



Waterloo Region District School Board

September 11, 2024
Posting 24.088

Superintendent, Student Achievement & Well-being - Qualified Applicant's Pool Learning Support Services

Applications from employees of the Waterloo Region District School Board as well as external applicants will be considered.

The Waterloo Region District School Board is situated in Canada's innovation hub. We are located in the heart of southwestern Ontario, serving the communities of Cambridge, Kitchener, Waterloo and the townships of North Dumfries, Wilmot, Woolwich and Wellesley. The Board provides a comprehensive educational program for approximately 65,000 students in the Region of Waterloo. The Board is one of the largest public school boards in Ontario with 123 schools, and approximately 11,000 staff members. Additional information regarding the Board is available on the Board's web site at www.wrdsb.ca.

At the Waterloo Region District School Board, we are striving to create learning environments where all students can excel as they become skilled, caring, and compassionate global citizens and are inviting applications to our **Qualified Applicants' Pool for the role of Superintendent, Student Achievement & Well-being**. Are you a reflective learner, committed to personal growth, transformation and contributing to a new vision for public education? We are seeking qualified candidates who are creative, innovative, demonstrate outstanding leadership, a commitment to Indigenous sovereignty, human rights and equity, relationship centered approaches and are ready to join the dynamic WRDSB Senior Team.

The ideal candidate will have a Supervisory Officer Certificate or be currently enrolled in the Supervisory Officers Qualification Program with a plan to obtain the certificate no later than August 31, 2026. Candidates must have an outstanding educational leadership background as evidenced in their most recent performance appraisal and be able to demonstrate their leadership impact. Candidates will demonstrate a depth and breadth of leadership experiences and have a minimum of 5 years' experience as a Principal or system leader. If you are a passionate, caring leader, committed to creating and making positive change in public education, the WRDSB is the place for you!

Successful candidates to the **Qualified Applicants' Pool for the role of Superintendent, Student Achievement & Well-being** would be eligible to be placed into the role of Supervisory Officer, as positions become available up to August 31, 2027.

Responsibilities

With a fulsome understanding and commitment to Indigenous sovereignty, human rights and equity, the Superintendent will provide leadership and oversight in a number of areas related to program planning, implementation and evaluation, supervision of schools and building system capacity to improve student success and well-being. An understanding of both elementary and secondary education, a commitment to equity and inclusion, anti-oppression and anti-racism, as well as an understanding of mental health and wellbeing will be important assets to fulfilling this role.

Successful candidates will be collaborative, open to inclusive thinking, inquiring focused and innovative leaders with excellent communication and interpersonal skills dedicated to continuous improvement and learning. This includes having a deep knowledge of the communities they serve and a commitment to responding to diverse identities and their unique needs. Candidates will demonstrate skills in developing collegial and collaborative learning and working environments where principals, vice-principals, and staff within the system fulfill Waterloo Region District School Board's commitment to celebrating the gifts of each and every student by creating limitless opportunities for them to flourish, grow and become their best selves.

Superintendents ensure compliance with applicable legislative and regulatory requirements, school Board Policies and Administrative Procedures, the Ontario Human Rights Code and other directives as set out by the Ministry of Education and the Board's Multi-Year Strategic Plan.

The Key areas of focus in this role will include (but are not limited to):

- Supporting all students to read by the end of Grade 2;
- Supporting improved numeracy skills K-12;
- Effectively reducing Suspension and Expulsion rates;
- Improving the integration and support for students with identified learning needs;
- Improving Transitions and Pathways;
- Supporting improved graduation rates for all students;
- Systematically changing outcomes for the most marginalized students and, in doing so, improving the outcomes of all students.

Qualifications

- Be a member in good standing with the Ontario College of Teachers;
- Hold a recognized Supervisory Officer's Certificate or be currently enrolled in the Supervisory Officer's Certificate with a completion date of August 31, 2026 (recognized by the Ontario College of Teachers);
- Have demonstrated successful leadership experience within an educational setting;
- Has demonstrated personal and professional leadership competencies in addressing equity of access to opportunities, outcomes and experiences for students and staff.
- Demonstrates a commitment to understanding complex and intersectional equity issues and taking action to eradicate systemic barriers, racism and oppression.
- Bring proven personal leadership resources as outlined in the Ontario Leadership Framework and the [WRDSB Sovereignty Affirming and Equity Competencies](#);
- Demonstrated knowledge and experience staffing schools, managing budgets, and working collaboratively with various service departments;
- Demonstrate the WRDSB's core values and strategic directions;
- Have proven ability to engage community stakeholders; and
- Possess the ability to affect positive change.

Candidates are asked to electronically submit a copy of their covering letter, resume and responses to the four questions posed below - as a PDF package - quoting "Posting #24.088, Superintendent Applicant Pool", no later than 4:00 pm, October 24, 2024, via email to Karen Leishman, Executive Assistant to the Director of Education, at karen_leishman@wrdsb.ca.

Candidates are asked to prepare responses to the following questions and include it in their electronic submission. (Note: responses for each are to be no greater than 1,000 words in length and a minimum 12-point font)

1. Provide one or more examples that demonstrate your commitment to and impact of your work of anti-oppression and anti-racism for the purpose of securing equitable access to opportunities and outcomes as it relates to School Improvement.
2. Provide one example of your leadership in furthering system-wide goals and priorities that support improved student achievement and well-being including a focus on better serving the most underserved/and or marginalized students.
3. Provide an example that demonstrates your capacity to foster productive working relationships among a variety of stakeholders (i.e., schools, community, staff, colleagues).
4. Applicants are asked to share their “Why?” What brings you to education and what is your Philosophy of Educational Leadership. This can be provided through a written response (no greater than 1,000 words in length), through a short video (attached to your resume package and not to exceed 2 minutes in length), or a reflection on a piece of art (include a picture of the art work, along with your reflection) or you may have another way you would like to do this. Should this be the case, please let us know and we will help to facilitate this so you can best show yourself and your philosophy.

Equity

The Waterloo Region District School Board is committed to equity in employment. We are committed to fair and equitable hiring practices that allow us to hire qualified staff who reflect the diversity of the community we serve, who will foster the success and well-being of our students and who demonstrate a commitment to equity and inclusion in the classroom.

We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- persons with visible and/or invisible (physical and/or mental) disabilities;
- persons of marginalized sexual orientations, gender identities, and gender expressions.

We will make any appropriate accommodation based on any of the human rights protected grounds, to support candidate participation in the hiring process.

We appreciate the interest of all applicants but will only be interviewing selected candidates based on job specific criteria and only those selected for an interview will be contacted.

jeewan chanicka
Director of Education and Secretary