



## Elementary and Secondary Principal and Vice-principal

The Simcoe County District School Board (SCDSB) is committed to the [Strategic Priorities](#) of Well-being, Diversity, Equity and Inclusion, Community and Excellence in Teaching and Learning. We seek leaders who demonstrate the knowledge and skills necessary to advance the board towards attainment of system goals.

Guided by the principles of dignity, individualization and inclusion, the SCDSB is committed to creating an equitable and inclusive environment that supports all human rights and accessibility needs for students and staff. The SCDSB recognizes the duty to accommodate, short of undue hardship as per the *Ontario Human Rights Code* (OHRC) and the *Accessibility for Ontarians with Disabilities Act* (AODA).

We value and are committed to upholding the principles of diversity, equity, and inclusion, and equitable hiring practices for all applicants to be successful. In support of our strategic priorities, we are seeking members who reflect diverse identities, lived experiences and perspectives, especially Indigenous peoples, racialized persons, persons with disabilities, 2SLGBTQ+, and women to assist the board in reflecting the community we serve. Our equitable hiring initiative is consistent with the OHRC to ensure that our hiring practices remain equitable to candidates from groups protected by the prohibited grounds under the *Code*.

SCDSB leaders make a difference. Above all, SCDSB leaders prioritize equity, well-being and student achievement, as they inspire others to excellence. We are committed to attracting, recruiting, developing and promoting strong leaders.

SCDSB leaders are systems-thinkers who:

- lead inclusive and healthy workplaces;
- create and lead high performance teams;
- facilitate and communicate with presence; and,
- mentor current and aspiring leaders.

Qualified candidates are multi-faceted leaders committed to the board's mission and vision and who demonstrate and model the commit to character attributes.

The eligibility process for Elementary and Secondary Principal and Vice-principal will begin in August 2025 and will be advertised internally throughout the system, as well as to external candidates.

Applications will be accepted from principal candidates who have completed both Part 1 and Part 2 of the Principal's Qualification Program and vice-principal candidates who have completed **or are currently enrolled and participating** in Part I of the Principal's Qualification Program, and will commit to completing Part 2 within two years of their appointment. All applicants must be a member, in good standing, of the Ontario College of Teachers and must have Special Education Part 1. Lived experience will be considered in lieu of Special Education Part 1.

New hires to the SCDSB will be required to submit a Vulnerable Sector Check that is satisfactory to the SCDSB prior to beginning employment.



All applicants are strongly encouraged to sign up for the Eligibility Information Session on Sept. 10, 2025, from 4 - 5 p.m. (via Teams). Superintendents, principals and representatives from the Ontario Principals' Council will be available to answer any questions. To register for this session, please email [ddeeth@scdsb.on.ca](mailto:ddeeth@scdsb.on.ca). Candidates not intending on applying this round are still welcome to attend the information session.

Applicants **must** request a copy of the full application package by emailing [ddeeth@scdsb.on.ca](mailto:ddeeth@scdsb.on.ca).

**Application packages are due by 12 p.m. Wednesday, Sept. 24, 2025.**

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