



## Regina Public Schools is seeking a Deputy Director, Student Achievement and School Services

### WHO IS REGINA PUBLIC SCHOOLS?

Regina Public Schools is located on Treaty 4 land in the homeland of the Métis. It is one of the largest school divisions in Saskatchewan serving the educational needs of more than 25,000 students in 44 elementary schools, eight high schools, three faith-based associate schools, Campus Regina Public and the Allan Blakeney Adult Campus.

Our dedicated team of employees includes professional and support staff who work to instill the value of knowledge, the dignity of effort and the worth of the individuals by living our Shared Values in our schools, workplaces, and communities. These Share Values are *I belong, I am responsible, I respect, and I want to know*.

### THE OPPORTUNITY

Regina Public Schools is seeking an innovative, strategic and results-oriented leader for the position of Deputy Director, Student Achievement and School Services. The position provides direct leadership for student achievement, school operations, Indigenous education, curriculum and instruction, intensive and specialized supports, diversity and inclusion, and comprehensive school community health. The position aligns and integrates efforts within the Student Achievement and School Services team and across the Division to maximize opportunities and achievement for students and chart a progressive and sustainable future course for Regina Public Schools.

### Key Responsibilities

- Defining and implementing strategic direction as part of the executive leadership team by:
  - Leading a forward-looking unifying strategic plan for schools and work units that aligns with the Pre-K to Grade 12 sector plan.
  - Working with Division and school leaders to build capacity and implement plans in support of the Division's diversity, equity, and inclusion outcomes.
- Building a positive and progressive organizational culture and leading organizational growth and development by:
  - Participating in planning to attract, retain and develop a passionate, skilled, and committed workforce that is representative of the communities served.
  - Building a shared understanding of the unique strengths and needs of all students and staff in the school community regardless of gender identity, sexual orientation, age, ethnic origin, ancestry, culture socio-economic status, religion, family status and mental and physical ability.
- Leading educational, assessment and instructional practices to improve opportunities and achievement for all students by:
  - Leading the Student Achievement and School Services team to align and integrate resources to develop and deliver cohesive plans to improve opportunities and achievement for students.

- Ensuring current, consistent, culturally responsive, and equitable instructional and assessment practices based on progressive and proven best practices.
- Promoting positive school cultures and safe, orderly learning environments by:
  - Working with Division-level and school-based leadership teams to develop strategies that build and sustain positive, unifying school cultures.
  - Establishing practices to support student engagement, attendance, and positive behaviour.
- Contributing to Division-level resource allocation and management by:
  - Collaborating in the development of the Division budget strategy in alignment with the Division Strategic Plan and priorities.
  - Developing and reviewing budget initiatives within Student Achievement and School Services.
- Demonstrating productive, respectful working relationships and partnerships by:
  - Developing integration strategies to align efforts across the organization.
  - Building strategic partnerships with other school divisions, First Nations educational authorities, post-secondary institutions, community-based organizations, and employers that result in innovative and relevant opportunities for students.

## WHO WE ARE LOOKING FOR

- The candidate will meet qualifications for membership in the League of Educational Administrators, Directors and Superintendents (LEADS) including a Master of Education, Business Administration or Public Administration, or a master's degree in a related field as approved by LEADS. The candidate will have a minimum of 10 years of successful, increasingly senior, and diverse administrative and leadership experience.
- Demonstrated strategic thinking, adaptive change management, and organizational leadership abilities.
- Proven ability to lead diverse, multi-disciplinary project teams through complex projects and build consensus between multiple stakeholders to resolve conflicting interests and points of view and demonstrated project management skills.
- Ability to challenge, be candid, and work through different perspectives while maintaining strong professional relationships.
- Strong leadership and team-building skills, with an ability to mentor and develop staff to a high level of performance and accountability.
- Demonstrated leadership skills that promote inclusion, engagement, and foster an innovative, collaborative environment.
- Excellent working knowledge of current research in best practices for 21st century teaching, learning and operations from classroom, school, and Division-level perspectives.
- Knowledge of provincial education sector governance, regulatory and operating framework including a strong understanding of effective board governance principles and practices.
- Exceptional interpersonal skills with the ability to build and maintain positive relations with Division and school-based staff, Board members, communities, and other stakeholders.

For a full job description and qualifications, visit [www.reginapublicschools.ca/careers](http://www.reginapublicschools.ca/careers).

The position will commence on May 1, 2023, or another mutually agreed date on or before August 1, 2023.

## TO APPLY

Interested applicants are invited to email a letter of application, curriculum vitae/resume, and the names of three employment references, by February 23, 2023, to Don Hoium, Hoium Strategic Leadership, at [d.hoium@sasktel.net](mailto:d.hoium@sasktel.net).

The interest of all applicants is appreciated; however, only those selected for an interview will be contacted.

*Regina Public Schools believes equity, diversity and inclusion make us stronger and is committed to an inclusive workplace that reflects the communities we serve. We welcome applications from all qualified individuals inclusive of all groups protected by the Human Rights Code including Indigenous persons, members of visible minorities, persons with a disability, women in underrepresented occupations, and individuals of diverse gender and sexual orientation.*