

# PRINCIPAL & VICE PRINCIPAL RECRUITMENT



## About PDSB

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Peel District School Board (PDSB) serves 148, 000+ students and approximately 17,000 employees. There are 262 schools, 219 of which are elementary, 37 are secondary, three are Peel Alternative Schools and another three are Adult Education Centres. PDSB is a very diverse school board with students from 162 ethnic backgrounds. The workforce consists of teachers, office and clerical staff, custodial staff, education assistants and professional staff. The workforce is largely unionized with the majority of employees belonging to numerous bargaining units.

## Leadership in PDSB

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In March 2020, the Ministry of Education issued a report containing a series of 27 Directives with over 54 actions intended to establish strong accountability measures and responsibilities, restore good governance, and model equity-focused leadership at all levels of the organization, with specific focus on eradicating anti-Black racism and inequities throughout the Peel District School Board. Within this report, the Ministry calls for leaders “*who use their power, privilege, and social identity to challenge and disrupt inequities*”.

The PDSB seeks candidates who will create inclusive and anti-racist teaching and learning environments that promote the intellectual engagement of Black, Indigenous and other racialized students – as well as Special Education students marginalized by systemic barriers. These leaders will reflect the students’ narratives, interests, strengths and cultural perspectives, and will contribute to learning environments that are authentic, culturally responsive and meaningful for all.

We invite candidates who have demonstrated anti-racist leadership practices over time, set high expectations for student learning and possess a strong commitment to community engagement to apply to this promotion process.

# Commitment to Equity, Anti-Oppression and Anti-Racism

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The Peel District School Board is committed to equity in employment. We are committed to equitable hiring practices that allow us to hire qualified staff who reflect the full diversity of the Region of Peel. We will provide reasonable accommodation (e.g. an accessible location, rescheduling of interviews that fall on Days of Significance etc.) based on any of the human rights protected grounds, during the hiring process if advised in advance. We are also committed to inclusion, anti-oppression and anti-racist practices while also supporting the continuous growth and development of an equitable and empowered education system at the PDSB.

## Principal Candidates

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To apply for the position of Principal, you must have the following:

1. **Minimum 3 completed years** of successful experience in the official capacity of Vice-Principal at the time of application.
2. Proof of Parts I and II of the Principals' Qualification.
3. Proof of Special Education, Part I.
4. In good standing with the Ontario College of Teachers.
5. Current performance appraisal (Principals Performance Appraisal Form; within last 5 years) – **A TPA evaluation cannot be accepted in substitution.**

# Vice-Principal Candidates

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To apply for the position of Vice-Principal, you must have the following:

1. **Minimum 5 completed years** of successful teaching experience as a full-time permanent teacher within a recognized education institution.
2. Proof of Part I and II of the Principal's Qualification (Candidates must successfully complete the Leadership Inquiry Practicum).
3. Proof of Special Education, Part I.
4. In good standing with the Ontario College of Teachers.
5. Current performance appraisal (Experienced Teacher Form; within the last 7 years) - **An NTIP evaluation cannot be accepted in substitution.**

## How to Apply

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All applications must be submitted through TalentLink by 11:59pm on **Wednesday, January 22nd**.

Interested candidates are encouraged to visit the [PDSB Careers Website](#) for more information including the Application Guide, Critical Path Timelines, Equity Leadership Competencies Submission document and other application requirements.



**Still Have Questions?**  
**Vice-Principal candidates: [needtoknowVP@peelsb.com](mailto:needtoknowVP@peelsb.com)**  
**Principal candidates: [needtoknowP@peelsb.com](mailto:needtoknowP@peelsb.com)**