

## **Leadership Institute: Building a Community of Practice for Superintendents**

The BCSSA is launching the Superintendent Leadership Institute, a two-year learning series designed specifically for Superintendents to explore the unique challenges and opportunities of leading a school district. The Institute will bring together both experienced Superintendents and those new to the role to share practice, explore case studies, and strengthen the leadership networks that support public education across British Columbia. Supported by both online and face to face learning, this two-year program will create a network of colleagues who are all working to address similar challenges and opportunities in a wide range of contexts. We will build upon research, practice and case studies to learn from each other and to provide practical knowledge, skills and tools to support your own leadership journey. We are excited to bring this offering forward and look forward to working with you to deepen and strengthen the foundation of your leadership.

### **Background**

The role of Superintendent is unique and comes with its own suite of challenges and rewards. Whether you are new to the role or to the district, or you are well established but want to connect and network with colleagues about the key characteristics of effective leadership and strong governance in partnership with your Board, there are powerful learnings that are common regardless of context. The Superintendent Leadership Institute is designed to cultivate a strong network of Superintendents and Deputy Superintendents while strengthening both individual and collective capacity for exceptional leadership.

The Superintendent Leadership Institute will focus on six key themes which are:

1. Governance, Legislation, Roles and Responsibilities
2. Relations with First Nations
3. Working with People
4. Values-based, evidence-informed decision making
5. Planning for impact
6. Financial and resource management

The Institute is a two-year program that will include both online and face to face learning opportunities which align with the regular cadence of BCSSA provincial or regional events.

In this way, travel will be minimized and the sessions will build upon existing times when members are normally together.

The online component will provide important content and background information which will then be supplemented during three annual face-to-face sessions which will use case studies that situate the topics in context. These supplementary online learning opportunities will include curated readings, resources, and reflective activities intended to deepen participant understanding and application of the material. Participants should anticipate approximately 3–5 hours of engagement between face-to-face sessions.

The BCSSA is excited about this new offering, and we believe that this Institute will play a key role in filling the gap for Superintendents and Deputy Superintendents to come together, to share their learning, experiences, and practices and to create a powerful and supportive network of leadership across BC.

**Key Dates (all dates and topics to be confirmed):**

- August 19, 2026 – Summer Gathering
- November 4, 2026 - Fall Conference
- April 14, 2027 – Prior to BCSTA AGM
- August 18, 2027 – Summer Gathering
- November 17, 2027 – Fall Conference
- April 19, 2028 – Prior to BCSTA AGM
- Session #1 – Governance, Legislation, Roles and Responsibilities
- Session #2 – Working with People
- Session #3 – Planning for Impact
- Session #4 – Relations with First Nations
- Session #5 – Values-based, Evidence Informed Decision Making
- Session #6 – Financial and Resource Management

**Participation & Investment**

Participation in the Institute will occur through two pathways:

- **Full Program Participation:**  
\$650 per year for full participation

Recommended for new and newer to the role Superintendents and all Deputy Superintendents

- **Partial Program Participation:**  
\$250 per module (face to face and virtual sessions)

Recommended for Superintendents exploring specific models within their own professional growth continuum.

This structure provides flexibility for districts and leaders who may wish to engage in specific thematic modules while supporting those who wish to participate in the full learning sequence.

### **Registration and Access**

Registration for the Superintendent Leadership Institute will open on the BCSSA website on May 19, 2026. Participants will have the option of registering for the full 2026–27 learning series, which includes all three modules for the year, or registering for individual modules based on their professional learning interests and availability. The opening module will also be offered as a pre-conference session in conjunction with the 2026 BCSSA Summer Leadership Conference

### **Who Should Participate**

The Institute is intended for any Superintendent and Deputy Superintendent who wants to be part of a network of colleagues and to deepen their practice in context. Whether you are new to the role, new to the province, or well into your practice, the primary goal is to come together and to explore the complexity of the work together in an applied fashion based on the realities of your day-to-day work.

This series is designed to be a rolling entry with new participants being able to join annually beginning with the BCSSA Summer Gathering.

The BCSSA believes the Superintendent Leadership Institute will strengthen leadership capacity across the province by creating structured opportunities for Superintendents and Deputy Superintendents to learn together, share practice, and build strong professional networks that support public education in British Columbia.

Module details:

## Summer 2026: Governance, Legislation, Roles & Responsibilities

The superintendent's role is situated within a governance framework, and this session will emphasize the essential partnership between the Board and Superintendent in stewarding public education. Superintendents will explore strategies for how to translate Board direction into coherent system action while maintaining trust, transparency, and accountability across the district.

**The Spirit of Leadership:** This session strengthens contextual literacy and alignment of systems and structures, supporting superintendents to navigate governance relationships effectively while contributing to a shared vision for learning and responsible, future-focused stewardship for all learners.

## Fall 2026: Working with People

A superintendent does not work alone. They rely on the distributed leadership of others. This session focuses on the superintendent's role in building strong, inclusive, and high-performing teams across a complex network of relationships, including staff, unions, rightsholders, and key partners. Superintendents will deepen their capacity in communication, workforce development, labour relations, and equity-centered leadership to foster trust, and collective efficacy across the system.

**The Spirit of Leadership:** This session advances growing the capacity of self and others and stewardship for the future of all children, supporting superintendents to empower others and sustain respectful, collaborative systems that enable both adult and student success.

## Spring 2027: Planning for Impact

Ultimately, everyone wants their work to have results and an impact. This session strengthens the superintendent's ability to connect vision, strategy, and action through coherent system leadership and continuous improvement. Superintendents will explore how to align resources, monitor progress, and adapt strategies based on evidence, while engaging diverse voices in the co-construction of district direction.

**The Spirit of Leadership:** This session integrates aligning systems and structures for learning and ongoing inquiry linked to strategic priorities, supporting superintendents to

ensure that plans are dynamic, responsive, and focused on meaningful and equitable outcomes for all students.

## Summer 2027: Relations with First Nations

Materials and priorities for facilitation are currently under development with FNEESC.

## Fall 2027: Values-Based, Evidence-Informed Decision Making

With the foundational focus on effective governance, and planning for impact, this session develops the superintendent's ability to use evidence, inquiry, and critical reflection to guide system-level decisions that improve outcomes for all learners. Superintendents will engage in the analysis of evidence, consider their own (and other's) bias awareness, and the construction of meaningful inquiry questions that surface inequities and inform action across the district.

**The Spirit of Leadership:** This session reinforces fostering a culture of curiosity and inquiry, encouraging iterative, evidence-informed decision making, transparency, and the use of diverse perspectives to strengthen both leadership thinking and system impact.

## Spring 2028 Financial & Resource Management

A superintendent works in partnership with the secretary-treasurer. That partnership requires a shared understanding and capacity to steward financial and human resources. As colleagues, but within a reporting relationship, a superintendent must ensure that decisions are transparent, equitable, and aligned with district priorities. Superintendents deepen their understanding of funding structures, compliance, and strategic resource allocation, strengthening their ability to align financial decision-making with system priorities and student outcomes.

**The Spirit of Leadership:** This session connects to stewardship for the future of all children and aligning systems and structures for learning, highlighting how coordinated leadership between the superintendent and Secretary-Treasurer sustains trust, accountability, and long-term system effectiveness.