



JOB POSTING PRINCIPAL AND VICE-PRINCIPAL POOL

The Board is seeking collaborative, exemplary school leaders. We are interested in candidates who demonstrate practices that are consistent with the Boards mission, vision, and values, as well as evidence of success in the components of the Ontario Leadership Framework and the accompanying Personal Leadership Resources.

The Pool will be maintained for both Elementary and Secondary positions which may become vacant at any time. Successful candidates will remain in the pool for up to one (1) year upon date of appointment to the pool. Candidates will be assigned to positions based on system and school needs.

Essential Qualifications

- Principal Qualification Program Parts 1 and 2 (PQP)
- Religious Education Part II or equivalent

(Please note: Candidates who have not yet fulfilled all requirements may be considered. Please ensure that you include the steps, including timelines that you are undertaking to complete all requirements for the position).

Other Qualifying Experience:

- A clear vision of the mission of a Catholic school and an ability to inspire, challenge, motivate and empower others to carry the vision forward.
- Leadership positions/opportunities including but not limited to: Teacher in Charge, Acting Principal, Acting Vice-Principal, Consultant, and other system assigned positions.
- Demonstrated experience in creating safe, inclusive, equitable, learning environments that are free from discrimination.
- Evidence of on-going participation in their own professional learning program.
- Positive interpersonal relationships with staff, students, families and other members of the school community.
- The demonstrated ability to view challenges and issues from a system perspective and apply decision making considerations/recommendations that take into account the organization as a whole.
- Highly developed problem-solving and conflict resolution skills, a well-defined sense of diplomacy and a flexible approach.
- A demonstrated commitment to working with others to close the achievement gap through effective instructional practices and an understanding of the use of data to improve student learning, including a strong understanding of effective assessment practices and differentiated instruction.
- A positive, fair and effective approach to discipline.
- Knowledge and experience in addressing the needs of all students, including an understanding of the IPRC process.
- Well-developed oral and written communication skills.
- Well-developed personal leadership resources including: optimism, self-efficacy, resilience, proactivity and systems thinking.
- A commitment to French as a Second Language learning and to creating a whole school environment that promotes all facets of the FSL program, including culture, oral and written communication.



**SUDBURY
CATHOLIC
DISTRICT
SCHOOL BOARD**

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sudburycatholicschools.ca

- French-as-a-Second Language and/or the ability to communicate in French and Special Education Part 1 are an asset.

Additional Information

Conditions of Employment: A satisfactory police record check including the vulnerable sector and the completion of the Ministry of Labour Supervisor Health and Safety Awareness in 5 Steps training (available on-line).

Interested applicants apply online at sudburycatholicschools.simplification.com no later than 12:00 p.m. on Friday April 15, 2024. Please include the following documents:

- An updated résumé, cover letter and a copy of the OCT Certificate of Qualification
- The Catholic Pastoral Reference for a Leadership Position Form (Appendix 1) or a priest reference letter
- Your most recent performance appraisal
- Two professional letters of recommendation, one of which should be your current supervisor

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 or place of origin; persons with visible and/or invisible (physical and/or mental) disabilities.

In accordance with the Municipal Freedom of Information and Protection of Privacy Act, personal information is being collected under the authority of the Education Act and will be used for employee recruitment and selection purposes. For questions about this collection of information, please contact Human Resources Services at (705) 673-5620.

If you require a disability-related accommodation to participate in the recruitment process, or if you have questions about this collection of information, please contact Human Resources Services at (705) 673-5620.

All applicants are thanked for their interest, however, only those selected for an interview will be contacted.

Joanne Bénard
Director of Education

Michael Bellmore
Chair of the Board