



Elementary and Secondary PRINCIPAL AND VICE-PRINCIPAL POOL

COWICHAN VALLEY
School District

The Cowichan Valley School District invites applications for the role of a School Principal and Vice-Principal.

The Region

Situated in the beautiful Cowichan Valley on southern Vancouver Island, the Cowichan Valley School District is located between Victoria and Nanaimo. The Cowichan Valley School District extends north to Saltair, south to Spectacle Lake on the Malahat and west to the Lake Cowichan region. We are honoured to be learning on the ancestral and unceded territories of the Quw'utsun, Malahat, Stz'uminus, Penelakut, Halalt, Ts'uubaa-asatx and Lyackson peoples. The District serves a student population of approximately 8,800 students of which 1,800 identify as Indigenous. The School District has 23 school sites and an annual budget of over \$111 million. Further information regarding the School District can be obtained at www.sd79.bc.ca.

The Opportunity

Proven leadership with respect to equity, reconciliation and inclusion is essential in the success of this position. As a School Principal or Vice-Principal, you will demonstrate leadership competencies to move forward the [Cowichan Valley School District Strategic Plan](#). As the incumbent you will possess a proven history of innovation and transformative leadership. Successful candidates will remain in the Elementary and Secondary Principal and Vice-Principal pools for a period of two years.

Key Leadership Competencies

Visionary

- Understands and can demonstrate impact to student learning.
- Develops a sense of urgency to stimulate action for transformation.
- Communicates clear and compelling sense of direction/change.
- Generates enthusiasm and commitment in others.

Energetic

- Maintains energy in driving the transformation.
- Sustains active engagement throughout the course of transformation process.
- Calibrates the pace of transformational efforts to ensure progress.
- Provides a forthright and accurate assessment of their own skills and abilities.

Collaboration

- Engages others actively in co-defining a path of changes.
- Proactively builds strong relationships with peers and others.
- Manages conflict and reconciles differences.
- Facilitates non-hierarchical forms of communication and trustworthy relationships among district and school leaders.

Systems Thinker

- Sees connections between and amongst systems and sub-systems.
- Conceptualizes trends, patterns, and issues across boundaries.
- Demonstrates acceptance of ambiguity and uncertainty during the transformation.

Outward Facing

- Is eager to learn and be exposed to new ideas.
- Models acceptance, curiosity and inquiry actions.
- Actively seeks out connections, resources, and partnerships to support the transformation process.

Politically Astute

- Works with school staff to identify district priorities consistent with local school priorities.
- Maintains support for district and school priorities.
- Matches influencing strategies to the circumstances and constitutes.

Pedagogy

- Uses multiple forms of credible evidence, in a transparent way, to make decisions and help school staff develop the capacity to make effective use of available evidence for their own improvement purposes.
- Maintains a laser-like focus on the improvement of instruction and transformation in schools.

Education/Experience

- Proven leadership with respect to equity, reconciliation, and inclusion.
- Master's Degree in Administration, Educational Leadership, Curriculum, or other relevant area.
- Valid Certificate of Qualification issued by the Teacher Regulation Branch (TRB) of the BC Ministry of Education and Child Care or eligibility for qualification.
- Ideal candidate would have 5 years successful teaching experience and 2 years Principal/Vice Principal experience.

Compensation:

Annual pay range for Principal, elementary: \$149,228 - \$157,676

Annual pay range Vice-Principal, elementary: \$130,901 - \$138,313

Annual pay range for Principal, middle: \$153,453 - \$161,899

Annual pay range Vice-Principal, middle: \$134,607 - \$142,027

Annual pay range Principal, secondary: \$157,676 - \$166,124

Annual pay range Vice-Principal, secondary: \$138,313 - \$145,721

To view the original job posting, please visit Make a Future at <https://buff.ly/2iScTvs>.

How to apply:

Applications should include a cover letter, a detailed personal résumé with three supervisory references, a brief statement of philosophy and any other relevant supporting documentation. Please submit all documents in one PDF file. In your submission, please clearly state which of the four pools you are applying for:

- Elementary Principal / Elementary Vice-Principal
- Secondary Principal / Secondary Vice-Principal

Please apply via email to Jen Christenson, Manager of Human Resources, by 12:00pm on Wednesday, June 11, 2025, at jchristenson@sd79.bc.ca. We appreciate all applicants, however, only those candidates selected for interviews will be contacted.

Cowichan Valley School District Strategic Plan: <https://sd79.bc.ca/board-of-education/strategic-plan/>

