

## **Superintendent of Student Achievement Acting Position August 2021 to August 2022 & Pool**

The Hamilton-Wentworth District School Board (HWDSB) is committed to learning, equity, engagement and innovation. HWDSB is guided by its mission to empower students to learn and grow to their full potential in a diverse world. The HWDSB proudly serves a community of approximately 50,000 students in the City of Hamilton and surrounding area and operates across 84 elementary, 13 secondary schools and 1 Adult Learning Centre in addition to providing support and service to approximately 7,096 staff members.

We are proud to announce we are creating a pool of qualified candidates for future Superintendent of Student Achievement (SOSA) positions. Successful candidates to this pool will be placed on a ready list for a three-year period. At this time, we have an immediate need to fill an Acting SOSA position commencing August 1, 2021 to August 31, 2022.

As a member of Executive Council and reporting to the Associate Director of Learning Services, you will demonstrate your professional and personal commitment to the Board's strategic directions. You will manage all aspects of your assigned family of schools and identified central portfolios, ensuring due diligence and fiscal accountability. You will build and sustain open, transparent and trusting relationships with a wide range of internal and external stakeholder groups. Using diplomacy and advanced conflict resolution skills, you will proactively and positively respond to, and resolve highly sensitive issues on behalf of the Board.

A key priority for the HWDSB is seeking leaders who will be committed to furthering reconciliation and Indigenous Cultural Safety.

The HWDSB is seeking leaders who will be committed to using their positionality, power and privilege to engage in the active dismantling of all forms of discrimination and oppression and in particular ableism, anti-Black racism, anti-South Asian racism, anti-Asian racism, Islamophobia, anti-Semitism, homophobia, transphobia and biphobia, which historically and currently have detrimental impacts on the learning and working environments in education. If you have been effective in your current role and you are a critically reflective practitioner who has led staff to innovative instructional programs that are culturally responsive, anti-colonial and student centered, this position in the HWDSB will be of interest to you.

You are an exemplary educator and a strong mentor, known for building staff capacity. A collaborative leader with superior communication and consensus building skills, you are committed to equity, inclusion, anti-racism and anti-oppression with a demonstrated record of accomplishment of eliminating barriers to success for diverse student populations. You are recognized for your high emotional intelligence, and transparent relationships, and your ability to listen to, engage with and leverage the diverse perspectives of students, parents and staff and community partners.

Your experience and expertise gained as an educational leader is complemented by the Ministry of Education Supervisor Officer's Certificate. Applicants currently enrolled in SOQP are welcome to apply.

**Information Session:** [We are hosting an Information Session on June 10, 2021 from 6 pm – 8 pm](#) for potential applicants to learn more about the SOSA position. To register and attend this information session please email Kim Moon, Human Resource Services, at [kmoon@hwdsb.on.ca](mailto:kmoon@hwdsb.on.ca) no later than June 9<sup>th</sup> at 2:00 pm. You will be provided with an MS Teams Link to attend the two-hour information session.

## APPLICATION PROCESS

**How to Apply:** Please apply by accessing this Apply to Education link [Apply Here](#)

*Should you require any assistance with the application process please call the [Apply to Education call centre support](#) for assistance.*

**Application Package Requirements:** You will be able to upload these documents in the Apply to Education application process.

- A cover letter and curriculum vitae
- A two-page summary outlining how you will support the execution of Board Annual Plan goals, targets and strategies related to the five strategic priorities of Positive Culture and Well-Being, Student Learning and Achievement, Effective Communication, School Renewal and Partnerships.
- Three professional references with authorization to contact under the terms of the Municipal Freedom of Information and Protection of Privacy Act

**Application Deadline:** Applications must be submitted no later than 12:00 a.m. on Sunday, June 20, 2021.

**Interview Timelines:** We are looking to facilitate interviews via MS Teams during the period of June 28 to July 9, 2021.

## Employment Equity Statement

Hamilton-Wentworth District School Board (HWDSB) is committed to building inclusive learning and working environments where students see themselves reflected in the curriculum, staff population, physical surroundings and the broader community. HWDSB's mission is to empower students to learn and grow to their full potential in a diverse world. Guided by this mission, HWDSB strives to build a workforce that embodies the values of human rights, equity, diversity and inclusion, while reflecting and welcoming the diverse and distinct identities, experiences and needs of our students and our communities.

HWDSB seeks qualified candidates who share our commitment to equity and inclusion, and who will contribute to the vision of creating inclusive and equitable outcomes. HWDSB especially invites and welcomes applications from:

- Indigenous Peoples (e.g. First Nations, Métis and Inuit peoples);

- Members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin; (e.g. Black and racialized communities, immigrant communities, etc.)
- 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. (i.e. Two-spirit and LGBTQIA+)

As part of HWDSB's commitment to employment equity and removing barriers to groups that have faced and continue to face barriers in employment, we invite all applicants to complete a voluntary question(s) that collects identity-based information. The voluntary question(s) is on the Apply to Education application page for this position.

HWDSB is committed to providing accommodation throughout the recruitment and selection process, based on any human rights protected grounds. If you require accommodation, please notify us in advance and we will work with you to meet your needs.

### **Land Acknowledgement**

HWDSB is located on ancestral Anishinaabe and Haudenosaunee Confederacy land as determined by the Dish with One Spoon treaty. The Dish with One Spoon wampum belt represents the treaty relationship between the Haudenosaunee Confederacy and Anishinaabe with respect to sharing the land and resources thereon. The intent of this agreement is for all nations sharing this territory to do so responsibly, respectfully and sustainably in perpetuity. We respect the longstanding relationships with the local Indigenous communities, the Mississaugas of the Credit First Nation and the Six Nations of the Grand River.

### **Applicant Self-Identification Form**

The information collected on this form is used to monitor HWDSB's progress toward our equity goals including our commitment to diversity in HWDSB recruitment and hiring practices. We are committed to the security and confidentiality of information under our control, and to the protection of privacy with respect to personal and confidential information that is collected, used, disclosed and retained in the system ([Policy 1.6 - Privacy](#)). Information on this form is collected pursuant to [Ontario's Education Equity Action Plan](#) (Ministry of Education) and in accordance with the Municipal Freedom of Information and Protection of Privacy Act ([MFIPPA](#)). Access to this form is restricted to specific individuals in Human Resources. The Research and Analytics Department will use aggregate data from all the forms (not individual data) for internal reporting. Their access and use of the data is governed by MFIPPA and [ethical research practices](#). Applicant Self-Identification Forms will be maintained in the Human Resources job competition file and securely destroyed 6 years after the job posting in accordance with general records retention principles. If you prefer not to answer any of the questions, you can select "prefer not to answer". This in no way affects your application or the applicant selection process. If you have questions or concerns about this form please contact [humanresources@hwdsb.on.ca](mailto:humanresources@hwdsb.on.ca).