



## **ASSOCIATE SUPERINTENDENT**

**An exciting opportunity for an exceptional educational leader to join our dynamic team.**

*Situated in the beautiful Cowichan Valley on southern Vancouver Island, the Cowichan Valley School District serves a population of almost 8,500 students of which 1,600 identify as Indigenous. We are honoured to be learning on the ancestral and unceded territories of the Quw'utsun, Malahat, Stz'uminus, Penelakut, Halalt, Ts'uubaa-astx and Lyackson peoples. Our district extends north to Saltair, south to Spectacle Lake on the Malahat, and west to the Lake Cowichan region. The school district has 26 facilities and over \$100 million annual budget.*

Proven leadership with respect to equity, reconciliation and inclusion is essential in the success of this position. As one of the two Associate Superintendents, and a member of the District Leadership Team, you will demonstrate a commitment and enthusiasm to the implementation of the Cowichan Valley School District Strategic Plan. As the incumbent you will possess a proven history of innovation and transformative leadership. The ability to collaborate, influence others, and maintain a focus on student learning will contribute to your ongoing success.

A Master's degree in leadership, special education, curriculum, or a related field, as well as eligibility for membership in the BC Teacher Regulation Branch is required. A deep understanding of the major challenges and trends facing public education in the context of Vancouver Island and British Columbia will contribute to your success in this role.

As a component of your application package, in your cover letter, please indicate how you have demonstrated the following key leadership attributes:

### **Key Leadership Attributes**

#### **Visionary**

- Believes they can make a difference as a learning leader.
- Develops a sense of urgency to stimulate action for transformation.
- Compelling sense of direction and generates enthusiasm and commitment in others.

#### **Energetic**

- Maintains energy in driving transformation.
- Sustains active engagement throughout the course of the transformation process.
- Calibrates the pace of transformational efforts to ensure progress.

## **Collaboration**

- Engages others actively in co-defining a path of change.
- Proactively builds strong relationships with peers and others.
- Facilitates non-hierarchical forms of communication and trustworthy.

## **Systems Thinker**

- Sees connections between and amongst systems and sub-systems.
- Conceptualizes trends, patterns, and issues across boundaries.
- Demonstrates appreciation of ambiguity and uncertainty during the transformation.

## **Outward Facing**

- Is eager to learn and be open to new ideas.
- Models appreciation, curiosity and inquiry actions.
- Actively seeks out connections, resources, and partnerships to support the transformation process.

## **Politically Astute**

- Works with schools and community to support district priorities.
- Maintains support for district and school priorities.
- Matches influencing strategies to the circumstances.

## **Pedagogy**

- Uses multiple forms of credible evidence, in a transparent way, to make decisions and help school staffs develop the capacity to make effective use of available evidence for their own improvement purposes.
- Maintains a laser-like focus on the improvement of instruction and student learning in schools.

**How to apply:** Please apply via email to: Robyn Gray, Superintendent: [tjones@sd79.bc.ca](mailto:tjones@sd79.bc.ca). Applications should include a cover letter, leadership philosophy, and references.

**The deadline for applications is 12:00 pm, Friday, January 28<sup>th</sup>, 2022.**

We thank all applicants for their interest, but only those selected to proceed in the recruitment process will be contacted.