



Superintendent of Schools/CEO

The Board of Trustees invites applications for the position of Superintendent/CEO for Wetaskiwin School Division. Duties will commence August 6, 2022 or as mutually agreed.

The Division

Wetaskiwin School Division is a public education system offering a broad range of programming options with various program supports to serve the learning needs of over 3500 Kindergarten to grade 12 students from the City and County of Wetaskiwin, the Town of Millet and four Cree Nations in Maskwacis. Over 950 of the students identify themselves as Indigenous; necessary service agreements are in place.

Wetaskiwin Regional Public Schools supports student learning at 19 school sites; eight are in the City, eight are rural schools in the County, one is in the Town of Millet and two schools are on Hutterite colonies. The Division has approximately 270 teachers and 200 support and business staff.

The Division is governed by an elected Board of seven trustees and one appointed Maskwacis First Nations trustee.

The Board has 6 priorities, namely:

1. Champion student and staff well-being.
2. Strengthen relationships with Indigenous communities and advance the Truth and Reconciliation Calls to Action.
3. Assess and address the disruptions and barriers to student learning.
4. Support early childhood learning in partnership with families.
5. Explore and develop innovative programming opportunities.
6. Engage with parents and school communities.

These goals support the Mission: A culture of continuous learning where students are safe to cultivate individual potential.

The Region

The Division Office is located in Wetaskiwin, approximately 70 km south-east of Edmonton. The region was founded on a strong agricultural base; boasts established local and international manufacturing companies; and offers service distribution, transportation and warehousing operations.

Area lakes provide outstanding fishing, boating and other year-round outdoor recreational opportunities for residents.

Excellent highways provide access to the major urban centers of Calgary, Edmonton and Red Deer.

The Candidate

The Board seeks a positive, personable educational leader of vision and integrity who will recognize the unique needs and interests of rural communities, is able to optimize financial considerations for maximum student advantage, and who can effectively address the challenges of emerging from the pandemic by providing for stability for students and staff. Staff wellness must be a definite priority.

A leader who has a proven track record relative to increasing measurable student achievement is sought. An individual who can provide innovative, vibrant leadership within a team-oriented, collaborative environment will find this an exciting opportunity.

Broad-based educational leadership experience in the K-12 sector, preferably including successful experience at the principal and central office levels, eligibility for Alberta teacher certification and Superintendent Leadership Quality Standard certification, and a Master's degree are all requirements for the position.

Excellent interpersonal, communication and conflict resolution skills, a demonstrated ability in instructional leadership, strategic planning and fiscal management, together with high standards of ethical conduct and emotional intelligence are all important attributes. An ability to work effectively with education partners and a commitment to having a strong, purposeful presence in schools is required.

More Information

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| Visit our website: | wrps11.ca |
| The City of Wetaskiwin: | wetaskiwin.ca |
| The County of Wetaskiwin: | county.wetaskiwin.ab.ca |
| The Town of Millet: | millet.ca |

The competition will remain open until a suitable candidate is found. Applications received by June 6, 2022 are assured of careful consideration.

Applications

E-mail a cover letter, curriculum vitae and names, positions and telephone contact information for at least five recent professional references in one PDF file to:

Mr. Terry Gunderson
Alberta School Boards Association
E: tgunderson@asba.ab.ca
P: 780.451.7116



WETASKIWIN SCHOOL DIVISION
SUPERINTENDENT OF SCHOOLS/CEO SEARCH
IDEAL CANDIDATE PROFILE

Academic Qualifications

- ♦ Master's degree in Education, or a related area
- ♦ Must qualify for or hold teaching certification in Alberta
- ♦ Must qualify for or hold the Superintendent Leadership Quality Standard in Alberta
- ♦ Knowledgeable about current Alberta legislation, educational research, issues, and trends

Professional Experience

- ♦ Significant, successful, broad-based educational leadership experience, preferably at the principal and central office levels
- ♦ Possesses direct supervisory experience, including knowledge of current classroom conditions
- ♦ Knowledgeable and supportive of First Nations, Metis and Inuit culture, education and issues
- ♦ Significant, successful experience working with people of diverse cultures and backgrounds

Student Focus

- ♦ Ensures that each student is provided with a quality education within a welcoming, respectful, caring, safe and inclusive learning environment that fosters and maintains respectful and responsible behaviors
- ♦ Maximizes student learning and student engagement
- ♦ Identifies and addresses learning and relational gaps
- ♦ Optimizes financial operations for maximum student benefit
- ♦ Committed to student achievement and success in all curricular areas
- ♦ Committed to developing twenty-first century learners
- ♦ Promotes positive mental health, social-emotional learning, and healthy relationships within schools and community

Rural Education

- ♦ Empathetic to rural concerns and traditions
- ♦ Committed to serving in a geographically large and diverse area
- ♦ Purposefully visible in schools and communities
- ♦ Recognizes the diversity and interests of all Division schools
- ♦ Empathetic to the needs of small schools

Leadership Style/Skills

- ♦ Is a people-focused leader
- ♦ Is an ethical individual who demonstrates personal and corporate integrity
- ♦ Continually demonstrates supportive team-building skills
- ♦ Supports the Board's direction in generative governance and community engagement
- ♦ Possesses excellent verbal and written communication skills, as well as active listening skills
- ♦ Demonstrates commitment to innovative and visionary leadership, building on current Division strengths; a "big picture" thinker

- ♦ Committed to a collaborative, transparent approach to decision-making, balanced with the strength to make necessary difficult decisions
- ♦ Builds leadership capacity at all levels within the Division
- ♦ Sets high standards and holds her/himself and others accountable for meeting those standards
- ♦ Proven ability to effectively work with administrators, staff, parents, and school councils
- ♦ Establishes positive relationships with community-based agencies for the mutual benefit of students
- ♦ Is a positive ambassador within and for the Division
- ♦ Displays the attributes of emotional intelligence
- ♦ Emphasizes workplace wellness and models a healthy balance between career and personal life

Board Relations

- ♦ Keeps the Board well informed
- ♦ Displays an ability to facilitate the Board's work in governance and policy matters
- ♦ Contributes to a healthy, positive effective Board-Superintendent working relationship; one that welcomes constructive debate in pursuit of advancing Board priorities
- ♦ Facilitates the Board's work to ensure a system approach to shared decision-making
- ♦ Assists the Board in its short- and long-term planning
- ♦ Provides balanced and candid reports to the Board on issues and outcomes
- ♦ Completes tasks requested by the Board in a timely and efficient manner
- ♦ Deals with issues and reports back on outcomes; enhances Board success

Management Skills

- ♦ Respectfully plans for Division improvement in a forward-looking and visionary manner
- ♦ Demonstrates exceptional skills in planning, time management, delegation of duties, and ensuring successful completion of tasks
- ♦ Has the ability to structure the organization for maximum effectiveness
- ♦ Looks at issues from diverse perspectives and considers alternatives
- ♦ Ensures effectiveness of the Division's emergency plans and administrative systems
- ♦ Ensures the fiscal and physical assets of the Division are well managed
- ♦ Ensures quality and timely reporting is completed as required by Alberta Education

Communication/Community Engagement

- Promotes strong community engagement in a manner which strategically advances the interests of the Division, including exploring opportunities for collaborative partnerships at all levels
- Clearly articulates and inspires a shared vision throughout the Division
- Develops, in collaboration with the Board, a strong public relations program within the community
- Demonstrates strong communication and facilitation skills, including networking and public engagement
- Is approachable and has the capability to work effectively with administrators, staff, parents, and school councils within the community context