



Vancouver Island West School District 84 Superintendent of Schools/ Chief Executive Officer

About the District:

Located on the beautiful West Coast of Vancouver Island with its endless outdoor and ocean recreational opportunities, School District 84 delivers public education to approximately 350 students in the First Nations communities of Kyuquot, Oclucje, Ehatis, and Tsaxana, as well as the rural communities of Zeballos, Tahsis and Gold River.

The district provides inclusive education in five schools, empowering students to succeed and thrive in a rapidly changing world. Our district is guided by core values of collaboration, respect, innovation, and equity, ensuring all students are supported on their educational journey. We walk beside and learn from the “local First Nations” peoples in creating a learning culture that honours every child’s life chances.

Note: School District 84 engages in preferential hiring of self-identified First Nations applicants in all positions in accordance with section 42 (Special Programs) of BC’s Human Rights Code.

The Opportunity:

The Board of Education is seeking a dynamic and visionary leader as our next **Superintendent of Schools/Chief Executive Officer**. Reporting directly to the Board, the Superintendent/CEO oversees the district’s educational programs, and supports our values as an inclusive and innovative learning environment, ensuring that the district’s strategic plan is effectively implemented. The successful candidate will continue to build on strong current efforts to shape the future of education and deliver outstanding educational outcomes for students.

The Successful Candidate will:

- provide visionary leadership in all aspects of educational programming, ensuring a focus on student success, well-being, and inclusion.
- develop, implement and monitor the district’s strategic plan, and ensure that policies, and initiatives align with the district's goals and priorities.
- have demonstrated success in engaging directly with students to better understand and advocate for the needs of learners in a rapidly changing educational environment.
- support the Board of Education by guiding policy development, budgeting, and educational initiatives.
- nurture a positive working environment, one that promotes collaboration, professional growth, and innovation among district staff.
- maintain frequent and effective, open communication and engagement with parents, students, staff, and the broader community.
- promote equity, diversity, and reconciliation by continuing to infuse Indigenous perspectives into all areas of our school system.
- ensure compliance with provincial regulations, policies, and procedures.
- lead and mentor the district’s senior administrative team to achieve district goals and support school success.

Qualifications:

- Master's degree (or higher) in Education, Leadership, or a related field.
- A valid BC teaching certificate (or eligibility for certification).
- Wide-ranging exemplary experience as an educational leader, preferably at a senior administrative level (Superintendent, Assistant Superintendent or Director).
- Proven track record of successful leadership in a public school district, with a strong focus on student achievement and well-being.
- Comprehensive understanding of the BC K-12 curriculum and education system.
- A commitment to equity, inclusion, and reconciliation, with experience working with local First Nations, our broader Indigenous communities and others whose diverse perspectives and experiences shape who we are.
- Exceptional communication, interpersonal, and problem-solving skills.
- Ability to work effectively with the Board to build strong relationships with a wide range of partners, including staff, students, parents, and the community.

Priority Attributes the Board is Seeking Include:

- Cares deeply about students and communities.
- Prioritizes student success.
- Focused on equity, inclusion, and improving the life chances of all students.
- Committed to First Peoples Principles of Learning with an outstanding track record partnering with First Nations Peoples.
- Strong leadership skills, including strategic planning, organization and informed decision making.
- Demonstrates exemplary team building skills; supports and empowers cohesive teams
- An exceptional communicator.
- Demonstrates and upholds system wide accountability.
- Initiative to lead, create and sustain relationships.
- Knowledgeable and experienced in current research based best practices.
- Politically and financially astute.
- Proactive and creative problem solver.
- Leads ongoing improvement and change in education.

Our Communities look forward to welcoming our next Superintendent who will:

- Actively engage with the diverse communities within the district, including Indigenous communities, by being present, living locally, and participating in community and cultural events.
- Demonstrate a deep understanding of and respect for the cultural diversity within the district, particularly Indigenous cultures, traditions, and languages.
- Ensure financial responsibility and transparency in decision-making.
- Focus on maximizing resources for student learning and well-being.
- Promote open communication and accountability, provide regular updates to the community and respond to feedback with integrity.
- Lead with a clear vision for improving student outcomes and addressing systemic challenges, including mental health, student engagement, and staff well-being.
- Embrace innovative, data-driven approaches to drive continuous improvement, while remaining adaptable to the district's unique needs and circumstances.

The salary range for this position is \$216,431 to \$240,479 per year, plus a comprehensive benefits package.

Application Process:

Qualified candidates are invited to submit their confidential application package, including a cover letter, detailed resume, and a list of professional references by 10:00 am on January 17, 2025. This package should be sent in a single PDF.

Please send applications via email to superintendentsearch@viw.sd84.bc.ca

Those interested in learning more about the Vancouver Island West District are encouraged to visit: www.sd84.bc.ca to review information including our Strategic Plan and Enhancing Student Learning report.

We thank all applicants for their interest, however only those candidates selected for interviews will be contacted.