



LEADERSHIP OPPORTUNITY - SUPERINTENDENT

Coast Mountains Board of Education is seeking an accomplished and passionate educator who brings senior leadership experience and a track record of success at all levels of the Pre-K and K-12 public school system.

THE ORGANIZATION

Coast Mountains School District 82 serves learners across the culturally rich traditional territories of four Indigenous nations: the Gitksan, Haisla, Nisga'a and Ts'msyen.

Coast Mountains' 19 schools support approximately 4,200 students, of whom 2,000 (48%) are Indigenous. The schools include two alternate programs and a trades learning centre that offers dual-credit, distance learning and continuing education programs. A dedicated staff of over 800 regular and casual employees call the district home. The Coast Mountains School District's annual budget is approximately \$79 million.

THE POSITION

Coast Mountains School District values leadership that nurtures a positive organizational culture built on trust and respect. The Board of Education is in Year 2 of the Strategic Plan, and more information about the plan can be found at <https://cmsd.bc.ca/strategic-plan>.

The Superintendent will bring an innovative voice to the District and be responsible for improving student achievement, ensuring that the organization, administration, supervision and evaluations of all educational programs, business and operations in the District align with this mandate.

The position requires the Superintendent to facilitate meaningful engagement with staff, students, parents, Indigenous nations, communities, and partners. An understanding of Indigenous cultures, a respect for the Indigenous voice and a genuine commitment to Indigenous student success are essential. A facility working in a unionized environment, supporting positive labour relations, is also crucial.

The salary range for this position is \$212,925 to \$236,584.

THE REGION

The District serves the communities of the Hazeltons, Kitimat, Kitwanga, Stewart, Terrace and Thornhill. The Board of Education Office is located in Terrace, with Kitimat a 45-minute drive away, Kitwanga one hour, the Hazeltons one-and-a-half hours, and Stewart three-and-a-half hours. While each of Coast Mountains' communities are quite unique, year-round recreational activities are abundant throughout the Northwest region in spectacular natural settings.



THE CANDIDATE

The Board of Education is seeking an inspiring leader who will nurture strong and trusting relationships with the District, and with communities and rightsholders. As Superintendent, you will champion the successes and provide the leadership to guide the District forward.

The successful candidate will:

- Be passionate about children, ensuring they are at the heart of all decisions, and actively advocate for students and families.
- Possess broad educational leadership experience in the education and child care sector, including highly successful experience at the school and district levels.
- Have a Master's degree in education, and certification as a teacher in British Columbia.
- Have a demonstrated commitment to the success of all learners and particularly Indigenous learners, supported by a deep knowledge and experience base.
- Have a sound understanding of, and experience in, supporting diverse learners.
- Employ their experience to enthusiastically lead the District Strategic Plan.
- Utilize their expertise to work productively with the Board of Education and support its governance responsibilities.
- Demonstrate an empowering leadership style, recognizing the strengths and talents of employees while supporting their growth and development.
- Be a natural collaborator who motivates and engages; and seeks and values others' contributions.
- Have a track record of thoughtful, reflective approaches to decision-making.
- Make personal connections, nurturing constructive and trusting relationships.
- Be skilled at all forms of communications and be seen as open and transparent.
- Be a systems thinker and an accomplished planner and an implementer of continuous quality improvement processes.
- Have exceptional emotional intelligence.
- Demonstrated ability to lead and manage change.
- Ability to facilitate the prevention, management and/or resolution of conflicts.
- Demonstrate an awareness of legislative acts and requirements for provision of public education and requirement of cultural competency, diversity and inclusion.

APPLICATIONS

Completed applications, in a single PDF package, are to be captioned "Superintendent Search" and emailed to suptsearch@cmsd.bc.ca by **3:00 p.m. PST on August 2, 2024**.

Questions can be directed to our search advisor, Janet Meyer at janet.meyer@cmsd.bc.ca or (250) 641-4421.