

Deputy Superintendent OR Associate Superintendent, Education Services

Sturgeon Public Schools

Location: Morinville, Alberta

Reports to: Superintendent of Schools

FTE: Full-time

Start Date: To be determined

Join Sturgeon Public Schools

Sturgeon Public Schools is seeking an accomplished, relational and student-centred educational leader to serve as Associate Superintendent, Education Services and as an integral member of the Superintendent's Executive Team. Consideration for a Deputy Superintendent designation may be given based on the successful candidate's experience, expertise and leadership capacity.

Located just north of Edmonton, Sturgeon Public Schools is a vibrant public education community serving approximately 5,200 students across 16 schools. Our schools are diverse in their communities, contexts and strengths, but are united by a shared commitment to ensuring that every student is known, valued, supported and challenged to reach their potential.

This is an opportunity to help shape the next chapter of Sturgeon Public Schools.

The Opportunity

Reporting directly to the Superintendent of Schools, the Associate Superintendent, Education Services will provide strategic and instructional leadership across the Division and will report to and support the Superintendent in ensuring that the Board's vision, priorities and Education Plan are operationalized through effective educational programs, services and practices.

The successful candidate will be an integral member of the Superintendent's Executive Team and will work collaboratively with principals, vice-principals, teachers, Division staff, students, families, trustees and community partners.

We are looking for a leader who understands that meaningful educational improvement does not begin with initiatives; it begins with relationships, trust, listening and a deep understanding of the people and communities we serve.

The successful candidate will bring strong instructional leadership, a commitment to student achievement and well-being, demonstrated experience in inclusive education, and the ability to translate Division priorities into practical, meaningful action in schools.

Key Responsibilities

The Associate Superintendent, Education Services will provide strategic and operational leadership across the Division's educational priorities, including:

Curriculum, Instruction & Student Achievement

- Provide visionary and instructional leadership in support of student achievement, engagement, learning and well-being.
- Provide leadership for curriculum implementation, ensuring provincial curriculum is understood, implemented and supported consistently across schools.
- Support instructional improvement and evidence-informed teaching and learning.
- Use student achievement, engagement, attendance and other relevant evidence to identify strengths, challenges and opportunities.
- Support schools in developing meaningful, context-responsive school improvement priorities.
- Lead and support program reviews, school reviews and continuous improvement processes.
- Facilitate professional learning that supports effective curriculum implementation, instructional practice and student learning.
- Support the development of instructional and organizational leadership capacity among principals, vice-principals and emerging leaders.

Inclusive Education & Student Supports

- Provide strategic leadership for inclusive education, learning supports and coordinated services for students with diverse learning needs.
- Ensure inclusive education practices are responsive to student strengths, needs, identities and learning profiles.
- Support schools in developing effective, evidence-informed approaches to meeting diverse learning needs.
- Work with Division leaders and school teams to strengthen inclusive practices, intervention, student support and coordinated services.
- Ensure that inclusive education is integrated into broader instructional, school improvement and student achievement priorities.
- Provide leadership and oversight to the Division's inclusive education services through the Director of Learning Services.
- Demonstrate a strong understanding of inclusive education, complex learning needs, differentiated instruction, student support systems and the structures required to create genuinely inclusive school environments.

Leadership Development & School Improvement

- Build strong relationships with principals and vice-principals and support them in leading their schools effectively.
- Build instructional and organizational leadership capacity across the Division.
- Facilitate professional learning and leadership learning aligned with Division priorities.

- Support succession planning and the development of emerging educational leaders.
- Lead and support Division-wide initiatives designed to improve student achievement, engagement and learning outcomes.
- Foster a culture of collaboration, continuous improvement, accountability and shared ownership.

Education Planning, Assurance & Strategic Priorities

- Coordinate the development and implementation of the Division's Education Plan and related assurance processes.
- Report to and support the Superintendent in ensuring that the Board's vision and priorities are translated into operational practice.
- Support the Superintendent and Executive Team in Division-wide strategic planning, assurance and continuous improvement.
- Assist the Superintendent in the development, implementation and evaluation of Board policies and administrative procedures.
- Serve as a key Division liaison with Alberta Education and other educational partners.

Student Wellness, Belonging & Community Partnerships

- Provide leadership for student wellness, belonging and safe, caring and welcoming school environments.
- Support the Division's commitment to reconciliation and the integration of First Nations, Métis and Inuit perspectives and foundational knowledge.
- Develop and maintain authentic relationships with First Nations, Métis and Inuit communities, municipalities, community organizations and other partners.
- Support strong, respectful and reciprocal relationships with families and communities.

Resources, Operations & Accountability

- Supervise, support and evaluate assigned Division leaders and staff.
- Develop, manage and monitor the Education Services budget in alignment with Division priorities and Board direction.
- Ensure resources are strategically allocated to support students, schools and Division priorities.
- Respond calmly, professionally and collaboratively to complex and emergent situations.
- Perform other duties as assigned by the Superintendent.

Leadership at Sturgeon Public Schools

We believe leadership is more than a position; it is a responsibility to people, students and communities.

The Associate Superintendent, Education Services will be expected to model the Alberta Leadership Quality Standard while reflecting the values and leadership culture of Sturgeon Public Schools.

We are looking for a leader who understands that listening is leadership, that relationships create the conditions for improvement, and that accountability and support must exist together.

The successful candidate will be someone who:

- Listens before acting.
- Builds relationships before making assumptions.
- Is visible, accessible and connected to schools.
- Creates trust through consistency, transparency and follow-through.
- Can move comfortably between strategic Division-level work and the realities of classrooms and school communities.
- Brings clarity and calm to complex situations.
- Inspires people while maintaining high expectations.
- Uses evidence and data without losing sight of the human story behind the numbers.
- Develops people rather than simply directing them.
- Creates conditions in which principals, teachers and staff can thrive.
- Values diverse perspectives and actively seeks input before making significant decisions.
- Has the courage to address difficult issues with honesty, empathy and respect.
- Understands that sustainable improvement takes time, focus and collective ownership.
- Keeps students at the centre of every significant decision.

Qualifications and Experience

The ideal candidate will possess:

- An Alberta teaching certificate in good standing, or eligibility for certification in Alberta.
- LQS certification or eligibility to obtain LQS certification.
- A master's degree in education, educational leadership or a related field is preferred.
- Significant leadership experience within a K - 12 education environment.
- Preference given to candidates who hold or have previously held an Assistant/Associate Superintendent designation.
- Demonstrated experience in instructional leadership and curriculum implementation.
- Demonstrated experience and leadership in inclusive education, including experience supporting diverse learning needs and building inclusive practices and systems across schools.
- Strong knowledge of Alberta curriculum, assessment, instructional practice and school improvement.
- Demonstrated experience supporting principals and school-based leaders.
- Experience using student achievement, engagement, attendance and other evidence to inform educational decision-making.

- Demonstrated experience facilitating professional learning and developing leadership capacity.
- Strong knowledge of Alberta education, school authority operations and the legislative and regulatory environment affecting public education.
- Demonstrated ability to translate strategic priorities into practical action across schools.
- Strong communication, interpersonal, collaboration and problem-solving skills.
- A record of successful leadership consistent with the competencies of the Alberta Leadership Quality Standard.

Portfolios and areas of responsibility may be adjusted based on the successful candidate's experience, expertise and the evolving priorities of Sturgeon Public Schools.

Why Sturgeon?

This is an exciting time to join Sturgeon Public Schools.

The Division is building on its strengths while looking ahead with optimism and purpose. The Associate Superintendent, Education Services will have an important opportunity to strengthen instructional leadership, support curriculum implementation, advance inclusive education, develop leadership capacity and ensure that Division services are responsive to the needs of students, schools and communities.

We are seeking a leader who wants to be part of the work, not simply oversee the work.

If you are energized by the opportunity to build relationships, strengthen schools, develop people and make a meaningful difference for students, we invite you to consider joining Sturgeon Public Schools.

Together, we can build on what is strong, address what needs to change, and create the conditions for every student and every staff member to thrive.

If you have any questions about the position, please contact Superintendent Devon Dempsey at 780-939-4341.

Application

Interested candidates are invited to submit:

- A cover letter outlining their interest in the position and the leadership they would bring to Sturgeon Public Schools;
- A current resume; and
- Contact information for 3 professional references.

Applications will be accepted on Apply to Education until September 4, 2026, or until a suitable candidate is found.

Sturgeon Public Schools thanks all applicants for their interest. Only those candidates selected for an interview will be contacted.

Sturgeon Public Schools is committed to inclusive and equitable employment practices and welcomes applications from individuals who reflect the diversity of the communities we serve.