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## Superintendent of Education

The Avon Maitland District School Board (AMDSB) invites applications from skilled, dynamic, educational leaders, internal and external, for the position of Superintendent of Education. The AMDSB is committed to preparing students for their next steps and for a changing world through our Strategic Plan goals in the areas of: iAM Prepared, iAM Well, and iAM Engaged.

We are an innovative, progressive public school board with approximately 16,000 students in 40 schools serving both Huron and Perth counties including the towns of Stratford, St. Marys, Exeter, Clinton, Mitchell, Wingham, Goderich and Listowel.

As a collaborative member of the senior team, reporting to the Director of Education, our new Superintendent will be a visionary leader with a deep understanding of current educational trends, curriculum design, and effective teaching practices. The successful candidate will work collaboratively with educators, administrators, and stakeholders to promote student achievement and continuous improvement.

The position will be effective September 1, 2024, or as negotiated with the successful candidate.

### Qualifications required:

- Be a member in good standing with the Ontario College of Teachers;
- Hold a recognized Supervisory Officer's Certificate or have qualifications completed by December 31, 2025;
- System level experiences:
  - Disrupting and dismantling institutional and structural oppression, racism and bias, and demonstrated (evidence of) impact on underserved and underrepresented communities;
  - Fostering a culture of innovation and continuous improvement within the district.
  - Building and maintaining strong relationships with stakeholders, including parents, community members, educational partners, unions and trustees.
  - Implementing effective assessment practices and data-informed instruction
  - Identifying areas for improvement across elementary and secondary schools focused on mathematics and early literacy
  - Reporting related to ministry mandates
  - Implementing inclusive special education practice
- Superior communication, organizational and time-management skills;
- Proven skill in change management;
- Core leadership capacities and personal leadership resources in accordance with the Ontario Leadership Framework;
- Demonstrate AMDSB's core values and areas of focus;
- Knowledge and understanding of characteristics and needs of urban and rural school communities.

### Qualified candidates must submit an application package that includes:

- A covering letter, detailed resume and most recent performance appraisal;
- A one-page essay: Describe specifically your background that reflects your personal leadership resources and experiences as they relate to the qualifications in this posting;
- Four professional referees, including current and prior supervisors, and written consent to contact them. Contact will not be made prior to discussion with the candidate.

Completed application packages must be received no later than 4:00 p.m. on Friday, July 19, 2024 to:  
Dr. Graham Shantz, Director of Education  
graham.shantz@ed.amdsb.ca

Please address the subject line in your email 'Superintendent of Education Application.' If you have not received an email confirmation of receipt, please contact Barb Crawford at [barb.crawford@ed.amdsb.ca](mailto:barb.crawford@ed.amdsb.ca) or (519) 527-0111 / 1-800-592-5437 ext. 106.

It is recognized that candidates may have pre-scheduled summer vacation plans. Efforts will be made to schedule interviews recognizing this reality. We thank all applicants for their interest in this position with the Avon Maitland District School Board. Only candidates invited for interviews will be contacted.

The AMDSB is committed to equity in employment and equitable hiring practices that allow us to engage qualified staff who reflect diversity. We will make any reasonable accommodation, based on any of the human rights protected grounds, to support candidates to participate in the hiring process.