

ELEMENTARY PRINCIPAL

THE VANCOUVER SCHOOL BOARD WELCOMES APPLICATIONS FOR THE POSITION OF:

ELEMENTARY PRINCIPAL

Combine your passion for education and leadership.

Salary: \$157,407.00 to \$166,317.00

Working Conditions: In accordance with the Elementary Principal/Vice Principal Terms and Conditions of Employment

THE ORGANIZATION: VANCOUVER SCHOOL BOARD (SCHOOL DISTRICT 39)

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səlilwətaʔ (Tsleil-Waututh Nation).

At the VSB, we are proud to provide exceptional learning experiences for students. As a large, urban school district, VSB is one of Canada's most diverse school systems.

We embrace Indigenous ways of knowing and learning and work to expand Indigenous perspectives across the curriculum and within our 110 schools and programs, where more than 50,000 students learn and grow.

Equity and inclusivity are at the forefront of our approach to education. More than 7,700 staff work to create learning environments where every student thrives by prioritizing students' needs, applying evidence-informed practices and building relationships. VSB's culture reflects the diversity of our city. Students enrolled in VSB come from varied backgrounds and lived experiences and are encouraged to explore and share their unique selves and gifts. Our commitment to students goes beyond academics. Students' overall well-being and sense of belonging are equally important. We strive to build a school system where every student can be their authentic self and succeed throughout their learning journey. In doing this work, we champion equity and accountability by making evidence-based decisions. As a learning organization, humility is our guidepost as we seek to continually improve student outcomes in service to them, their families, and the broader community. Our work is guided by the VSB Education Plan. For more information about our school district, visit <https://www.vsb.bc.ca/>.

THE OPPORTUNITY: ELEMENTARY PRINCIPAL

In this elementary leadership position, you will support success for all learners by working alongside the district management team to align school goals with the priorities in the District's [Education Plan](#). You will lead sustainable initiatives to improve student achievement and create a safe, caring, and inclusive school culture. You will foster an environment of instructional excellence, where staff thrive in helping all students reach their full potential. You have a deep understanding of curriculum and instructional leadership. As a champion of equity and inclusion, you will proactively identify and address barriers to student achievement, creating an environment where all learners feel valued, respected, and supported through inclusive practices.

In collaboration with students, staff, families, inherent rights holders and stakeholders, you will develop a comprehensive educational vision and implement it through a dynamic, actionable school plan. You will utilize

both qualitative and quantitative data to inform decisions, guide resource allocation, and establish school priorities in support of student achievement. Additional leadership responsibilities include managing student records, budgets, staffing, timetabling, and scheduling, as well as supervising the organization of school activities and supporting ongoing professional development for staff.

As demonstrated in your previous role as vice-principal, you bring an extensive and impressive list of skills including a well-developed sense of organization, the ability to solve complex problems and to use conflict resolution strategies to support the school team. You have a solid understanding of school governance and its influence on school operations. Accomplished in working with others, you respectfully exercise your supervisory authority within a highly complex unionized environment. Your ability to motivate and collaborate with others will be key to building strong school and community relationships. Managing your time efficiently will be critical as you support a diverse school community. As an active listener and a self-reflective leader, you value input and communicate in an open and transparent manner and meaningfully engage parents/guardians in the life of the school.

The District welcomes qualified applicants who value equity and diversity as essential to excellence. The distinct makeup of the VSB community strives to support the inclusion of all voices. The VSB community is for everyone, and you may wish to share some lived experiences that demonstrate your connections to our diverse community.

Along with a Master's Degree in a related field, you hold a valid B.C. Professional Teaching Certificate, have successful performance evaluations, and a positive employment record free of discipline and regular attendance. You will highlight your dynamic portfolio of experiences which you have gained through working in a variety of schools, communities, and roles.

Successful applicants for this position will demonstrate personal experience and understanding of the attached selection criteria ([Selection Criteria](#)). Your **cover letter** should include how your experiences and educational philosophy align with the District's [Education Plan](#).

Qualified applicants are invited to apply online on Make a Future at <https://buff.ly/zPxDioz>.

Applications should be received by **4:00 pm Friday, May 22, 2026 (PST)**.

Shortlisted candidates will be interviewed the week of **June 15, 2026**.

Your application must include:

- A cover Letter aligned to the job description
- A comprehensive resume
- A **maximum** of two (2) pages of supporting documentation, which may include letter of reference
- Names, emails and phone numbers of three professional references including your current and previous **direct supervisors only**. References may be contacted at any time during the application process.

Please Note:

- Candidates who applied to the elementary principal position in November of 2025 and February of 2026 and were not shortlisted will not be considered for interviews during this round.
- The following documentation is **NOT** required, and we kindly ask that you **do not** include it with your application: certificates, evaluations, transcripts, criminal record checks
- If you have previously applied to any position using Make a Future, ensure you review and update documents on the site and remove any documents that do not align with this role.

HOW TO APPLY:

1. Register on Make a Future: <http://www.makeafuture.ca>.
2. Create a profile under the category Teachers & Administrators.
3. Click on Job Postings then click Search.
4. Select the Job you are qualified for.
5. Answer ALL job posting questions then click Apply.
6. Upload ALL supporting documents.
7. You will receive a confirmation email once your application has been submitted.

Additional Information for Applicants:

As a public body, the personal information provided in this application is collected and used by the Vancouver School Board ("VSB") in accordance with section 26(c) of the Freedom of Information and Protection of Privacy Act ("FIPPA"), RSBC 1996, c.165, as amended. This information will be used by VSB staff for the purpose of evaluating your qualifications, experience, and suitability for this position. It may also be used to verify the information provided, conduct reference checks, and/or contact you about next steps in the job competition. Pursuant to section 30 of FIPPA, the VSB takes reasonable security measures to protect the personal information within its custody and control, including what has been provided in this application. Should you have any questions about the collection and use of your personal information, please email recruitment@vsb.bc.ca.