

**Issue date: November 18, 2025****EXEMPT POSTING (2025/26)****VICE PRINCIPALSHIP OPPORTUNITIES – New Westminister Secondary School**

The New Westminister School District is seeking dynamic leaders with proven records of exemplary teaching and leadership for the following positions at New Westminister Secondary School:

**Positions in the Pool are available at the following levels:**

- Elementary
- Middle
- Secondary

Serving the community of New Westminister, the New Westminister School District provides high quality educational programs to over 8000 students in a variety of learning environments. Located in the geographic centre of Metro Vancouver, New Westminister is a compact and growing urban centre with all the benefits of both city and small town life – ready access to a rich array of recreational and cultural pursuits, high quality public services, and the neighborly feel of a small community. Commitment to the success of its students and its staff makes New Westminister School District a great place to learn and to work.

**Working Conditions and Supports**

All Vice Principals in schools of 200 or greater students will have no less than 0.6 FTE administration time. Our district is developing, in partnership with the BC Principals and Vice Principals Association, a formal, supported mentorship program intended to provide ongoing, research supported professional learning alongside the support of an experienced and effective Vice Principal.

Our District believes that Principals and Vice Principals are integral members of the DLT (District Leadership Team). The individual voices of administrators, and that of the local P and VP association are critical to the creation of school cultures that hold children at the center of all decision-making and the deepening of a system culture that provides timely and effective support to the staff who serve them.

**DOCUMENTED QUALIFICATIONS MUST INCLUDE:**

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.

**CANDIDATES MUST DEMONSTRATE LEADERSHIP IN THE FOLLOWING AREAS:**

- A commitment and demonstrated ability to create educational environments that are inclusive and focus on the comprehensive learning needs of all students;

- Implementing Ministry, District and School goals while establishing a culture of staff professional development directly related to student learning and achievement;
- Demonstrated leadership in learning evidenced by current knowledge of pedagogical best practices and the redesigned curriculum;
- Promoting a comprehensive range of learning opportunities for students, including social responsibility, fine and performing arts, athletics, global citizenship, and technology;
- Implementing innovative practices that lead to student success;
- Demonstrated commitment to personal accountability and professional growth;
- Demonstrated commitment to the role that public education can play in the success of individuals, communities, countries and the world;
- Exceptional interpersonal and communication skills as demonstrated by the ability to listen effectively and work collaboratively;
- Demonstrated ability to build effective teams and a sense of community, and to work effectively in a unionized environment;
- Knowledge of the change process;
- Demonstrated ability to plan with the end in mind and to remain focused on agreed-upon goals;
- A vision for the role of technology to amplify learning;
- Fluency in French would be an asset.

#### **THE PROCESS:**

Educators who are interested in these Vice Principalship opportunities are invited to submit an application package, which should include the following:

- ✓ Cover letter;
- ✓ Résumé (Include professional development activities and professional leadership accomplishments within the past three years);
- ✓ Significant Demonstration of Leadership Statement [limit to one page]
  - Identify one specific example of outstanding leadership and how that action impacted student learning;
- ✓ Copy of most recent Evaluation Performance Report;
- ✓ Copy of Master's Degree (or proof of current enrollment);
- ✓ Copy of BC Ministry of Education Teacher Certificate;
- ✓ List of three professional references
  - Include current immediate supervisor
  - Include signed authorization for District to contact references in addition to those provided and authorize so contacted to release information to the District.

**COMPENSATION:** As per the BCPSEA Regional Salary Model for Vice Principals – Minimum \$142,334 / Maximum \$149,960.

**APPLICATION PROCESS:** To apply for this position, click on the APPLY button on Make a Future at <https://buff.ly/SZT2woU>. Please include the required documents as noted above.



**DEADLINE FOR APPLICATIONS: 4:00pm, Monday December 15, 2025**

This position will remain open until suitable candidates are found, however applications received prior to competition close, will be assured of full consideration. New Westminster Schools values the time you have taken to submit your application; however, only those applicants selected to move forward will be contacted. To all others, thank you for your interest.

*The New Westminster School District recognizes and acknowledges the Qayqayt First Nation, as well as all Coast Salish peoples, on whose traditional and unceded territories we live, we learn, we play, and we do our work.*

*New Westminster Schools welcomes and encourages applications from women, visible minorities, indigenous persons, persons with disabilities, persons of any sexual orientation, any gender identity or gender expression. If you require an accommodation through our hiring process, please include your request in the application email to [rweston@sd40.bc.ca](mailto:rweston@sd40.bc.ca).*

*New Westminster School District (#40) is an equal opportunity employer. Successful completion of a Criminal Record Search is a District Requirement.*

