

Superintendent of Equity and Student Achievement, K-12 Family of Schools

Promotion Pool

Land Acknowledgement

Hamilton-Wentworth District School Board acknowledges our presence on ancestral Anishinaabe and Haudenosaunee Confederacy land as determined by the Dish with One Spoon treaty. The intent of this agreement is for all nations sharing this territory to do so responsibly, respectfully and sustainably in perpetuity. We respect the longstanding relationships with the local Indigenous communities, the Mississaugas of the Credit First Nation and the Six Nations of the Grand River.

About the Hamilton-Wentworth District School Board

The Hamilton-Wentworth District School Board (HWDSB) is committed to decolonizing education, equity, engagement and innovation. We are guided by our vision, Growing Together, the mission that every student experiences a sense of belonging and engages in dynamic learning to reach their potential and build their own future. Our values of Compassion, Dignity, Trust, and Joy guide our daily work and ensure that we honour the unique and distinct identities as well as individualized needs of every student and every staff member at HWDSB. Proudly serving a community of approximately 50,000 students in the City of Hamilton and surrounding area, HWDSB operates across 80 elementary schools, 13 secondary schools and 1 Adult Learning Centre, in addition to providing support and service to approximately 8,800 staff members. As a senior leader, the Superintendent fosters meaningful relationships, shared accountability, and system coherence to advance HWDSB's Multi-Year Strategic Plan, Board Improvement Plan, and commitment to equitable outcomes for every student.

HWDSB recognizes Mississaugas of the Credit First Nation and Six Nations of the Grand River as Host Nations and respects their inherent rights, responsibilities, governance systems, and treaty relationships. In partnership with schools, families, communities, the Indigenous Education Department, and Host Nations, the Superintendent champions Reconciliation and Restorative Indigenous Educational Wellness through the implementation of the Indigenous Education Policy and Indigenous Educational Circle Strategic Action Plan (IECSAP). This work recognizes the distinct Nationhood, inherent rights, identities, and Knowledges of Indigenous Peoples while strengthening outcomes for every student.

About the Role

HWDSB is currently seeking educational leaders who are focused on student achievement and well-being and committed to advancing equitable, inclusive and culturally responsive learning and working environments. Principals and system leaders with a strong record of building collaborative leadership teams, supporting student success and addressing systemic barriers are invited to apply to the **Superintendent of Equity and Student Achievement, K-12 Promotion Pool**. Successful candidates will be placed on a ready list for a two-year period and may be appointed to the senior leadership team as future opportunities arise.

Reporting to the Chief Executive Officer, through the Chief Operating Officer, School Improvement, you will provide instructional, operational and relational leadership for an assigned Family of Schools and central portfolios. You will work with Principals, Vice-principals, various staff and system leaders to align

school improvement planning with the Multi-Year Strategic Plan, Board Improvement Plan and Ministry priorities.

As an HWDSB Superintendent, you will uphold human rights, anti-racism and anti-oppression in all aspects of your leadership as a duty bearer responsible for implementing HWDSB Indigenous Education, [Human Rights](#) and [Anti-Black Racism](#) policies to ensure equitable outcomes for every student. You will advance Reconciliation by centering Indigenous Knowledges, perspectives, inherent rights, and relationships, and by implementing the [Indigenous Education](#) Policy and [Indigenous Education Circle Strategic Action Plan \(IECSAP\)](#) in ways that honour the distinct identities, inherent rights, and Nationhood of Indigenous Peoples.

The ideal candidate will demonstrate:

- Align school improvement planning with the Multi-Year Strategic Plan, Board Improvement Plan, and Ministry priorities.
- Analyze student learning, achievement, engagement, and well-being data to identify strengths, address disproportionalities, and determine next steps.
- Support effective curriculum implementation and responsive instructional practices that enhance student outcomes.
- Build leadership capacity through coaching, professional learning, supervision, and performance appraisal processes.
- Lead change with clarity, purpose, and care, supporting continuous improvement across the system.
- Steward human, financial, and public resources responsibly and accountably.
- Collaborate with principals, vice-principals, staff, and system leaders to advance shared goals and priorities of the school board.
- Engage students, families, staff, trustees, unions, Host Nations, community partners, and agencies in meaningful dialogue and partnership.
- Foster reciprocal, transparent, and trusting relationships that support student success and system excellence.

Through timely, principled and evidence-informed decisions, you will strengthen system coherence, uphold accountability and remove barriers so that every student is safe, welcomed, included, supported and able to build their own future.

Qualifications

Your experience and expertise gained as an educational leader is complemented by the Ministry of Education Supervisory Officer's Certificate. Applicants currently enrolled in the Supervisory Officer's Qualification Program are welcome to apply.

Application Package Requirements:

Link to Posting:

https://network.applytoeducation.com/applicant/jobposting/jobdetails.aspx?JOB_POSTING_ID=15d69b45-6e86-4e29-9b91-508bba0e10b8&sReferer=ATEJOBBOARD

You will be able to upload these documents in the Apply to Education application process.

1. A cover letter and resume.
2. personal reflection of up to a maximum of two pages that addresses:
 - What draws you to the HWDSB Superintendent of Equity and Student Achievement role, and how have your leadership experiences prepared you to advance the Board's Mission, Vision and Values?
 - Describe a specific example of how your leadership improved outcomes for students historically underserved by public education. What evidence demonstrates your impact, and how will this experience inform your leadership as a Superintendent in advancing the Multi-Year Strategic Plan and Board Improvement Plan?
 - Four professional references, including your current immediate supervisor, with authorization to contact under the terms of the Municipal Freedom of Information and Protection of Privacy Act.

Application Deadline: Applications must be submitted no later than 12:00 p.m. on **October 30, 2026**.

Interview Timelines: Interviews will be held in person on **November 12 and 13, 2026**.

Questions regarding this posting may be directed to Lety Goddard, Senior Manager, Human Resources and Staff Well-Being, at lgoddard@hwdsb.on.ca.

We thank all applicants for their interest in Hamilton-Wentworth District School Board. Only applicants selected for an interview will be contacted.

Compensation: \$194,000

Vacancy Status: Future Vacancy

Accommodations

HWDSB is committed to providing accommodation throughout the recruitment and selection process, based on any human rights protected grounds. If you require accommodation, please email humanresources@hwdsb.on.ca and we will work with you to meet your needs.

Employment Equity, Inclusion and Indigeneity Statement

Hamilton-Wentworth District School Board (HWDSB) is committed to building inclusive learning and working environments where students see themselves reflected in the curriculum, staff population, local environmental context and the broader community.

HWDSB's vision of Growing Together is rooted in our mission to ensure every student experiences a sense of belonging and engages in dynamic learning to reach their potential and build their own future. Guided by this mission, HWDSB strives to build a workforce that embodies the values of Compassion,

Dignity, Trust, and Joy, while reflecting and welcoming the diverse and distinct identities, experiences and unique needs of our students, staff and our communities.

HWDSB seeks qualified candidates who share our commitment to equity, inclusion and Indigeneity, and who will contribute to the vision of creating inclusive and equitable outcomes for every student. HWDSB especially invites and welcomes applications from:

- Indigenous Peoples (e.g., First Nations, Métis and Inuit peoples).
- Members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin (e.g., Black and racialized communities, immigrant communities, etc.).
- Persons with visible and/or invisible (physical and/or mental) disabilities.
- Persons who identify as women.
- Persons of marginalized sexual orientations, gender identities, and gender expressions. (i.e., Two-spirit and LGBTQIA+).

As part of HWDSB's commitment to employment equity, inclusion and Indigeneity and removing barriers to groups that have faced and continue to face barriers in employment, we invite all applicants to complete a voluntary questionnaire that collects identity-based information. The voluntary questionnaire is on the Apply to Education application page for this position.

Applicant Self-Identification Form

The information collected on this form is used to monitor HWDSB's progress toward our equity goals including our commitment to diversity in HWDSB recruitment and hiring practices. We are committed to the security and confidentiality of information under our control, and to the protection of privacy with respect to personal and confidential information that is collected, used, disclosed and retained in the system ([Policy 1.6 - Privacy](#)). Information on this form is collected pursuant to [Ontario's Education Equity Action Plan](#) (Ministry of Education) and in accordance with the Municipal Freedom of Information and Protection of Privacy Act ([MFIPPA](#)). Access to this form is restricted to specific individuals in Human Resources. The Research and Analytics Department will use aggregate data from all the forms (not individual data) for internal reporting. Their access and use of the data is governed by MFIPPA and [ethical research practices](#). Applicant Self-Identification Forms will be maintained in the Human Resources job competition file and securely destroyed 3 years after the job posting for candidates not selected for an interview and 3 years after the job posting for candidates interviewed, in accordance with general records retention principles. If you prefer not to answer any of the questions, you can select "prefer not to answer". This in no way affects your application or the applicant selection process. If you have questions or concerns about this form, please contact humanresources@hwdsb.on.ca.