives, including Early Learning, K-12 programs, online learning programs and the intricacies of these initiatives
- a recent record of teaching excellence and leadership as a school administrator
- an inclusive mindset with strong advocacy for students with diverse abilities
- the ability to inspire staff and be an advocate for staff development based on school needs
- a commitment to ongoing personal and professional development
- strong support for a healthy and effective Parent Advisory Council
- the ability to implement a strong community communications program for a school
- the ability to establish and maintain a positive, cooperative, caring environment in a school
- the ability to implement and maintain an environment that supports positive student behaviour

## Administrative History

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A successful applicant for a principalship will have demonstrated during their career in education:

- effective problem-solving, conflict management and mediation skills in relations with all members of the school community
- friendliness, good humour, flexibility, enthusiasm, accessibility, forthrightness, openness and honesty
- sound judgment in assessing the strengths and needs of a school's organization and operation
- successful implementation of new programs
- positive experience and history in developing distributed leadership
- commitment to transparency and accountability at all levels

## Skills

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A successful applicant for a principalship will have demonstrated during their career in education:

- strong organizational and management skills, including financial planning and control
- skill in dealing with human resources and labour management
- excellent interpersonal, communication and listening skills
- skill in dealing with complex situations
- skills in establishing and maintaining a close working relationship with all members of the school community
- essential skills in technological literacy
- an understanding of the major components of the educational programs offered in the school to which they are to be assigned
- an understanding of educational processes appropriate to the stage of development of the students in the schools to which they are to be assigned
- visibility and engagement in all aspects of the school

If you are an exceptional educational leader interested in taking on a new challenge with a progressive school district, we would like to hear from you!

Qualified applicants are invited to apply in confidence by submitting a detailed resume with supporting documentation, a statement of their educational philosophy and three professional references (supervisors only please) through <https://buff.ly/JVUD8gM> by **Midnight on Monday, April 21, 2025**. The annual salary range for this position is \$149,228 to \$166,124.

Interviews will be held in the beginning of May. Only short-listed candidates will be contacted. We sincerely thank all applicants for submitting their candidacy and for their interest in School District 71 (Comox Valley).

**An Equal Opportunity Employer**