

MEMORANDUM

TO: Interested Candidates

Date: Sept. 25, 2023

FROM: Sherri-Lynne Pharand
Director of Education

Principal of Indigenous Education and Program

Lakehead District School Board (LDSB) serves communities in the district of Thunder Bay and Armstrong with 22 elementary schools, three secondary schools, adult education and several alternative learning sites. Lakehead District School Board serves approximately 9240 Kindergarten to Grade 12 students, with another approximately 1700 adult learning students and approximately 2125 staff.

Lakehead District School Board is seeking a Principal of Indigenous Education and Program, who will report directly to the Superintendent(s) of Education responsible for Indigenous Education and the Program Department. As Indigenous Education Lead, the successful candidate will work closely with senior board administration, school and school board staff to support improved Indigenous student achievement and well-being, as well as enhanced knowledge and awareness about First Nation, Métis and Inuit cultures, histories and perspectives for all students.

Candidates will demonstrate proven experience and innovative leadership in the area of Indigenous Education. Candidates will have exemplary skills and expertise in curriculum implementation and instructional leadership in early reading and mathematics, with a focus on equity of opportunity and equity of outcome for all students.

This is a full-time Principal position for a five-year term dependent on funding, with the possibility of extension. The closing date for applications is Friday, September 29, 2023, at 4:00 p.m.

This candidate will have exemplary interpersonal skills and will:

- demonstrate a firm commitment to the Board's strategic plan, Indigenous education framework and the Board's values of integrity, empathy, respect, responsibility, and inclusion;
- have previous instructional leadership experience, including the use of data for the purposes of program planning and implementation;
- have experience leading a team to achieve a common goal;
- plan and implement professional development and training that supports the goals of the board's strategic and operational plans;
- identify and implement supports for Indigenous learners in literacy, numeracy and pathways;
- support the integration of Indigenous ways of knowing across the curriculum;
- develop and implement language, culture and land-based programs;

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- implement LDSB's Cultural Safety Strategy;
- create an Indigenous Student Annual Report that shares with stakeholders qualitative and quantitative data (graduation, attendance, student voice, EQAO, suspensions);
- implement the Truth and Reconciliation Commission of Canada (TRC) recommendations as they pertain to education;
- implement the Board Action Plan for FNMI Student Achievement and Well-Being;
- act as a resource to the Board's Miiniwewinan Committee;
- support language revitalization initiatives;
- support schools and departments in identifying and removing systemic barriers;
- develop partnerships with First Nation communities and partners;
- complete various Ministry and Board reports; and
- other duties as applicable.

The successful candidate must have Ontario Teacher Qualifications, Principal Qualifications and successful experience in the classroom and school administration. Indigenous education, reading and/or math qualifications would be an asset. Experience leading and successfully implementing new initiatives at the system level would be considered an asset.

Applications must include a cover letter and a complete resume of qualifications and experience and the names of two references plus the name of the candidate's recent immediate supervisor with telephone numbers on a signed reference check consent form (available on the board's website). Referees may be contacted to clarify, validate and/or provide additional information to the selection process and may be called prior to the interview process.

Candidates are invited to self-identify as Indigenous in their cover letter, as lived experience would contribute to the success of the role.

Applications are to be submitted to: Sherri-Lynne Pharand, Director of Education, Lakehead District School Board, 2135 Sills Street, Thunder Bay, ON P7E 5T2 or may be submitted by email to Charity Rydholm charity_rydholm@lakeheadschoools.ca

The Board thanks all applicants for indicating their interest in this position, however, only those selected for a personal interview will be contacted.

Confidential information provided by applicants will be used for the purposes of this competition only and will be protected in accordance with the Municipal Freedom of Information and Protection of Privacy Act.

This Board is an equal opportunity employer. The Lakehead District School Board encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.