



Adjacent to Victoria on southern Vancouver Island, Sooke School District is the fastest growing school district on Vancouver Island and one of the fastest growing districts in British Columbia. With a commitment to transformational growth and operational excellence, our vibrant workplace culture reflects the dynamic communities where we live, work, and play. SDC2 serves five municipalities: Langford, Colwood, Metchosin, Sooke and the Highlands and is on the traditional territories of the T'Sou-ke Nation, SCÍΛNEW (Beecher Bay) Nation, and the Nuu-chah-nulth: Paaʔčiidʔath (Pacheedaht) Nation. Some of our schools are located on the traditional territory of the MÁLEXEŁ (Malahat) Nation, and the Ləkʷəŋən peoples of Songhees and Esquimalt Nations. The district is a major employer in our region, with over 2,300 educators and support staff serving more than 14,000 students. The Board of Education has developed a future-oriented Strategic Plan that focuses on three priority areas: Learning, Engagement, and Growth.

Principal Pool - Elementary

The Sooke School District is seeking exceptional educational leaders to join our Elementary Principal Pool. Principals provide instructional and organizational leadership that fosters safe, inclusive, and engaging learning environments where students and staff thrive. Ideal candidates will demonstrate a commitment to equity and inclusion, strong relationship-building skills, and the ability to lead collaborative, high-performing school communities aligned with the District's priorities of Learning, Engagement, and Growth. Candidates selected for the pool will be considered for future elementary principal opportunities as they arise within the district. As an ideal candidate, you:

- Strive for **Personal Excellence**
- Think **Critically** and **Creatively**
- Build **Relationships**
- Practice a **Growth Mindset**
- Effectively **Communicate** and **Collaborate**
- Model **Leadership Excellence**
- Use a **Systems Thinking** Approach
- Cultivate **Community**
- Encourage **Employee Growth**
- Provide a **Strategic Focus**

And have the required education and experience noted below:

- Master's Degree in Educational Leadership or related area
- Bachelor's Degree in Education
- Valid BC Teaching Certificate
- Minimum of three (3) years of recent and exemplary experience as a Principal or Vice Principal, preferably in an elementary (K-5) setting, demonstrating a strong understanding of the unique development and educational needs of elementary students
- Experience leading school-based and/or district initiatives and programs
- Demonstrated commitment to fostering diversity, equity, and inclusion
- Experience incorporating Indigenous perspectives and ways of knowing into learning for all students
- Experience leading in a unionized public-school setting, preferably using the BC curriculum

The salary range for this full-time position is \$152,959 to \$161,618 per annum. Initial placement within the range is based on related education and experience. Sooke School District offers a competitive benefits package and pension plan.

Please submit a cover letter and a resume including references, on the [Make a Future](#) website. If you require assistance, please see [How to Apply](#) for detailed instructions. The deadline for submissions is **12:00 pm on October 5, 2026**.

We thank all those that apply; however, only candidates selected for further consideration will be contacted.

*School District No. 62 (Sooke) is an equal opportunity employer.
We are committed to diversity, equity and inclusion in a workplace that is free of discrimination and harassment.
Our educational environments are welcoming and safe. Our staff and students value and appreciate our differences.*