

## Supervisory Officer Talent Pool

The Durham District School Board acknowledges that many Indigenous Nations have longstanding relationships, both historic and modern, with the territories upon which our school board and schools are located. Today, this area is home to many Indigenous peoples from across Turtle Island. We acknowledge that the Durham Region forms a part of the traditional and treaty territory of the Mississaugas of Scugog Island First Nation, the Mississauga Peoples and the treaty territory of the Chippewas of Georgina Island First Nation. It is on these ancestral and treaty lands that we teach, live and learn.

This statement was co-created in partnership with the Mississaugas of Scugog Island First Nation and the Chippewas of Georgina Island.

The DDSB is currently seeking educational leaders who are focused on student achievement and well-being, and who are committed to championing the district's commitment to providing learning and working environments that centre Indigenous rights, human rights, and equity. System leaders and Principals with experience building collaborative leadership teams, with a strong record of scaffolding opportunities to support student success, as well as demonstrating a commitment to anti-discrimination and anti-oppression within an extended school community, are invited to apply.

We believe that our schools need to be places where everyone knows that they belong and can succeed in a culture of high expectations. Our mission is to create an equitable, dynamic, and innovative school system, free from discriminatory systemic barriers. We are committed to promoting and upholding Indigenous rights and human rights in all our learning and working environments in accordance with DDSB policies and procedures.

The Ignite Learning Multi-Year Strategic Plan (MYSP) sets the direction for the work of the Durham District School Board (DDSB) and guides our collective actions for ongoing student-centered improvement and success. It includes three guiding principles, three strategic priorities, and nine strategic objectives.

### Guiding Principles:

We recognize and uphold distinct **INDIGENOUS RIGHTS**

We affirm and uphold **HUMAN RIGHTS**

We care about and strive to **KNOW EACH OTHER**

### Strategic Priorities and Objectives:

#### Meaningful Learning:

- Providing high-quality teaching and learning for every student and staff member
- Centering students and matching educational experiences to their interests and goals to prepare them for a changing world
- Recognizing and supporting staff as professionals and collaborators

**Connected Communities:**

- Engaging students, families, staff, and community members as valued contributors to our growing community
- Building trust and a shared purpose through listening, communication, and action
- Fostering opportunities to meet, learn from, and inspire each other

**Well-Being:**

- Creating safe, caring, and respectful environments where people can thrive
- Supporting the physical and mental health of students and staff
- Honouring every individual's identity and inherent dignity

We are currently engaged in a proactive recruitment and selection process to expand the **DDSB Pool of Supervisory Officers** for the future. In doing so, we are guided by research on the impact of leadership on student well-being and success. The DDSB is committed to supporting school leadership teams in their work with educators and all staff to implement research-based best practices to foster student and system success.

The ideal candidate will demonstrate:

- Strong background in equity-based leadership that is grounded in Indigenous rights, human rights, and anti-oppression principles, practices, and accountabilities.
- Caring and collaborative leadership skills with a history of building and supporting strong, inclusive teams and serving diverse communities.
- Experience in and an ongoing commitment to community outreach and engagement characterized by trusting relationships in the extended school community, including students, parents/guardians, staff, Trustees, and community and education partners.
- Experience championing, leading, and supporting the development of coherent, integrated operational processes and implementation strategies to support the DDSB's multi-year strategic plan and other district priorities and transformational organizational change initiatives.
- Innovative problem-solving skills to dismantle systemic barriers and manage complex operational opportunities and challenges.
- A data-based school improvement approach focused on research-based instructional strategies and inclusive and equitable student experiences, opportunities, and outcomes.
- The importance of collaborative work across a Family of Schools, including collegial work with other principal leaders and system leadership teams.
- Experience managing fiscal and human resources, in addition to maintenance of board facilities and resources.
- Effective oral and written communication skills and political acumen to manage complex situations and convey information to diverse audiences with sensitivity and discretion.
- Ongoing commitment to your own professional learning as well as the learning of others.
- An understanding of public service leadership and a desire to empower others.
- Strong interpersonal leadership skills grounded in empathic, honest, and respectful interactions and relationships, self-awareness, optimism, and ethical and accountable decision making
- A systems understanding of the ways in which boards and schools function.
- Managerial skills including transparency, listening skills, appreciation, strategic planning, project management, conflict-resolution, negotiation, presentation skills, networking, and change management.

Supervisory Officer's qualifications, completed or in progress, are a requirement. Successful experience

in at least two leadership roles in the elementary or secondary panels, with a combination of elementary and secondary experience is preferred. Related leadership experiences with the Ministry of Education, Faculties of Education, and EQAO may be considered equivalent to a school leadership role.

To apply for this leadership opportunity, **Posting # 3984474**, in the Durham District School Board, submit your application online by **4:30 p.m., Thursday, October 23, 2025**. Please visit [ddsb.ca/Careers](https://ddsb.ca/Careers) and submit your application.

### **Equity and Inclusion**

The Durham District School Board recognizes Indigenous rights are distinct. In the exercise of those rights, Indigenous staff and students shall not be subjected to actions with the aim or effect of depriving these distinct rights.

The DDSB is dedicated to creating a welcoming and inclusive environment for all. We are committed to reflecting the diverse communities we serve and encourage applications from candidates who bring a variety of experiences and backgrounds. We adhere to fair, transparent hiring practices and are committed to equity and accessibility throughout the recruitment process. If you need accommodation during the application process, please let us know, and we will work with you to meet your needs.

### **Ignite Your Career**

At the Durham District School Board (DDSB), we inspire the lives of over 80,000 students. Our diverse communities are places where your impact will be felt every day.

Picture yourself in a workplace where your ideas are celebrated, and your growth is a top priority. Here, collaboration and innovation thrive. Whether you're directly inspiring young minds or providing essential support behind the scenes, your contributions will have a meaningful impact on students and the community.

We welcome you to bring your experiences, your passions, and your talents to our inclusive community. Join us and be part of a team that values your well-being as much as your contributions. Ignite your potential at DDSB and help us make a difference, one student at a time.