



PRINCIPAL VACANCIES

ELEMENTARY, MIDDLE, AND SECONDARY (ENGLISH & DUAL TRACK FRENCH IMMERSION)

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan syilx peoples. The School District enrolls over 25,500 students (including approximately 3,200 students who self-identify as having First Nations, Metis, and/or Inuit ancestry from Canada). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are 50 school sites with 32 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (6-12). Central Okanagan Public Schools has an excellent reputation for providing outstanding, student-centered programs in a diverse and inclusive environment as well as offering a wide range of educational opportunities for students and staff. We believe equity empowers each learner to thrive, holistically.

Central Okanagan Public Schools seeks leaders who take a comprehensive and evolving approach to school leadership. Our leadership model, guided by the following BCPVPA Leadership Competencies, values the importance of story, context, and collective growth:

Stewardship for the Future of All Children

- Lead with empathy, humility, and a commitment to the well-being, identity, and opportunities of every child.
- Model and foster safe, inclusive, and diverse communities.
- Promote environmental stewardship and sustainability.

Fostering a Culture of Curiosity and Inquiry

- Create and sustain a culture of trust, innovation, and curiosity.
- Encourage critical questions, evidence-informed decision making, and collective accountability.
- Support inquiry that transforms educational outcomes and celebrates diverse perspectives.

Growing the Capacity of Self and Others

- Pursue personal and collective growth through ongoing professional learning.
- Distribute leadership and empower others to act, especially equity-seeking groups.
- Model change leadership and support professional development for all staff.

Contextual Literacy and Agency

- Navigate and build relationships within diverse professional and cultural contexts.
- Practice humble leadership by genuinely hearing and valuing community voices.
- Engage effectively with internal and external systems, including Indigenous partners.

Bridging Policy and Practice

- Translating system values and policies into meaningful school practices.
- Leading dialogue and action that connects strategic priorities, resources, and outcomes.
- Providing feedback to inform and challenge shared values and practices.

Collective Leadership

- Recognizing that leadership is a shared journey, shaped by the stories and strengths of the school community.
- Embracing the philosophy that we are all together, navigating change, coordinating with others, and continually defining our direction.

Required Qualifications and Leadership Experience:

- Ministry of Education and Child Care Teacher Regulation Branch certification.
- A completed master's degree from a recognized university, preferably in educational leadership or a related field.
- Five (5) or more years of exemplary teaching experience, preferably across diverse school contexts.
- Demonstrated administrative leadership experience, including leading improvements in teaching and learning, collaborative professional learning, and school improvement efforts, with evidence of improved outcomes and experiences for all learners.
- Demonstrated commitment to equity, inclusion, reconciliation, and culturally responsive leadership.
- Demonstrated ability to lead inclusive and responsive practices that support the diverse strengths and learning needs of students.
- Strong relational leadership and communication skills, with the ability to build trust, navigate complexity, and work collaboratively with students, staff, families, Indigenous partners, community partners, and district colleagues.
- Strong working knowledge of BC curriculum, assessment and reporting, school operations, and relevant legislation, district and provincial policies, and regulatory requirements.

Salary range: \$152,536 – \$169,806.

Please apply through Make a Future at: <https://buff.ly/Kpezz6y>. Please forward a letter of application, complete with a comprehensive resume, copies of supporting documents and the names of three references **no later than 8 am, Thursday, October 8th, 2026**.