

# STAFF OPPORTUNITY

January 3, 2022

## Elementary School Principals and Vice-Principals Secondary School Vice-Principals Required for Future Openings

### Student Achievement & Well-Being

The Waterloo Region District School Board is currently seeking committed educational leaders for the above-mentioned positions. Ideal candidates will support the WRDSB's [Strategic Plan](#) in order to create a positive and inclusive school climate and learning environment. Candidates will possess excellent communication and interpersonal skills, as well as a demonstrated ability to work positively, collaboratively and respectfully with a strong focus on student success, achievement and well-being. Candidates will also possess the competencies identified by the Ministry of Education's [Ontario Leadership Framework \(OLF\)](#).

The Waterloo Region District School Board is situated in the heart of southwestern Ontario. The Board provides a comprehensive educational program for approximately 64,000 students in the Region of Waterloo. The Board is the seventh largest public board of education in Ontario with 16 secondary schools, 105 elementary schools, and approximately 8,500 staff members. Additional information regarding the Board is available on the Board's website at [www.wrdsb.ca/](http://www.wrdsb.ca/)

#### 1. **Elementary School Principal**

The Elementary Principal Pool will open in Winter 2022. Candidates applying for the position of Principal should have at least two years of experience as a Vice-Principal in the panel for which they are applying.

#### 2. **Elementary and Secondary School Vice-Principal**

The Elementary and Secondary Vice-Principal Pools will open in Winter 2022. Applications will be accepted from qualified candidates who have completed Part 1 & 2 of the Principals' Qualification Program by the time of application. *\*\*In addition, applicants must have 5 years experience as a contract teacher.* Consideration will also be given to candidates who will complete the program by August 31, 2022, and out-of-province candidates with equivalent qualifications.

Queries regarding the pools can be directed to:

- Elementary School Principals – Pam Kaur Superintendent, Student Achievement & Well-Being,
- Elementary School Vice-Principals – Evelyn Giannopoulos, Superintendent, Student Achievement & Well-Being

- Secondary School Vice-Principals – Bill Lemon, Superintendent, Student Achievement & Well-Being

In particular, candidates must demonstrate:

- Outstanding leadership skills;
- A complex awareness of, and commitment to, human rights and equity evidenced/demonstrated by action and leadership in antiracism and anti-oppression efforts.
- Superior interpersonal and communication skills;
- Effective organization, problem-solving, management and assessment skills;
- Knowledge and experience in program planning, classroom instruction, student assessment and reporting.

Preference will be given to applicants who demonstrate the leadership criteria as outlined at the ***virtual information session***, to be held on:

**Tuesday, January 11, 2022**

**If you are interested in attending this information session, please complete the Leadership Pool Information Session Registration form, which accompanies this posting.** A calendar invite will be sent January 10, 2022 to those who have registered.

The Waterloo Region District School Board acknowledges that our increasingly diverse student body deserves to have role models who understand their lived experiences and can serve them in unique ways.

Our recent Workforce Census revealed some gaps in our workforce that we are aiming to rectify. Based on this information, we are interested in attracting increased racialized employees and supporting racialized employees in our workforce.

If you are interested in becoming an Elementary Principal/Vice-Principal or a Secondary Vice-Principal for the WRDSB please mark your calendar for the ***Virtual Information Session on January 11, 2022.***

The application package is available on the WRDSB website and as an attachment to this posting.

Candidates are asked to electronically submit a copy of their application package, quoting the specific pool they are applying for in the title of the email (eg. Elementary or Secondary Principal or Vice-Principal Pool), **no later than 4:00 p.m. on Monday, January 31, 2022** to Laurie Pett, Human Resources Officer at [administrator\\_resumes@wrdsb.ca](mailto:administrator_resumes@wrdsb.ca).

Authorization to contact the references and supervisor under the terms of the Municipal Freedom of Information and Protection of Privacy Act, R.S.O. 1990, is part of the application package.

*The Waterloo Region District School Board is committed to equity in employment. We are committed to fair and equitable hiring practices that allow us to hire qualified staff who reflect the diversity of the community we serve, who will foster the success and well-being of our students and who demonstrate a commitment to equity and inclusion in the classroom.*

*We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to:*

- *First Nations, Métis and Inuit peoples, and all other Indigenous peoples;*
- *members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;*
- *persons with visible and/or invisible (physical and/or mental) disabilities;*
- *persons who identify as women; and*
- *persons of marginalized sexual orientations, gender identities, and gender expressions.*

*We will make any appropriate accommodation based on any of the human rights protected grounds, to support candidate participation in the hiring process.*

jeewan chanicka  
Director of Education and Secretary of the Board

Joanne Weston  
Chairperson of the Board