



District Principal – Inclusion

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan syilx peoples. The School District enrolls over 25,500 students (including approximately 3,200 students who self-identify as having First Nations, Metis, and/or Inuit ancestry from Canada). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are 50 school sites with 32 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (6-12). Central Okanagan Public Schools has an excellent reputation for 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. We believe equity empowers each learner to thrive, holistically.

CANDIDATE PROFILE:

Applications are invited from dedicated and enthusiastic professional educators for a District Principal – Inclusion. This position will report to the Director of Instruction – Equity and Inclusion and will support the leadership and oversight of Inclusion. This position is responsible for implementing and managing inclusive programs and services that address the needs of diverse learners, including those in all categories of Ministry Designations. The District Principal will work closely with school-based and itinerant staff, and be guided by the BCPVPA Leadership Competencies:

Stewardship for the Future of All Children

- Lead with empathy, humility, and a commitment to the well-being, identity, and opportunities of every child.
- Model and foster safe, inclusive, and diverse communities.
- Promote environmental stewardship and sustainability.

Fostering a Culture of Curiosity and Inquiry

- Create and sustain a culture of trust, innovation, and curiosity.
- Encourage critical questions, evidence-informed decision making, and collective accountability.
- Support inquiry that transforms educational outcomes and celebrates diverse perspectives.

Growing the Capacity of Self and Others

- Pursue personal and collective growth through ongoing professional learning.
- Distribute leadership and empower others to act, especially equity-seeking groups.
- Model change leadership and support professional development for all staff.

Contextual Literacy and Agency

- Navigate and build relationships within diverse professional and cultural contexts.
- Practice humble leadership by genuinely hearing and valuing community voices.
- Engage effectively with internal and external systems, including Indigenous partners.

Bridging Policy and Practice

- Translating system values and policies into meaningful school practices.
- Leading dialogue and action that connects strategic priorities, resources, and outcomes.
- Providing feedback to inform and challenge shared values and practices.

Collective Leadership

- Recognizing that leadership is a shared journey, shaped by the stories and strengths of the school community.
- Embracing the philosophy that we are all together, navigating change, coordinating with others, and continually defining our direction.

The successful candidate will also:

- Advocate for and implement inclusion initiatives across all schools within the district.
- Foster a culture of humility, open dialogue, continuous improvement, and collaborative teamwork.
- Demonstrate cultural competency by tailoring leadership strategies to diverse communities.
- Show empathy and compassion, creating a supportive and inclusive environment for all students and staff.
- Apply extensive knowledge and understanding of inclusion with a commitment to student achievement.
- Support equitable and effective learning by applying the BC Manual of Inclusive Education, leveraging knowledge of special education, B.C. curriculum, legislation, research, and trends.
- Provide diverse educational programs that address student needs through multi-disciplinary, collaborative teams.
- Consider complex learning situations from a diagnostic and educational perspective, seeking creative and collaborative partnerships to support powerful learning experiences for students and families.
- Collaborate effectively with K-12 school administrators, staff, parents, and community stakeholders.
- Provide training and professional learning opportunities, fostering systemic and innovative capacity building for continuous professional growth for all learners.
- Provide learning opportunities, fostering systemic capacity building and continuous professional growth.
- Serve as a positive role model with a visionary approach supporting the District's Strategic Plan.
- Provide supervision and leadership for inclusion staff, including consultants, Speech Language Pathologist, Occupational and Physical therapists, counsellors, psychologists, resource teachers, Learning Assistant Teachers, and others.
- Champion equity and anti-racism by embedding inclusive, accessible, and culturally responsive practices into district-wide policies, programs, and learning environments.
- Commit to dismantling systemic barriers and fostering educational spaces where all students feel valued, respected, and empowered.
- Demonstrate a commitment to dismantling systemic barriers and fostering educational spaces where all students feel valued, respected, and empowered.
- Utilize data-informed decision-making and educational technologies to support inclusion, personalizing learning, monitoring progress, and enhancing accessibility for diverse learners.

Qualifications:

- Hold or be eligible for membership in the B.C. Ministry of Education's Teacher Certification.
- Hold a master's degree in Special Education/Inclusion or a related field of study.
- Minimum of five years teaching experience and a minimum of five years Principal experience with a focus on inclusive practices.
- Proven leadership skills in planning, implementing, and evaluating district-wide initiatives and priorities.

The annual salary range for this position is \$157,240 – 165,664, plus a competitive benefits package.

Please apply online at <https://buff.ly/YGyf1Nh>. Include a letter of application, complete with a comprehensive resume (include your phone number and email address), copies of supporting documents, and the names of three references **by 8:00 a.m., Friday, October 24, 2025.**



**Central Okanagan
Public Schools**
Together We Learn

Bob McEwen
Executive Director of Human Resources
Central Okanagan Public Schools