School District No. 51 (Boundary)
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Director of Instruction

School District No. 51 (Boundary) is situated between Okanagan Valley and the West Kootenays. The district is on the unceded traditional territory of the Interior Salish people; approximately 30% of the student population self-identifies as Indigenous, and all Indigenous students reside off reserve.

The District serves approximately 1,275 students in the communities of Big White, Beaverdell, Rock Creek, Midway, Greenwood, Grand Forks and Christina Lake. The caring and dedicated staff are genuinely committed to students in six elementary schools, two secondary schools, one K-9 school and one alternate education site. From the largest school serving over 400 students to the most intimate setting with just 15 learners, each school offers personalized attention and strong community connections.

Reporting to the Superintendent of Schools, the Director of Instruction is a key member of the District leadership team and has key responsibilities in advancing the vision, strategic plan, and commitment to student success where students are flourishing today so they can build a confident future tomorrow.

The successful candidate will demonstrate:

- A deep commitment to student learning, well-being, and equity, with a clear focus on improving outcomes for all learners.
- Strong knowledge of current educational research, provincial initiatives, and effective instructional leadership practices.
- Successful K-12 leadership experience, preferably in a rural school district, with a demonstrated understanding of student support services and inclusive education.
- The ability to build, support, and sustain high-performing collaborative leadership teams through collaboration, mentorship, and shared decision-making.
- Exceptional interpersonal skills characterized by integrity, respect, empathy, fairness, and a commitment to fostering positive relationships.
- The ability to communicate openly and effectively, address concerns constructively, and navigate conflict with professionalism and diplomacy.
- A visible and approachable leadership presence in schools and communities that inspires trust, confidence, and engagement.
- Demonstrated success working collaboratively with students, families, staff, rightsholders, unions, and community partners.
- A commitment to Truth and Reconciliation through meaningful engagement with Indigenous peoples, cultures, and ways of knowing, and a dedication to improving outcomes for Indigenous learners.
- The ability to use evidence, data, and inquiry processes to monitor progress, inform decision-making, and support continuous improvement.

- Proven skills in organizational leadership, project management, and the effective use of technology to support learning, operations, and communication.
- A demonstrated capacity to identify, develop, and empower the strengths of others while fostering a culture of professional growth and recognition.
- The ability to address challenges proactively, make sound decisions, and lead effectively through change and complexity.
- Knowledge of school district operations, including human resources practices, provincial funding structures, and strategic resource planning.

Key Responsibilities

The Director of Instruction will:

- Provide leadership in curriculum, instruction, assessment, reporting, and educational transformation initiatives.
- Provide leadership for district-wide professional learning, and capacity building aligned with the District's strategic priorities.
- Lead and mentor district leadership staff in assigned program areas.
- Lead, coordinate, and manage an array of District portfolios focusing on various priorities including:
    - Lead the implementation of the K-12 curriculum and promote innovative, evidence-informed instructional practices.
    - Lead initiatives related to student social-emotional learning, mental health, wellness, and engagement.
    - Lead employee wellness initiatives and promote healthy workplace practices.
    - Manage student achievement data and promote data literacy to support continuous improvement.
    - Oversee district implementation of student reporting requirements and reporting practices.
    - Use local and provincial evidence of learning to monitor progress and communicate results through the Framework for Enhancing Student Learning.
- Establish collaborative networks with educators, Indigenous partners, post-secondary institutions, and regional and provincial organizations.
- Oversee Community Link and liaise with all collaborative partnerships with community agencies, families, and educational partners in support of student success and well-being.
- Provide guidance to principals and managers on interpreting collective agreements, district policies, procedures, and workforce legislation while supporting fair and consistent decision-making.
- Support schools and human resources in labour relation matters, including workplace investigations and conflict resolution, ensuring compliance and consistent application of policies and operational guidelines.

- Contribute as a member of the district leadership team, providing advice and expertise on matters within the position's portfolio, and prepare reports, recommendations, and presentations for the Board and Ministry of Education.
- Participate in strategic planning, and organizational decision-making as a member of the District leadership team.
- Maintain a visible presence in schools to support educational programs, foster relationships, and monitor progress toward district goals.
- Lead and support cross-functional projects, committees, and district initiatives that advance student learning and organizational effectiveness.
- Ensure effective stewardship of assigned resources, programs, and services in alignment with district priorities and operational requirements.
- Undertake additional duties and leadership responsibilities as assigned by the Superintendent of Schools.

Qualifications

- Master's degree in areas such as: Program and Curriculum Development, Supervision of Instruction, and Educational and Administrative Leadership;
- Member in good standing with the BC Teacher Regulation Branch;
- Recent successful and relevant administrative K-12 experience as a principal and/or system leader.

This excluded position has a competitive benefits package, and a wage range from $172,209 to $187,183.

Application

Interested applicants should forward a **resume, cover letter, and statement of educational philosophy** in a single PDF package. Please include contact information for three (3) professional references. Please submit your full application no later **than 12:00 noon on December 11, 2026.** Application packages may be submitted electronically to humanresources@sd51.bc.ca

In applying, candidates consent to School District No. 51 (Boundary) contacting individuals or supervisors for the purpose of shortlisting and/or reference checking other than those provided as references in the application package.

We appreciate the interest of all applicants but advise that only those selected for interviews will be contacted.