



**SUDBURY
CATHOLIC
DISTRICT
SCHOOL BOARD**

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sudburycatholicschools.ca

JOB POSTING:

SUPERINTENDENT OF EDUCATION

The Sudbury Catholic District School Board invites applications for the position of **Superintendent of Education**. We are seeking a people-focused Catholic leader who will champion student success, well-being, and faith formation in a complex and evolving educational landscape. As part of the senior team, the successful candidate will assume system-level responsibilities including supervision of a K–12 family of schools and other portfolios, which are reviewed annually by the CEO/CeO and may be adjusted in response to emerging system priorities.

The anticipated start date for this position is **August 31, 2026**, or another mutually agreed-upon date.

About Our Board

Located in beautiful northeastern Ontario at the intersection of three major highways, our Board serves a diverse and vibrant community, that spans urban, suburban, rural, and scenic wilderness areas. We proudly support 12 elementary schools, 4 Grade 7-12 schools, and 1 adult learning centre. With the dedication of over 1,000 full-time and part-time staff members, we serve more than 6,900 students. Our Mission is to realize each student's potential within our inclusive Catholic learning community by nurturing mind, body and spirit. Our vision is to empower learners and inspire excellence in an ever-changing world.

Qualifications

The ideal candidate will be a faith-filled, resilient, and strategic Catholic leader with demonstrated success navigating the increasing complexity of Ontario's education system. They will possess:

- Completion or active enrollment in the Ontario Supervisory Officer's Qualification Program, with appropriate supporting documentation
- Membership in good standing with the Ontario College of Teachers
- Completion of Parts 1 & 2 Religious Education Additional Qualifications Program
- Completion of Part 1 Special Education (AQ) course or Special Education for Administrators Additional Qualification (AQ) course
- Extensive and successful leadership experience as a principal in both elementary and/or secondary schools, with a demonstrated ability to lead through complexity, ambiguity, and competing priorities
- A strong commitment to Catholic education and the school-home-parish relationship, with evidence of faith leadership in action
- Proven ability to manage system level challenges, such as budget constraints, policy changes, and conflicting priorities of stakeholders.
- A deep understanding of equity, diversity, inclusion, and human rights, including experience addressing systemic barriers and advancing culturally responsive and anti-oppressive practices
- Demonstrated leadership in Indigenous education and a commitment to Truth and Reconciliation, including fostering respectful relationships with Indigenous communities and embedding Indigenous perspectives in learning
- Experience in addressing systemic barriers, championing diverse perspectives, and creating safe and supportive learning spaces for all students and staff.

Vision: Leaders in Learning and Faith.

Mission: To realize each student's potential within our inclusive Catholic learning community by nurturing and developing their mind, body and spirit.

- Proven instructional leadership and a demonstrated understanding of curriculum, assessment, and equity-focused programming from K–12
- Experience leading school improvement planning with measurable impact on student outcomes, including literacy, numeracy, and credit accumulation
- Demonstrated ability to support student and staff well-being, including knowledge of mental health strategies, trauma-informed practices, and safe schools protocols
- Experience integrating technology and emerging innovations (e.g., AI in education, digital learning environments) to enhance teaching, learning, and system efficiency
- Strong labour relations awareness and experience working collaboratively with federations and employee groups
- Exceptional interpersonal, communication, conflict resolution, and organizational skills
- Proven ability to lead change, build leadership capacity in others, and sustain improvement in dynamic and often resource-constrained environments
- Fluency in French is considered an asset

Key Responsibilities

Reporting to the CEO/CEdO, the Superintendent will:

- Provide system leadership to support student achievement, well-being, and faith development across a K–12 family of schools
- Directly supervise and mentor Principals and Vice-Principals, fostering leadership growth and accountability in a complex and demanding educational environment
- Lead and support schools in addressing emerging challenges, including student mental health, attendance, engagement, and safe and inclusive learning environments
- Contribute to the development and implementation of the Board's Multi-Year Strategic Plan (2026–2031), ensuring alignment with Ministry priorities and local needs
- Lead system-wide initiatives that respond to evolving Ministry directives, including literacy and numeracy improvement, de-streaming, equity action plans, and student mental health strategies
- Use data-informed decision-making to monitor student outcomes, identify gaps, and implement responsive system strategies
- Provide leadership in fostering inclusive, equitable, and culturally responsive learning and working environments
- Support innovation in teaching and learning, including the responsible integration of technology and artificial intelligence
- Participate in system-level decision-making, including budget development, resource allocation, labour relations, negotiations, and grievance processes
- Build and maintain strong, respectful relationships with principals, staff, families, parishes, union partners, and community stakeholders
- Model and promote a culture of collaboration, accountability, transparency, and continuous improvement across the system

Interested applicants are asked to submit a **single PDF file** containing the following:

- Cover letter
- Current resume outlining leadership experience
- Copy of Ontario College of Teacher's Certificate of Qualifications
- Current pastoral reference completed within the past six months
- One-page statement outlining your philosophy of Catholic leadership.
- Two most recent performance appraisals
- Names and contact information of three (3) professional references (will not be contacted without prior consent).

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Application Deadline: Monday, August 10, at 4:00 p.m.

Interview Date: In person interview date is scheduled for week of August 17, 2026.

Our Commitment to Equity and Accessibility

The Sudbury Catholic District School Board is committed to building a diverse, equitable, and inclusive workforce that reflects the students and the communities that we serve. We are rooted in the mission, vision, and values of Catholic education and strive to create a welcoming and supportive environment for all.

Our board is committed to providing safe environments for our students and staff. Should you receive an offer of employment you will be required to submit an acceptable Police Record Vulnerable Sector Check, and the Ministry of Labour Supervisor Health and Safety Awareness in 5 Steps training completion certificate (available on-line) prior to the commencement of any employment duties.

If you require accommodation at any point in the recruitment process, please contact Human Resources at **(705) 673-5620**. Personal information is collected under the authority of the **Municipal Freedom of Information and Protection of Privacy Act** and will be used strictly for the purposes of candidate selection.

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

For more information about Sudbury Catholic, please visit us at **www.sudburycatholicschools.ca**

Morris Hucal
CEO/CEdO

Michael Bellmore
Chair of the Board

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