



## SUPERINTENDENT OF SCHOOLS/CEO GRANDE PRAIRIE PUBLIC SCHOOL DIVISION

The Board of Trustees invites applications for the position of Superintendent/CEO for Grande Prairie Public School Division. Duties will commence January 1, 2026 or as mutually agreed.

### The Division

The Grande Prairie Public School Division is a dynamic, innovative school jurisdiction providing a breadth of programs from pre-school to grade 12 for over 9000 students at 18 sites, supported by approximately 1000 staff, with a budget close to \$115 million.

Grande Prairie Public School Division is one of the fastest growing school divisions in Alberta. It is a completely urban Division and is a large employer in the area.

Our mission: The Grande Prairie Public School Division is a learning community in which every student succeeds.

Our vision: To be the leading provider of high quality public education in the province of Alberta.

The key elements of the culture of the Division are high expectations, quality instruction, evidence-based continuous improvement, effective leadership and relationships and engagement.

The current Three-Year Education Plan has three priorities:

- teaching and learning
- belonging
- leading

A broad range of programs of choice such as Before and After School Care, French Immersion, Music, Montessori, Dual Credits, IB, STEM, a Christian School and a Sports Academy all serve to meet the diverse needs of our students.

Staff satisfaction surveys consistently demonstrate a 97% satisfaction rate with the Division as a good place to work.

Principle-based, generative governance is provided by a Board of seven trustees elected within a single ward system.

### The City

The 5<sup>th</sup> largest city in Alberta with a citizen population of over 70,000 and a trading population of over 300,000, Grande Prairie is a young and thriving modern community with an exciting future. The median age of the population is 37. Grande Prairie has many amenities such as a strong arts community, many service clubs, parks, walking/biking trails, world-class recreation and sports facilities, a new hospital, major air services and attractive, affordable housing options. The educational needs of the adult community are addressed through Northwestern Polytechnic.

### The Candidate

The Grande Prairie Public School Division is looking for an energetic, innovative and passionate leader able to inspire others while working collaboratively with the Board, students, parents and staff to create an environment that maximizes student learning. Embracing shared decision-making, this professional has the ability and courage to lead innovation and change while seeking to form collaborative partnerships that benefit students.

With a focus on student achievement and success, this leader will use research, data and best practice to build capacity and set goals for which the system is accountable.

A strong advocate for public education and the needs of students and staff, the ideal candidate promotes a culture of honesty, integrity, trust and respect. They value the governance role of the Board, are politically astute, and able to establish a positive working relationship with the Board and various levels of government and public agencies.

The successful candidate will have an Alberta teaching certificate or equivalent, hold a Master's degree from a recognized university, and hold or qualify for Superintendent Leadership Quality Standards certification in Alberta.

### More Information

The District: [www.gppsd.ab.ca](http://www.gppsd.ab.ca)

The City: [www.cityofgp.com](http://www.cityofgp.com)

The Area: [www.worknwalberta.ca](http://www.worknwalberta.ca)

The competition will remain open until a suitable candidate is found. Applications received prior to May 7, 2025 are assured of careful consideration.

### Applications

Email, by May 7, 2025, a cover letter, curriculum vitae, and a list of five recent references in one single PDF to:

**Mr. Terry Gunderson**  
**Alberta School Boards Association**  
**E: [tgunderson@asba.ab.ca](mailto:tgunderson@asba.ab.ca) c: 780-995-3306**



**GRANDE PRAIRIE PUBLIC SCHOOL DIVISION**  
**SUPERINTENDENT OF SCHOOLS/CEO SEARCH**  
**IDEAL CANDIDATE PROFILE**

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**Education**

- ◆ Master's degree as a minimum
- ◆ Hold or qualify for teaching certification in the province of Alberta
- ◆ Hold or qualify for Superintendent Leadership Quality Standard certification in the province of Alberta
- ◆ Knowledgeable about current Alberta legislation, educational research, issues and trends

**Professional Experience**

- ◆ Broad educational leadership experience including appointment as a Superintendent or in a similar position with a wide scope of responsibilities
- ◆ Proven track record with commitment to delivering student focused results
- ◆ Experience working effectively with multiple levels of government and government departments and supporting community partners
- ◆ Application of effective educational practices

**Student Centered Approach**

- ◆ Prioritizes front-line services in decision making
- ◆ Ensures the delivery of quality education and learning opportunities for all students
- ◆ Ability to optimize resources for maximum student benefit
- ◆ Demonstrated strong commitment to student success and achievement
- ◆ Promotes positive mental health and well-being, and learning environments that foster respectful and responsible behaviours recognizing the diversity of all students

**Leadership Style**

- ◆ Relationship builder committed to communication, collaboration and transparency
- ◆ Establishes strategic direction and clear goals to effectively implement the Board's long-term vision for the Division
- ◆ Ability to inspire and influence others towards achieving the Division's mission
- ◆ Delegates wisely and effectively to achieve desired results
- ◆ Fosters a culture of integrity, trust, respect and accountability
- ◆ Ability to guide and lead the Division through rapid change and growth
- ◆ Proficient in making strategic and evidence-based decisions that demonstrate creativity, innovation and courage
- ◆ Demonstrates an empathetic, empowering and inspiring leadership style
- ◆ Exhibits commitment to life-long learning and continuous quality improvement

## **Board Relations**

- ◆ Contributes to a healthy, effective Board-Superintendent working relationship
- ◆ Is committed to building upon the Board's principle-based, generative governance model and encourages autonomy and innovation within the Division
- ◆ Ability and willingness to reflect and implement the will of the Board
- ◆ Is politically astute with a demonstrated commitment to public education
- ◆ Provides fair and balanced information and reports for Board consideration in its decision-making

## **Community Focus**

- ◆ Establishes positive and meaningful relationships within the community
- ◆ Is personable, approachable and highly visible in the school community
- ◆ Ability to collaborate successfully with diverse groups
- ◆ Encourages effective community engagement with interested parties
- ◆ Is a champion for the Division
- ◆ Is responsive to community needs
- ◆ Has the ability to seek out and maintain collaborative partnerships

## **Communication Skills**

- ◆ Is an active listener who possesses excellent verbal and written communication skills
- ◆ Fosters transparent and effective communication
- ◆ Exhibits strong interpersonal skills and has the ability to have difficult conversations
- ◆ Demonstrates strong facilitation skills

## **Management Skills**

- ◆ Ability to analyze complex issues and make well-informed, data-driven decisions
- ◆ Able to delegate tasks and responsibilities effectively ensuring the efficient running of the Division while focusing on high-level strategic priorities
- ◆ Demonstrates high ethical standards in decision-making and interactions, setting an example and leading the way for others
- ◆ Good understanding and ability to lead initiatives to advance student learning and organizational effectiveness, including budgetary considerations
- ◆ Ability to structure the organization for maximum effectiveness, including succession planning
- ◆ Utilizes knowledge and understanding of the use of technology to enhance organizational and learning effectiveness
- ◆ Demonstrates the ability to understand budget while balancing multiple competing priorities and ensuring fiscal responsibility
- ◆ Maintains high performance standards for self and staff while demonstrating a commitment to staff satisfaction and well-being