

Vice-Principal Pool

School District No. 73 (Kamloops-Thompson)



SCHOOL DISTRICT NO. 73
(Kamloops - Thompson)

School District No. 73 (Kamloops-Thompson) respectfully acknowledges that our schools reside on the traditional lands of the Secwépemc Nation, who have been stewards of this land since time immemorial.

THE ORGANIZATION **KAMLOOPS-THOMPSON SCHOOL DISTRICT**



Located in the stunning surroundings of BC's interior, the Kamloops-Thompson School District serves approximately 16,000 students, including approximately 3,100 students of Indigenous ancestry, in 49 schools. Our District is dedicated to creating a safe, caring, and healthy learning and working environment that is inclusive of the diversity of our entire learning community. With an annual budget of approximately \$251 million and nearly 3,000 employees, our District offers a wide range of program options, including: French Immersion, International Baccalaureate, Montessori, sports academies, trades programs, a K-12 fine arts school, and an elementary science and technology school. We serve learners across 35 elementary schools, 10 secondary schools, one Kindergarten-to-Grade 12 school, one alternate education program, one continuing education program, and one Provincial Online Learning school.

School District No. 73 (Kamloops-Thompson) is located on the territory of the Secwépemc Nation and works in collaboration with seven local bands, Métis, Inuit, and diverse, urban Indigenous populations in a large geographical area. The District extends to Pinantan Lake, Heffley Creek, Sun Peaks, Barriere, Clearwater, Vavenby, and Blue River to the north, Logan Lake to the south, Savona to the west and Chase and Westwold to the east.

For more information about our school district please visit www.sd73.bc.ca.

THE OPPORTUNITY: **VICE-PRINCIPAL POOL**

SD73 is seeking applications from innovative and visionary educational leaders for our Vice-Principal Pool as per Board Policy 14 – Recruitment and Selection. A Vice-Principal Pool is maintained for both elementary and secondary positions which may become vacant at any time.

Successful candidates will remain in the Pool for a period of two (2) years following their appointment to the Pool. When vacancies occur, the Superintendent or designate will assign candidates from the Pool, considering each unique school community and the skills and experiences of the candidates. Please note that appointment to the Vice-Principal Pool will not necessarily guarantee placement as a Vice-Principal.

As a member of the District's administrative team, you are a visionary leader who values equity and excellence for all learners. You have a depth of knowledge of the BC education system as you plan for and implement student achievement goals through innovative instructional practices in inclusive learning environments that value and celebrate diversity. As a dynamic, high-energy leader, you demonstrate excellent interpersonal and problem-solving skills.

The Board of Education

The core mandate of the Kamloops-Thompson Board of Education is to improve student achievement and allocate its resources. The Board plays an essential role in the public education system by responding to the needs and interests of students and families.

LEADERSHIP CHARACTERISTICS:

Ethical Leadership:

- **Guide the development and implementation of shared values, vision, and mission and goals to support engagement, learning, and success for all learners** (foster educated and resilient citizens empowered to contribute to a diverse, inclusive, and caring society through connections/relationships, equity, well-being, sustainability, and the Seven Grandfather Teachings of our local First Nations)
- **Guide the development and implementation of goals to support engagement, learning, and success for all learners** (intellectual development, human and social development, cultural and identity development, career development, and systems development)
- **Articulate a process of decision making using an ethical framework based on the core purpose and direction of public education** (model an open and honest way of exploring challenges and finding resolutions, promote and foster appropriate communication)

Instructional Leadership:

- **Leading the Learning** (Establishes a continuum of learning, engages in ongoing and targeted conversations regarding the progression of learning, focus professional learning and development on addressing the needs of the population through an environment that provides challenges and stretches the status quo)
- **Collaborative Practice** (Promote and foster communication based on core values, create opportunities to build professional relationships that inspire trust and demonstrate respect, practice reflective dialogue about teaching and learning)
- **Learners at the Centre** (Create an environment that recognizes the learners as central to our purpose, explore and implement alternative ways to measure student success)
- **Innovation and Inquiry** (Promote reflection and dialogue about teaching and learning, inspire and support innovation, embed a culture of continuous improvement)
- **Curriculum, Instruction, and Assessment** (Communicate, encourage, and support the use of current and emerging educational research, ensure and monitor the use of a variety of effective assessment practices, continually and collaboratively plan, monitor, and review the effectiveness of instruction)

Relational Leadership:

- Demonstrate self-awareness and personal qualities that support positive relationships and build cultures of integrity
- Support the creation of a strong team dynamic with your principal and other administrative leaders
- Build and support positive, effective working relationships with the school and community
- Develop and sustain a culture and climate that supports student and adult learning
- Create and manage effective school communities to support all learners

Organizational Leadership:

- Intentionally and strategically strengthen the school's capacity to support student learning and development
- Support the Principal in meeting all aspects of Board policy and district procedures especially 430 "Role of the Principal"
- Follow all safe work procedures, participate in Occupational Health and Safety Training, and report any hazards in the workplace

QUALIFICATIONS

- A Masters Degree in Education or a related field or near completion of such degree
- Valid BC Teaching Certificate or eligibility to receive certification
- A minimum of five years of successful teaching experience
- Valid driver's license
- A proven record of successful educational leadership experiences
- The ability to communicate in French is an asset, not a prerequisite

You demonstrate:

- Working knowledge of current curriculum initiatives
- A strong commitment to equity, diversity, and inclusive learning environments
- Demonstrated ability to implement innovative programs that support the achievement and involvement of all learners
- A collegial and consensus-building approach to decision-making
- The ability to interact and communicate effectively with staff, students, parents and the community
- A strong commitment to student, parent and community involvement
- Excellent interpersonal, communication, organizational and team-building skills
- A commitment to working in partnership with the Indigenous communities

THE RIGHT CANDIDATE

You are an experienced and highly successful teacher or current Vice-Principal with a passion for student learning.

You are recognized by your colleagues for your leadership abilities and experiences. You share your skills in building positive, and collaborative school cultures. Working with students, teachers, support staff, parents and other stakeholders, you are an excellent communicator, with exceptional interpersonal and problem-solving skills.

COMPENSATION

The salary range for this position is \$133,804 - \$148,951, plus an excellent comprehensive benefits package.

TO APPLY

To apply please send your cover letter, resume, and contact information for three professional references in a single PDF to clamont@sd73.bc.ca. By submitting your three professional references you agree that all references will be received in confidence and, therefore, will not be shared with you, except in summary form with no reference to the party supplying the information.

This posting will remain open until 4:00 p.m. on October 30, 2026.

The District appreciates the interest of all applicants, however, only those selected for an interview will be contacted.

School District No. 73 is an equal opportunity employer. All applications are considered on the basis of their suitability for the position(s), regardless of the gender, age, sexual orientation, religion, racial origin, marital status and/or disabilities of the prospective candidate.

If reasonable accommodation is required to fully participate in the job application or interview process, to perform the essential functions of the position, and/or to receive all other benefits and privileges of employment, please contact Associate Superintendent John Wiedrick (jwiedrick@sd73.bc.ca).