

District Principal – Learning and Innovation

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan Syilx peoples. The School District enrolls approximately 25,000 students (including approximately 3,100 students who self-identify as having Indigenous ancestry). 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.

Central Okanagan Public Schools is seeking a visionary educational leader to serve as District Principal-Learning and Innovation. Reporting to the Director of Instruction – Learning and Innovation, the successful candidate will provide district leadership for the learning and innovation portfolio area in support of the strategic priorities around student experiences and outcomes, as well as provide district leadership for the early years and childcare portfolio.

Key Areas of Leadership and Responsibility:

Learning and Innovation

Working in partnership with the Director of Instruction – Learning and Innovation and the existing District Principal of Learning and Innovation, the successful candidate will contribute to the shared leadership, supervision, and support of the District's Learning and Innovation Team and executing the department's key priorities.

Responsibilities include:

- Collaborating in the development, implementation, and ongoing refinement of the department's priorities, plans, and professional learning structures in alignment with the department's theory of action and the strategic plan.
- Supporting a coherent approach to instructional improvement that connects district priorities, school Student Learning Priorities, leadership practice, professional learning, curriculum, assessment, and classroom instruction.
- Working collaboratively with the District Learning and Innovation Team to strengthen their capacity to act as cross-curricular learning partners who work alongside educators and school leadership teams.
- Supporting the development and facilitation of Family of Schools Communities of Practice that fosters relational trust, collaborative professionalism, collective efficacy, and shared responsibility for student learning.
- Contributing to the District Instructional Lead Lab, continuing to strengthen principals' and vice-principals' capacity to lead teaching and learning and to create the conditions for sustained, job-embedded professional learning.
- Supporting the purposeful application of the District's 12 Promising Practices Instructional Guidance Framework as a shared reference point for professional dialogue, inquiry, and instructional improvement.
- Contributing to the development of sustainable professional learning systems that support educators to co-plan, co-teach, observe, analyze student learning, reflect, and refine pedagogical practice in authentic learning contexts.

Early Learning and Childcare Leadership

The District Principal will provide dedicated leadership for the Early Learning and Childcare portfolio, advancing a district vision for inclusive, high-quality early learning opportunities and accessible, sustainable childcare in partnership with schools, families, community organizations, and provincial partners.

Responsibilities include:

- Developing and advancing a coherent district vision for early learning and childcare that aligns with the District's strategic priorities, relevant legislation and regulations, and emerging provincial and community needs.
- Monitoring relevant provincial and federal legislation, policy directions, funding programs, licensing requirements, and sector developments, and advising district leadership on implications, opportunities, and emerging needs.
- Developing and maintaining effective partnerships with early childhood educators, childcare operators, community agencies, Indigenous partners, local governments, families, and other organizations that support children and families.
- Supporting the development and implementation of policies, procedures, processes, and operational practices that promote quality, inclusion, accessibility, safety, and sustainability in district early learning and childcare initiatives.
- Provide leadership and ongoing professional learning support for Strong Start facilitators across the district to enhance early learning practices and strengthen learning experiences for children and families.
- Strengthening connections between early childhood settings, childcare programs, StrongStart and other early learning initiatives, and Kindergarten, supporting welcoming, responsive, and developmentally appropriate transitions for children and families.
- Promoting culturally responsive and inclusive early learning practices that recognize children's identities, strengths, languages, family contexts, and community connections, including the perspectives and knowledge of Okanagan Syilx peoples.
- Gathering and examining relevant evidence, community perspectives, and program information to inform planning, evaluate the impact of initiatives, and identify opportunities for continuous improvement.
- Supporting the integration of the BC Early Learning Framework, the First Peoples Principles of Learning, and developmentally appropriate pedagogical approaches within relevant early learning contexts.

Qualifications and Experience

The successful candidate will have:

- A valid British Columbia Ministry of Education and Child Care teaching certificate.
- A master's degree in education or a related field from a recognized university.
- Significant successful experience in school leadership, preferably including a minimum of five years of principal experience, with demonstrated capacity for system-level instructional leadership and school improvement.
- A strong understanding of system leadership, organizational learning, and the conditions that support sustainable pedagogical change.
- A deep understanding of the district's Experiences and Outcomes strategic priorities, including strong foundations and future readiness, meaningful and inclusive learning, student agency and voice, and belonging, wellbeing, and safe learning communities
- Demonstrated ability to build relationships, facilitate collaborative work, develop collective capacity, and lead change across diverse professional and community contexts.

- An understanding of the BC Early Learning Framework, early childhood development, Kindergarten transitions, and the importance of strong relationships among families, early childhood professionals, schools, and community partners.
- Demonstrated ability to work collaboratively with community agencies, Indigenous partners, childcare providers, and cross-departmental teams.
- Strong communication, facilitation, organizational, and interpersonal skills, together with the ability to manage multiple priorities and support the effective implementation of district initiatives.

Annual salary range is \$161,171 to \$169,806. Please apply online at [Make a Future](#). Include a letter of application, complete with a comprehensive resume (include your contact information and email address) and copies of supporting documentation with the names of three references **no later than 12:00 p.m. (noon), November 10, 2026.**



**Central Okanagan
Public Schools**
Together We Learn

Bob McEwen
Assistant Superintendent
People, Culture, & Wellbeing
Central Okanagan Public Schools