



School District 72 operates throughout a large geographic area. Campbell River and Quadra Island schools and our school board office are located on the traditional territory of the Li'gwiłdaħw people. School District 72 also encompasses the traditional territory of the Klahoose (Cortes), K'ómoks (Sayward), and xwemataħkuu (Bute Inlet) First Nations.

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## PRINCIPAL VACANCY

<b>Position:</b>	Principal (Secondary)
<b>Wage/Salary:</b>	\$157,676 - \$166,124
<b>Deadline to Apply:</b>	3:00 p.m. (PST) on Thursday, February 12, 2026

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### Join Our Team

School District 72 (Campbell River) is located on the east coast of central Vancouver Island, extending north to Sayward and south to Oyster River. The district also includes the outer islands of Read, Cortes, and Quadra. The district serves over 5,600 students in 18 schools with a diverse range of programs that are progressive and responsive to the educational needs and interests of students.

The district respects and values the relationships with all First Nations, Métis, and Inuit peoples who reside in these territories. It is with respectful consideration that the programs and services provided to students and staff acknowledge their histories, cultural contributions, and contemporary concerns.

### Bring your Expertise

We are looking for leaders that have a commitment to continuous professional growth, responsibility and accountability as described by the new British Columbia Principals and Vice Principals Association leadership standards. We are also looking for passionate leaders that are committed to working relentlessly to provide opportunities for ALL students to succeed in our school system by working collaboratively with our various rightsholders and stakeholders.

The successful applicant will meet the eligibility requirements of the *B.C. School Act* and will have:

- Ministry of Education Teacher Regulation Branch certification
- Demonstrated excellence as a teacher and educational leader
- A master's degree from a recognized university
- Successful experience as a school-based Principal or Vice Principal

### Key Responsibilities:

- Facilitates an environment that promotes collaboration, engagement, and inspired learning.
- Strong pedagogical knowledge and a skill set to promote learning.
- Demonstrates self-awareness and personal qualities that support positive relationships and build cultures of integrity.
- Builds and supports positive, effective working relationships within the school community.
- Develops and sustains a culture and climate that supports student and adult learning.
- Plays an integral role in creating and managing effective school communities to support all learners.
- Plans intentionally and strategically to strengthen the school's capacity to support student learning and development.
- Develops and implements shared values, vision, mission, and goals to support engagement, learning, and success for all learners.

- Approaches decision making using an ethical framework based on the moral purpose and direction of the school and the school district.
- Understanding of systems leadership approach and fiduciary responsibility.

## Contribute to Our Success

The Campbell River School District proudly operates within its 2024-2028 strategic plan that prioritizes the following:

- Honour Indigenous World Views and Perspectives
- Student-Centred Learning Environments
- Evolving for Tomorrow

The following commitments are essential to all positions within the Campbell River School District:

- Commitment and adherence to workplace policies, procedures and practices.
- Commitment to standards of conduct, including behaving in a manner that is: respectful, professional, team-oriented, collegial, collaborative, ethical, honest, and trustworthy.
- Commitment to understand and implement the Truth and Reconciliation Calls to Action and the Declaration on the Rights of Indigenous Peoples Act.

## Employment Equity

We value diversity of people to best represent the students and communities we serve as an equitable and inclusive employer. We welcome applications from all backgrounds, demographics and life experiences.

School District 72 is also committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process we will make efforts to create an accessible process for all applicants (including but not limited to people with disabilities). Confidential accommodation is available on request.

## How to Apply

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.

Apply online through Make a Future at <https://buff.ly/j8FA3IQ>.

Please ensure your application includes the following:

1. Cover letter
2. Updated resume
3. 3 professional references, including most recent Superintendent
4. Copy of degree(s)
5. Ministry of Education Teaching Certificate
6. Evidence of a completed Master's degree in a relevant area (candidates enrolled in a Master's program may be considered).

In the event of challenges with the Make a Future website, candidates may contact Make a Future directly for assistance at **1-877-900-5627 or 1-866-806-6851**.

Applications will accepted until  
**3 p.m. (PST) on Thursday, February 12, 2025**  
Please address cover letter to:  
Andrea Dawe, Director, Human Resources