



DISTRICT SCHOOL BOARD OF NIAGARA (DSBN) IS NOW HIRING:

Superintendent of Student Achievement and Well-Being Leadership Pool

WHO WE ARE

Come be a part of the leadership team at the **District School Board of Niagara (DSBN)**, where a strong sense of community and belonging is at the heart of everything we do. Across our growing board, you'll find supportive schools, passionate educators, and a shared commitment to making a difference.

DSBN employees work in diverse local communities throughout the scenic Niagara region, serving over 43,000 students at nearly 100 elementary and secondary schools. At our board, growth is the new norm. As more families make our region their home, we remain deeply committed to building safe, inclusive schools where every student can thrive. Our staff shares a common purpose to genuinely and consistently do what's best for students.

DSBN's current [Strategic Plan – Redefining Excellence](#) outlines the strategic priorities that uphold our mission, vision and values.

The outcomes shared in our [Student Achievement Plan](#) solidify our status as a high performing board.

With a strong and balanced [2024-2025 Budget](#), we are well positioned to support students and staff alike in their pursuit of achievement, success and well-being.

At DSBN, we value and appreciate the everyday efforts of staff – their dedication makes a difference in our schools and in public education across Niagara. We're proud to foster an inclusive and supportive workplace where everyone feels they belong. Prioritizing wellness and work-life balance is part of our commitment to helping staff succeed, both personally and professionally.



careers@dsbn.org
www.dsbn.org



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OUR SEARCH

We are inviting applications to join our Supervisory Officer Leadership Pool. Successful candidates will be considered for vacancies in Academic Supervisory Officer positions that may arise over the next three years. This pool is intended to support succession planning and ensure a group of qualified leaders are ready to step into key roles as they become available.

We are seeking experienced and qualified system leaders who share DSBN's vision and values. Ideal candidates bring diverse lived experiences and are prepared to meet the needs of our dynamic school communities, while aligning with the Board's mission, priorities, and goals.

HOW TO APPLY

Applications are to be sent via email (as one PDF file) – **please include the following:**

- **Cover letter** highlighting:
 - your leadership experience
 - your impact on student achievement in a leadership role
- **Resume**
- **Ontario College of Teachers:** membership number + copy of certificate
- **Performance Appraisal** (most recent)
- **References:** contact information for 3 professional references who can speak to your performance and impact in a leadership role (including one from your immediate supervisor)
- **DSBN Confidential Self-Identification Survey** (optional – access form via DSBN Careers website: <https://careers.dsbni.org/Superintendents>)

QUALIFICATIONS

Applicants hold:

- Supervisory Officer's Qualifications (or working towards becoming a qualified Academic Supervisory Officer in Ontario)
- Experience as an Elementary or Secondary School Principal

SUBMISSION

Please email your application package (**as one PDF file**) to:

Jennifer Reid, Administrative Assistant to Kelly Pisek, Director of Education

Email: Jennifer.Reid@dsbn.org

**Please reference your last name and superintendent posting in the subject line*

TIMELINE

Applications Due: Wednesday, May 7th by 1:00 pm

Notification of Interview: by Friday, May 9th

Interviews: First Round Virtual Interview – Thursday, May 29th

Second Round In-Person – Thursday, June 5th & Friday, June 6th

DSBN Confidential Self-Identification Survey:

To ensure equitable representation in the hiring process, your responses to the Confidential Self-Identification Survey questions would be of assistance. Your participation in responding to these questions is voluntary. DSBN is collecting voluntary data to achieve an inclusive, diverse, and representative workforce. Personal information on this form is collected under the authority of the Anti-Racism Act, 2017, S.O. 2017, c. 15, in compliance with the Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, c. M.56.

Additional Information:

The DSBN is committed to equity and inclusion in the recruitment and hiring of its employees, who reflect the diversity of the community and students we serve. We encourage and welcome submissions from candidates from diverse backgrounds to build a supportive and inclusive workplace. The DSBN is committed to “Learning and Growing Together” and recognizes that increasing the diversity of its workforce supports this objective.

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 and the Ontario Human Rights Code, DSBN will provide accommodations through the selection process to applicants with disabilities. Please notify us in advance and we will work together to meet your needs. We thank the applicants for expressing their interest in working for the DSBN. We encourage applications from all individuals; however, only those under consideration will be contacted.