



## Assistant Superintendent

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan syilx peoples. The School District enrolls over 25,500 students (including approximately 3200 students who self-identify as having First Nations, Metis, and/or Inuit ancestry). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are a total of 50 school sites with 32 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (K-12). Central Okanagan Public Schools has an excellent reputation of providing outstanding, student-centered programs in a diverse and inclusive environment as well as offering a wide range of educational opportunities for students and staff.

### CANDIDATE PROFILE:

Under the direct supervision of the Superintendent of Schools/CEO, the Assistant Superintendent of Schools provides district-level leadership, directly supports a K–12 Family of Schools, and leads key strategic initiatives. The successful candidate will join a high performing team of senior system leaders that collaborate and learn together to strategically apply systems thinking to respond to complex adaptive challenges and lead system change that enhances learning for each child. The Assistant Superintendent will have demonstrated leadership competencies to:

- **Lead and support a Family of Schools (K–12)**, building strong, supportive relationships with Principals and Vice-Principals to ensure responsive, innovative, and student-centered learning environments.
- **Champion the District Strategic Plan**, fostering system alignment and coherence around transformative leadership, inclusive learning cultures, and culturally responsive pedagogy.
- **Advance educational equity and systemic improvement** by using evidence-informed strategies to support the success of Indigenous learners, students with diverse abilities, and children and youth in care.
- **Contribute to organizational excellence**, collaboratively designing systems and communities of practice that enhance instructional leadership, build collective efficacy, and promote staff and student wellbeing.
- **Foster relational trust and professional learning** by cultivating leadership networks and co-creating job-embedded, inquiry-based professional development.
- **Engage meaningfully with families, community partners, and Indigenous communities**, strengthening authentic relationships in support of student success.

A high performing leader is sought, who embodies integrity, collaboration, and a deep commitment to equity.

The ideal candidate will:

- Hold **BC Ministry of Education Teacher Regulation Branch certification**.
- Possess a **Master's degree** in education or a related field from a recognized university.
- Demonstrate **successful K–12 teaching and administrative experience**, with a strong track record in instructional leadership and school improvement.
- Exhibit **exceptional relational and communication skills**, with the capacity to lead with empathy, humility, and courage.
- Model **transformative leadership competencies**, grounded in cultural responsiveness, research, and a passion for student agency and success.
- Have experience leading initiatives that support **inclusive learning environments**, antiracism, truth and reconciliation, and culturally sustaining practices.

- Be an adaptive leader who uses data to inform decisions, inspires innovation, and creates conditions for schools to thrive.
- Possess highly developed knowledge and skills to lead teams to integrate learning technologies that support teacher pedagogy and enhance student learning.
- Display strong interpersonal skills and highly effective communication skills.
- Work collaboratively with all grade levels, K-12, and other specific assigned duties.

The annual salary range for this position is \$205,934 to \$228,816, plus a competitive benefits package.

Please include a letter of application, complete with a comprehensive resume, copies of supporting documents, and the names of three references **by 8:00 a.m. May 5, 2025**. Please apply online on Make a Future at <https://buff.ly/ObxaufV>.



**Central Okanagan  
Public Schools**  
Together We Learn

Bob McEwen  
Executive Director of Human Resources  
Central Okanagan Public Schools