

STAFF OPPORTUNITY

November 9, 2021

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

Student Achievement & Well-Being

The Waterloo Region District School Board is currently seeking retired Elementary and Secondary Principals and Vice-Principals to be added to our Supply Administrative list. 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/

1. Retired Elementary and Secondary School Principals

Candidates applying for the position of Supply Principal will need to provide a reference from their Supervisory Officer from the Board that they retired from.

2. Retired Elementary and Secondary School Vice-Principals

Candidates applying for the position of Supply Vice-Principal will need to provide a reference from their Supervisor from the School that they retired from.

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.

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 a retired Principal or Vice-Principal and interested in being added to our Supply Administrative list, you are asked to electronically submit a copy of your resume, cover letter and reference, quoting Posting #21.138 and then the panel you are applying to in the title of the email (eg. Elementary or Secondary Principal or Vice-Principal), no later than 4:00 p.m. on Friday, November 26, 2021 to Laurie Pett, Human Resources Officer at 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.

Recognizing the significant impact that COVID-19 is having on our world and our ways of doing business, the Board recognizes that the recruitment/selection process may need to be modified to ensure individual and community safety. We are all working through what is an unprecedented time for our schools and our communities. To that end, the Board will be engaging in a different method of interviewing candidates for vacancies. This may include but is not limited to a Google Hangout video-conference interview. Hiring Teams will provide further information to candidates upon request for an interview.

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