



Director of Education

A unique opportunity for a visionary senior leader to inspire and guide a rapidly growing and changing school district in building a supportive culture of inclusion and collaboration where all voices are encouraged and heard. If you want to advance innovation and enhance intersectional equity and BIPOC anti-racist initiatives to ensure excellence in teaching and learning by addressing barriers to student success, this is a leadership role to pursue.

The Durham District School Board (DDSBB) encompasses cities (Oshawa and Pickering), towns (Ajax and Whitby), and townships (Uxbridge, Scugog and Brock). DDSBB is a rapidly growing District and is the largest employer in the Region. More than 72,000 students attend schools in the District, 111 of which are elementary and 18 secondary. DDSBB is committed to serving the needs of Indigenous students and families. DDSBB's diverse communities include significant South Asian, Black, Middle Eastern and East Asian populations according to the results of a recent student census. DDSBB operates with a budget of over \$813 million dollars including a capital expenditure budget of over \$110 million.

The vision of DDSBB is that its schools need to be places where everyone can succeed in a culture of high expectations. Its mission is to create an equitable, dynamic and innovative school system.

DDSBB's strategic plan, "Ignite Learning" is well established. It is built on accomplishments in six areas, described as follows:

- Success -We value your achievements;
- Well-being -We value how you feel;
- Leadership – We value how you grow;
- Equity – We value who you are;
- Engagement – We value your involvement;
- Innovation – We value forward thinking.

DDSBB is particularly proud of recent progress in both equity and innovation. With respect to equity, DDSBB has both gathered information (We Are DDSBB Student Census) and taken action by bringing together its various communities to seek advice on how to advance equity and inclusion. Its record of technological innovation, including the introduction of Chromebooks for every student from Grades 7 to 12 is exemplary. Continued sound financial stewardship will allow these innovations to be sustained.

In seeking a Director, DDSBB is guided by the clear conclusions of recent research on the impact of leadership on student well-being and success. DDSBB is committed to supporting school leadership teams in their work with teachers and support staff to analyze their school environments and instructional approaches in order to determine what needs to be emphasized and what needs to be changed. The research is equally clear that this cannot be done by edict or centralized control so the Director of the DDSBB must be committed to collaborative professionalism and have the capacity to empower both system and school leadership. You are a capacity builder who creates cultures of teamwork and integrity and has encouraged coherent processes and implementation strategies that break down silos while recognizing the unique needs of each school and individual learner.

DDSBB is known for its innovative, progressive approaches, responsiveness to students' needs, positive learning spaces and welcoming environments, and seeks a forward-looking **Director of Education** who

will take the Board into the future by adapting effectively to the changing landscape of education including virtual delivery in a world recovering from a pandemic and understanding the unfolding impact of technology on teaching and learning.

This pivotal mandate calls for a leader who is passionate about public education, community engagement and student success, has experience with cutting-edge instructional practice, and is committed to the continuous improvement of student learning and well-being with a K-12 focus on global competencies. As such an individual, you are prepared to establish a proactive, transparent communication strategy that will build on current positive relationships with a wide variety of stakeholders, from staff, students and parents, to Trustees and unions, to BIPOC communities and newcomers to Canada.

As the new Director of Education, you welcome the challenge and opportunity of putting in place sound curricular and program strategies to meet the evolving learning needs of the DDSB, at a time when increased levels of migration and immigration into the region are dramatically reshaping the school populations served by the DDSB. This role will benefit from your strengths as an advocate for innovation in education, including effective and proactive use of new and emerging technologies, and your demonstrated political acumen in championing good governance by working with, and supporting, a Board of Trustees in an open, transparent and trusted relationship.

The Board will look to you, as you transition successfully into this high-impact and highly visible role, to build trust and credibility with all stakeholders and affinity groups. You will champion a concerted commitment to a DDSB culture of inclusion, evaluate and optimize the allocation of resources across the Board, as well as inspire the senior leadership team and maximize its contribution to the overall success of DDSB.

With a history of success combining Supervising Officer papers with a preferred 3 years of system leadership working within a school board, you are adept at holding yourself and others accountable for actions and deliverables, as well as building a vision and executing a strategic plan for an organization. Your demonstrated prowess in financial accountability/stewardship in dealing with complex issues will also prove invaluable in this role.

You are a servant leader, confident, clear, open, responsive and empowering, recognized for your high visibility, invitational leadership, high emotional intelligence and, most importantly, your capacity to listen and engage with those inside and outside the Board, who offer many diverse perspectives. At the same time, you have a track record of building staff capacity by providing opportunities and strong mentorship, of winning the respect of students and staff through empathetic, consistent leadership, and of employing inclusive decision-making strategies as you anticipate issues and engage senior leadership in resolving problems.

Above all, you are a confident change agent, able to inspire and motivate the senior management team, making appropriate adaptations to both structure and processes to address emerging issues and contexts. Having worked successfully engaging parents and stakeholders in diverse communities, to enhance student success and wellbeing, you have a track record of disrupting intersectional inequity and oppression and you are ready to commit to the six pillars of the **Ignite Learning** strategic plan of DDSB.

To be considered for this senior mandate with system-wide impact and accountability, please send your resume, in confidence, **specifying the DDSB Director of Education in the subject line of your email**, by September 24, 2020, to Frank Markel, Ph.D. at fmmphd@gmail.com.

Joan M. Green & Associates/LBCG are mindful of the importance of championing diversity amongst candidates. The project team is fluent in current diversity, inclusion, and anti-oppression practices. We are committed to ensuring a fair and inclusive recruitment process.

Accommodation Statement:

Joan M. Green & Associates/LBCG fosters a culture of inclusion. We will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the recruitment and selection process. All candidates will be provided with an understanding of the expectations and requirements of the process, in order to ensure full participation of all qualified candidates.

DDSB Hiring Inclusion Statement:

We are committed to equity and inclusion in the recruitment and hiring of qualified staff who reflect the diversity of our region. We encourage submissions from candidates who represent the various dimensions of diversity.



| JOAN M. GREEN & ASSOCIATES