



EXTERNAL CANDIDATES ELEMENTARY PRINCIPAL AND ELEMENTARY VICE-PRINCIPAL APPLICATION PROCESS

The Thames Valley District School Board invites applications from candidates for the position of:

PRINCIPAL and VICE-PRINCIPAL - ELEMENTARY SCHOOLS

The Thames Valley District School Board is currently seeking experienced external applicants for the position of Elementary Principal and Elementary Vice-Principal.

At the Thames Valley District School Board, *We build each student's tomorrow, every day.* TVDSB is one of the largest public school boards in Ontario with more than 9,500 dedicated staff members serving approximately 55,000 elementary and 23,000 secondary students in over 160 schools and Learning Centers in urban, suburban and rural communities across an area of more than 7,000 square kilometers. The Thames Valley learning community inspires innovation, embraces diversity, and celebrates achievement - a strong foundation for all students.

The Board is creating a pool of qualified candidates to be eligible for positions when they become available, in accordance with its Independent Procedure "Promotional Practices: Selection Procedures and Appointment of Principals and Vice-Principals". To review this Independent Procedure, please go to the following link: [Independent Procedure](#)

Experienced educators who have demonstrated strong leadership in previous positions, and who meet the qualification requirements below, are invited to apply.

QUALIFICATIONS – PRINCIPAL AND VICE-PRINCIPAL

Candidates making application for a position of Principal or Vice-Principal will:

- have Ontario School Principal's Certificate Parts I and II completed at time of application;
- presently hold a leadership position such as Principal, Vice-Principal, or other position deemed equivalent by the Readiness for Interview Process Committee; and
- have been recommended by their immediate supervisor(s).

APPLICATION PROCESS

Interested individuals should electronically scan and attach their application as a **single pdf file** in an email to Jen Walker, Executive Assistant to Superintendent Andrew Canham, at Jennifer.walker@tvdsb.ca

The following information must be included in the application (***in the order listed below for the Interview Readiness Committee***):

1. A letter of application, which provides an introduction to the applicant as a professional learner and potential leader by highlighting leadership competencies and suitability for the position of principal or vice-principal. The letter should be addressed to: Paul Sydor, Superintendent of Student Achievement;
2. Detailed résumé;
3. Release of Information (attached);
4. Assessment of Demonstrated Leadership (attached);
5. Copy of current Ontario College of Teachers Certificate of Qualification; and
6. **A separate page with your own name at the top** listing at least three (3) references, including your most current or most recent supervisor who can speak to your leadership skills and your current Superintendent (include name, email address and phone). Reference letters are not permitted.

~~Only those applicants selected to move forward in the process will be contacted~~

Candidates will be assessed using the Thames Valley District School Board's Mission, Vision and Commitment Statements and The Ontario Leadership Framework.



EXTERNAL CANDIDATES ELEMENTARY PRINCIPAL AND ELEMENTARY VICE-PRINCIPAL APPLICATION PROCESS

The Thames Valley District School Board is committed to equity in employment. Our objective is to hire qualified staff who reflect the full diversity of our communities.

While this post is active we are accepting applications.

The Thames Valley District School Board values and supports individuals of all abilities. If you require an accommodation to assist you with any aspect of the hiring process, please contact Jen Walker for assistance.



RELEASE OF INFORMATION

NAME:	DATE OF APPLICATION:
PRESENT POSITION:	TELEPHONE:
LOCATION:	CELL PHONE:
HOME ADDRESS:	
EMAIL ADDRESS:	HOME TELEPHONE:

Applicants should be aware of the following:

- ❖ The information being gathered in the Principal / Vice-Principal Selection Procedures is collected pursuant to The Education Act and The Municipal Freedom of Information and Protection of Privacy Act;
- ❖ The information obtained will be used to determine the immediate readiness of the candidate for Principal or Vice-Principal positions with The Thames Valley District School Board;
- ❖ The information obtained will be verified by appropriate personnel.

I, _____ [Name of Applicant]
consent to the disclosure of all Principal / Vice-Principal selection process information to other appropriate Board employees and Board Members for promotional purposes.
_____ [Signature of Applicant]



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

PROMOTION TO PRINCIPAL / VICE-PRINCIPAL

<input type="checkbox"/>	<p>Principals' Qualifications in accordance with regulation at the time of application.</p> <p>Provide date:</p>
<input type="checkbox"/>	<p>Demonstrated a wide range of educational experiences and/or grade and/or course assignments. List date(s) and location(s). Varying levels of teaching and/or administrations (elementary, secondary, post-secondary, secondments and exchanges).</p>
<input type="checkbox"/>	<p>Summary status in TVDSB LEAD Program. List activities that have been completed to this point in each level. If the applicant is not a TVDSB employee, include leadership activities completed at their Board.</p>



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

Using *The Ontario Leadership Framework – School-level Leadership*, please use the space provided to outline experiences which demonstrate your readiness to assume a principal or vice-principal’s role. **Please do not expand the text box. Please use 10 point font.**

1. Please outline an example which demonstrates your leadership in the area of Setting Directions

Supervisor’s Signature Validating Evidence: _____

Position: _____ Print Name: _____

2. Please outline an example which demonstrates your leadership in the area of Building Relationships and Developing People.

Supervisor’s Signature Validating Evidence: _____

Position: _____ Print Name: _____



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

3. Please outline an example which demonstrates your leadership in Developing the Organization to Support Desired Practices.

Empty response area for question 3.

Supervisor's Signature Validating Evidence: _____

Position: _____ Print Name: _____

4. Please outline an example which demonstrates your leadership in the area of Improving the Instructional Program.

Empty response area for question 4.

Supervisor's Signature Validating Evidence: _____

Position: _____ Print Name: _____



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

5. Please provide an example which demonstrates your leadership in the area of Securing Accountability.

Empty space for providing an example of leadership in the area of Securing Accountability.

Supervisor's Signature Validating Evidence: _____

Position: _____ Print Name: _____

6. Please provide an example which demonstrates your leadership in the area of Personal Leadership Resources.

Empty space for providing an example of leadership in the area of Personal Leadership Resources.

Supervisor's Signature Validating Evidence: _____

Position: _____ Print Name: _____



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

7. Please provide an example which demonstrates your leadership in Equity and Diversity.

Large empty rectangular box for providing an example of leadership in Equity and Diversity.

Supervisor's Signature Validating Evidence: _____

Position: _____ Print Name: _____

Large empty rectangular box for the applicant's signature and date.

Signature of Applicant

Date



ASSESSMENT OF DEMONSTRATED LEADERSHIP

NAME: _____

I CONFIRM THE FOLLOWING REGARDING THE CANDIDATE'S APPLICATION FOR THE POSITION OF:

Secondary Principal

Secondary Vice-Principal

Elementary Principal

Elementary Vice-Principal

Ready to apply

Not ready at this time

Principal (print name)

School

Principal's Signature

Date

Superintendent (print name)

Superintendent's Signature

Date

If the applicant has not been assessed as being "ready to apply," please document the next steps to prepare them for the role.



GUIDELINES ASSESSMENT OF DEMONSTRATED LEADERSHIP

As part of both the Elementary and Secondary Principal and Vice-Principal Application Process, candidates are required to complete an Assessment of Demonstrated Leadership. Applicants and Supervisors should note changes to the Assessment in the application for the qualified candidate pool for Principal and Vice-Principal positions for the 2023 - 2024 school year. The following are guidelines to support Applicants and Supervisors in their participation in the application process.

Overview of Assessment

The Assessment of Demonstrated Leadership asks the applicant to indicate completion of Principals' Qualifications and progress or completion of a Masters in Education, as well as to list educational experiences and/or grade and/or course assignments, and leadership activities.

The Assessment also requires candidates to provide examples and evidence demonstrating the leadership competencies outlined in the [Ontario Leadership Framework, 2013](#) (sections 1-6). The applicant's Supervisor is required to first, validate the evidence presented by the candidate in the Assessment as demonstrating their leadership skills, and second, confirm the applicant's readiness for the position of Vice-Principal or Principal.

Pre-application discussions

It is important for all potential applicants for leadership positions in the TVDSB to meet and discuss their aspirations with their Supervisor and Superintendent as soon as possible, and prior to commencing the formal application process. Through this discussion, Supervisors can assist candidates in determining readiness to apply, and in identifying the candidate's strengths and areas of needed growth. Discussions should focus on the leadership competencies outlined in [Ontario Leadership Framework, 2013](#) and the extent to which the candidate's experience demonstrates these competencies.

Supervisor confirmation of readiness

The Supervisor's endorsement of the evidence presented by an applicant in sections 1-7 of the Assessment confirms the veracity of that evidence. However, in order to confirm the sufficiency of the evidence in demonstrating leadership competencies, as well as provide overall support for the applicant's promotion, a Supervisor must also sign the final page of the Assessment, confirming the applicant's readiness. A Supervisor may confirm the accuracy of the evidence presented by an applicant and nonetheless conclude that the candidate is not yet ready to move forward with the application process if the candidate has not, in the Supervisor's opinion, demonstrated the required leadership competencies.

Beginning in the Fall 2019, the Supervisor may now select one of two options to indicate their opinion of the candidate's readiness for promotion. The Supervisor may confirm the candidate's readiness to proceed with the application for promotion. The Supervisor may also indicate that the candidate is not ready to proceed with the application process at this time. It is expected that in all cases the nature and degree of support declared by a Supervisor should be discussed with the candidate upon completion of the Assessment, to ensure that the candidate has a clear understanding of the rationale, and of any areas of growth identified.

Applications will only be submitted to Human Resources where an applicant has been assessed as being "ready to apply." If the Supervisor is of the opinion that the applicant is "not ready at this time", the Supervisor must work with the candidate to plan and document next steps that will further the applicant's growth and leadership development.

Questions regarding these changes to the Principal and Vice-Principal Application Process can be directed to: Jen Walker, Executive Assistant to Superintendent Andrew Canham, at Jennifer.walker@tvdsb.ca.