

SEARCH PROFILE

CALGARY BOARD OF EDUCATION
CHIEF SUPERINTENDENT

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THE ORGANIZATION

The Calgary Board of Education ("CBE") is one of Canada's largest school system educating more than 121,000 students in over 245 schools and has responsibility for an annual budget of approximately \$1.4B. More than 14,000 employees work together to provide learning as unique as every student.

The work is guided by a Three-Year Education Plan, which connects each CBE employee to student success. This creates an environment where each student can become an engaged learner, prepared for success in life, work and future learning.

The CBE is guided by an elected board of seven trustees. Trustees are elected every four years during the municipal election along with Calgary's mayor and councilors. Day-to-day operations are led by a team of superintendents who are responsible for meeting the expectations of the Board of Trustees as set out in the Board's Results policies and Operational Expectations.

CBE Mission

Each student, in keeping with his or her individual abilities and gifts, will complete high school with a foundation of learning necessary to thrive in life, work and continued learning.

CBE Results

Academic Success;
Citizenship;
Personal Development;
Character.

CBE Values

Students come first;
Learning is our central purpose;
Public education serves the common good.

For further information about Calgary Board of Education, please visit their website at <http://www.cbe.ab.ca>

CHIEF SUPERINTENDENT

Reports to:	Board of Trustees
Direct Reports:	6
Location:	Calgary, AB

MANDATE

As a courageous leader the Chief Superintendent will advance the organization as a cohesive educational community that places student learning at its centre. This purpose will be met by: leading educational practice with an inclusive and multi-faceted perspective on organizational success, and leading public thought and engaging the community in understanding and supporting public education.

As a member of an interdependent executive team, the Chief is accountable for complying with Provincial standards and at the same time collaboratively leading the design and implementation of the CBE's strategic plans and the evolution of its reputation as a world-class public education system.

KEY ACCOUNTABILITIES

The Chief is responsible for maintaining and enhancing CBE's Results through the following:

Champions Public Education

Demonstrates a deep commitment to public education as a common trust to be preserved, protected and vigorously championed; effectively advocates for public education at district, civic, provincial and national levels, within professional circles and in the public media.

Leads with Visionary Impact

In partnership with the Board of Trustees, leads the development of a preferred district future, developing and implementing strategic plans to achieve concrete measurable goals focused on Board and government priorities.

Improves Student Achievement

Creates conditions which effectively improve learning outcomes for all students. Facilitates high school completion and prepares students for adult life, work, and further learning; provides equitable child-specific learning opportunities utilizing varied learning strategies, in safe learning environments; sets targets for student achievement, growth and high school completion using a variety of assessment data; focuses administrative and staff work in support of classroom learning; develops teacher capacity.

Empowers Change and Innovation

Fosters innovation and effective change management throughout the Calgary Board of Education to improve student achievement, secure district enrolment, recruit and retain committed employees, achieve budget efficiencies and improve administrative processes.

Communicates Effectively

An articulate leader who can communicate the vision of the CBE both inside and outside the organization; inspires employee dedication and stakeholder engagement; and, ensures parents have sufficient and easily understood information to make effective decisions regarding their child's education.

Partnering with the Elected Board of Trustees

Partners with the Board of Trustees to achieve the Board's approved Results within a policy governance environment.

Builds Leadership Capacity

Creates conditions and oversees the development of leadership capacity across the organization; establishes a clearly articulated succession plan designed to support student learning, enhance professional development and take maximum advantage of employee skill sets; effectively delegates and holds accountable for results.

Positions Employees for Success

Leads by creating working conditions which attract and retain employees and empowers all staff to achieve organizational and professional goals. Fosters trust and dialogue at all levels; values the advice and contribution of all staff; actively engages employee groups in relevant decision-making processes; and, effectively manages differing opinions and competing priorities.

Works Respectfully with Parents and Diverse Communities

Creates conditions that encourage parent involvement in student learning and, engages our diverse community as important partners in meeting challenges faced by an urban, public school board.

Provides Intellectual Leadership

Is knowledgeable in educational research and trends, leadership theory and practice, societal currents and global trends affecting public education.

Influences through Community Involvement

Demonstrates the personal/interpersonal communication and political knowledge necessary to advance the cause of public education by engaging business, non-profit, community and government leaders at civic, provincial, national and international levels.

THE ATTRACTION & OPPORTUNITY

The next Chief Superintendent will join the CBE during a period of renewal and transformation, build upon past accomplishments and be the advocate for the future of public education for an increasingly diverse community population and school system.

- To lead one of Canada's largest school boards, the second largest employer in Calgary and to be part of an organization recognized for its leadership in public education.
- To be at the forefront in shaping the future of public education and partnering with a Board of Trustees that values student achievement, student well-being and improved equity across the system.

FIRST YEAR DELIVERABLES / MEASURES OF SUCCESS

Success in the first year will be determined by the candidate's ability to:

- Articulate a clear vision for the future that has momentum, followership and clear indicators of progress (1yr, 3yr, 5yr);
- Develop a plan of action to address a compelling vision for public education and Board priorities that are focused on results, equity, student well-being, and staff;
- Assess and support/refocus actions and strategies recently developed to address feedback received from a staff engagement survey; and,
- Establish strong working partnerships with the Board, staff and the CBE community at large, fostering an open, transparent culture that is willing to have honest dialogues.

CANDIDATE PROFILE

The successful candidate will have the following:

EDUCATION:

- A minimum of a Master's degree from a university in Alberta or from a university of equivalent standard – a PhD or MBA would be considered an asset; and
- A certificate of qualification as a teacher issued under the Province of Alberta School Act or an equivalent certificate issued by another Province or Territory.

EXPERIENCE:

- Significant leadership experience in a larger, complex public-school system;
- Demonstrated ability to adapt to leading in an increasingly multi-faceted and multicultural system while balancing the needs and opportunities for all learners;
- Been a visible champion of change, inspiring and engaging others, challenging the status quo and advancing an organization forward, and,
- Exposure to or an understanding of Board governance and reporting to a Board of Trustees.

COMPETENCIES & ATTRIBUTES:

- Superior communicator, proactive promoter of public education;
- Open to new ideas, differing opinions and honest, transparent, healthy dialogue and discussion;
- Strong relationship builder, able to quickly engage others and garner their trust and confidence;
- Research and fact-based decision-making;
- Respect for the role of staff, parents and community organizations as partners in public education;
- Personal and public accountability and transparency;
- Energetic, self-confident and yet adaptable and flexible in approach;
- A belief in the value and worth of all persons and empathy for all employees;
- Highest standards of personal integrity and ethical decision-making;
- Self-improvement, creativity and risk-taking; and,
- A global education perspective.