



## Director of Instruction – Indigenous Education and Equity

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan syilx peoples. The School District enrolls over 24,000 students (including over 3000 students who self-identify as having First Nations, Metis, and/or Inuit ancestry). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are a total of 51 school sites with 33 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (K-12). Central Okanagan Public Schools has an excellent reputation of providing outstanding, student-centered programs in a diverse and inclusive environment as well as offering a wide range of educational opportunities for students and staff.

As written in the Central Okanagan Public School's Equity in Action for Truth and Reconciliation Agreement, we believe: **Equity Empowers Each Learner to thrive, holistically.** Central Okanagan Public Schools is currently in the third year of a five-year Equity in Action Agreement. Additionally, the Board of Education recently signed a five-year Local Education Agreement (LOA) with Westbank First Nation (WFN), entrusting District staff to partner with WFN to begin implementing year one priorities.

### CANDIDATE PROFILE:

Applications are invited from dedicated and enthusiastic professional educators who are committed to equity and excellence in learning to ensure the success of each Indigenous student. The overarching responsibility of the successful candidate is to implement the Central Okanagan Public Schools' Equity in Action for Truth and Reconciliation Agreement (which is aligned with the District's Strategic Plan). Collaborating with local Indigenous communities, District leadership, and school teams, the successful candidate will promote diversity, equity, and inclusion in schools and communities, providing equitable opportunities for Indigenous learners (K-12) to be "cultural, confident, and courageous" learners (*Fostering Indigenous Student Success Through the Lens of Equity, p.9.*).

The successful candidate must:

- Hold a Ministry of Education and Child Care Teacher Regulation Branch certification;
- Have received a master's degree from a recognized university in a related field;
- Have had highly successful teaching and administrative experience K to 12;
- Demonstrate a commitment to and progress towards the Truth and Reconciliation Calls to Action;
- Demonstrate leadership in anti-racism and a commitment to intercultural competence learning;
- Maintain an unwavering belief that each student can reach their potential and achieve at a high level;
- Demonstrate strong knowledge of Indigenous curriculum, culture, values, history, and languages;
- Have knowledge and understanding of British Columbia's Indigenous communities, protocols, and contemporary issues and be willing to participate in local community events;
- Ensure a commitment to building strong, meaningful relationships with Indigenous communities and partners;
- Demonstrate excellent oral and written communication and strong organizational skills.

Specific to the District leadership role, the successful candidate will report directly to the Deputy Superintendent and:

- Engage in system thinking to provide inspirational and visionary leadership in Indigenous education;
- Work collaboratively as a member of the Senior Leadership Team to implement the District's Strategic Plan;
- Lead the implementation of the District's Equity in Action for Truth and Reconciliation Agreement;
- Ensure equity work is reflected in the District's Framework for Enhancing Student Learning;

- Work collaboratively with Westbank First Nation to implement the new Local Education Agreement's Priorities;
- Liaise with Westbank First Nation, Okanagan Indian Band, the District's Indigenous Education Council, and Indigenous Rightsholders on culturally-responsive Indigenous education initiatives to support student success;
- Liaise with the post secondary and community partners to support the Social Sciences and Humanities Research Council (SSHRC) project to decolonize pedagogy and learning practices;
- Seek to improve success and supports for Indigenous students and increase the presence of Indigenous culture, languages, and history for all students;
- Provide oversight of all Indigenous Education staff members;
- Maintain responsibility for the planning, implementing, coordinating, supporting, and monitoring of programs and services for Indigenous students and families throughout the District;
- Ensure District programs and services reflect authentic practices in Indigenous education and comply with all Ministry of Education and Child Care policies and directives;
- Possess highly developed knowledge and skills to lead teams to integrate learning technologies that support decolonized teacher pedagogy and equitable learning opportunities.

To view the original posting, please visit Make a Future at: <http://bit.ly/3x1PHl4>

Applications can be emailed to [human.resources@sd23.bc.ca](mailto:human.resources@sd23.bc.ca). Please indicate "**Director of Instruction – Indigenous Education and Equity**" in the subject line. Include a letter of application, complete with a comprehensive resume (include your phone number and email address) and copies of supporting documentation with the names of 3 (three) references **no later than 8:00 a.m., Monday, March 27, 2023.**

Preferential consideration will be given to candidates with Indigenous ancestry as per the Special Program through the British Columbia Office of the Human Rights Commissioner. The above-referenced position will be effective as mutually determined between the selected candidate and the District.



**Central Okanagan  
Public Schools**  
Together We Learn

Bob McEwen  
Executive Director of Human Resources  
Central Okanagan Public Schools