



Hastings and Prince Edward
District School Board

Director of Education

An exciting opportunity for an approachable, visionary senior educator to strengthen a supportive, compassionate culture of inclusion and collaboration, and lead the Hastings and Prince Edward District School Board in ensuring that all students have the opportunity to explore the possibilities of today and tomorrow.

Situated in the heart of beautiful South Eastern Ontario, **Hastings and Prince Edward District School Board (HPEDSB)** serves approximately 15,000 students each day in 40 schools (33 elementary; one K-12; two 7-12; and four secondary), with an annual operating budget of \$200+ million. Supporting student achievement is the goal of approximately 1,800 teaching and support staff who, along with caring volunteers and community partners, share their passion for teaching and learning. The district covers a wide geographic area, stretching 200 km from Lake Ontario northward to Algonquin Park. The Board's administrative office is located in Belleville.

Committed to student achievement and well-being, and recognizing that each student is an individual, with unique interests, goals and strengths, the Board is working to ensure that all students feel invested in and fully supported on their chosen pathway to graduation. This is where you can make your mark as the new **Director of Education**.

This is a crucial mandate for a leader who has experience with cutting-edge instructional practice, is committed to the continuous improvement of student learning, with a K-12 focus on global competencies, and can adapt effectively to the changing landscape of education and implement initiatives that will move the Board toward an exciting and successful future. Passionate about public education, community engagement and student success, you are prepared to establish a proactive communication strategy that will build on positive relationships with a wide variety of stakeholders — from staff, students and parents, to trustees and unions, to Indigenous communities and diverse newcomers.

As Director of Education, your clear commitment to addressing the needs of Indigenous peoples as you enhance student success and well-being will be evident. You will have experience in initiating and championing innovative approaches to addressing educational inequities in Indigenous communities.

As Director of Education, you welcome the challenge and opportunity of embracing new ideas and adding fresh perspective to the Board, creating a common understanding of purpose, refocusing priorities, unifying the Board, as well as developing and implementing a new strategic plan to meet the evolving learning needs of HPEDSB's rural and urban communities. In this key role, you will draw upon your strengths as an advocate for innovation in education, including the effective, proactive use of new and emerging technologies, and your political acumen in championing and embedding leading governance practices by working with, and supporting, the Board of Trustees in an open, transparent and trusted relationship.

As you transition successfully into this high-impact, highly visible role, the Board will rely on you to build trust and credibility with all interested parties with a special focus on engaging the student voice. You will further enhance the HPEDSB culture of inclusion. You will also evaluate and optimize the allocation of resources across the Board to create financial stability as the Board emerges from a three year financial recovery plan. You will be a catalyst for the growth of others and will unite and empower the senior leadership team and maximize its contribution to the overall success of the Board.

With a track record of success combining Supervising Officer papers with a Master's degree and system leadership experience working within a school board, with demonstrated acumen in financial accountability in a small to medium system, you are adept at holding yourself and others accountable for actions and deliverables, at building a vision and at executing a strategic plan for an organization.

A highly collaborative, inclusive decision-maker and a confident servant leader, you are clear, open, responsive and empowering, recognized for your high emotional intelligence, integrity and visibility, and your ability to listen to, engage with, and leverage the diverse perspectives of trustees, educators, support staff, students, parents and community leaders. You are equally known for building staff capacity by providing opportunities and strong mentorship, and for gaining the respect of staff, students and parents through empathetic, consistent leadership.

Informed by research and evidence, you are an assured manager of change, able to strengthen, inspire and motivate the senior management team, and build capacity through focused instructional intervention and family engagement. Having worked successfully in diverse communities, both rural and urban, with families and stakeholders to enhance student success and well-being, you are highly committed to equity and inclusion, in addressing the needs of diverse communities, and conversant with effective interventions to eliminate barriers to success.

To be considered for this pivotal mandate with high visibility, accountability and impact, please send your resume, in confidence, **specifying the job title in the subject line of your email**, by **June 11, 2019**, to careers@phelpsgroup.ca.

HPEDSB is an equal opportunity employer. Accommodations are available, upon request, during all phases of the recruitment process.

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