



APPLICATIONS ARE INVITED FOR THE POSITION OF
SUPERINTENDENT OF EDUCATION, EQUITY, DIVERSITY,
INDIGENOUS EDUCATION, AND COMMUNITY RELATIONS

Our Vision:

At the Toronto Catholic District School Board, we transform the world through witness, faith, innovation and action. Servant-leadership that is visionary, empowering and inclusive is a fundamental characteristic of our Board. We seek colleagues who demonstrate a powerful personal mission and commitment through action to these principles. We are committed to fairly and objectively recruiting and selecting leaders and staff who are excellent role models, visionary and innovative, student-focused, committed to diversity, inclusion and equity and are also collaborative in building a Catholic community.

TORONTO CATHOLIC DISTRICT SCHOOL BOARD:

The TCDSB is an inclusive learning community rooted in the love of Christ. We educate students to grow in grace and knowledge and to lead lives of faith, hope and charity. At Toronto Catholic, we have a long and distinguished history of providing excellence in Catholic education for the Toronto community. Catholic Social Teachings, the Ontario Catholic School Graduate Expectations and the Board's Pastoral Plan are foundational to our exemplary approach to teaching and learning in the 21st century.

The TCDSB is proud to be a significant part of the fabric of publicly-funded Catholic education in the province of Ontario. We serve more than 91,000 students in our 196 Catholic schools in the city of Toronto and represent close to 475 000 catholic school supporters.

We are inviting applications from qualified candidates for the position **Superintendent of Education, Equity, Diversity, Indigenous Education, and Community Relations**. Reporting to the Executive Superintendent, Human Resources, Leadership, & Equity and as a member of the senior administration team, the successful candidate will be responsible for leading the TCDSB Equity, Diversity, Indigenous Education, and Community Relations Department in its mandate to promote student and staff equity, opportunities, and outcomes in support of achievement and well-being. The Superintendent will provide effective leadership, and work proactively with the Ministry of Education and the Board's senior management team in executing the Equity Action Plan.

SUCCESSFUL APPLICANTS WILL POSSESS:

- Ontario Supervisory Officer Certificate
- A minimum of 5 years' experience as Principal
- Demonstrated commitment to Catholic Education
- Demonstrated experience as an authentic, transparent, and accountable leader committed to student achievement and well-being and the principles of equity, anti-oppression, and anti-racism
- Demonstrated experience implementing the Ontario Human Rights Code, the Education Act and Regulations, Ministry of Education Policy, Program Memorandums and Guidelines, TCDSB Multi-Year Strategic plans and Board Policies, Procedures and Codes of Conduct
- Evidence of working with system leaders within the board to practice a comprehensive equity and human rights strategy focused on the development and implementation of a board-level system response to promote equity and human rights

- Evidence of working with Trustees and understanding their governance role, including familiarity with the Board's various advisory committees
- Ability to lead and work collaboratively with a wide range of diverse stakeholders including students, parents and TCDSB departments including Human Resources, Legal Services, Special Services, Curriculum & Innovation, Religious Education, Safe Schools, and Nurturing Our Catholic Community, to name a few
- Ability to lead and work collaboratively with a wide range of diverse stakeholders including students, parents, and TCDSB staff with respect to implementing specific strategies to combat Anti Black Racism and increase Indigenous Education
- Demonstrated experience in implementing equity-related curriculum and assessment practices in schools with teachers and other educational staff to ensure the practice of culturally responsive and relevant pedagogy, and then monitoring the impact on student achievement and well-being
- Demonstrated interpersonal, communication, conflict-resolution, and relationship-building skills in dealings with parent and community stakeholder groups

DESIRABLE ATTRIBUTES:

The successful candidate will have the knowledge, skills, and attitude necessary to advance the TCDSB's Multi Year Strategic Plan, and to support the following beliefs:

- in the worth and dignity of every person
- in the critical role that our Catholic schools play in promoting Gospel values, social justice, environmental responsibility, human solidarity and the common good
- that high standards and expectations foster greater achievement
- that people thrive in a safe, healthy, and compassionate environment
- that teaching is responsive to individual needs
- that teaching and learning should be rooted in research and evidence
- that systems and structures can produce outcomes that disproportionately impact students from racialized and/or marginalized communities
- that each of us shares a responsibility in creating collaborative communities of learning
- that equity, diversity, accessibility, and inclusivity are integral to the Catholic community
- that the twenty-first century fluencies of digital literacy, creativity, innovation, critical thinking, communication, and collaboration are essential

Diversity and Inclusion:

Consistent with the TCDSB's Employment Equity policy and Multi-Year Strategic Plan, the TCDSB is strongly committed to fostering and creating a diverse and inclusive workplace that reflects the stakeholders and community we serve. As such, we welcome and encourage applications from candidates who self-identify as Indigenous, racialized, and persons with disabilities. You are invited to voluntarily indicate if you identify as one or more of these underrepresented groups. This information will be kept confidential.

Barrier-Free Recruitment and Selection:

TCDSB embraces the principles of the Accessibility for Ontarians with Disabilities Act (AODA) and as such, is committed to creating an inclusive, barrier-free recruitment and selection process.

Please inform the Human Resources department at the time of your application of any requirement for an accommodation. Accommodations will be provided in accordance with the *Ontario Human Rights Code*.

QUALIFIED APPLICANTS ARE REQUESTED TO SUBMIT:

- Cover letter
- A resume indicating your experience and qualifications
- Three letters of reference; one of which is a current Pastoral reference and one from your current Supervisory Officer

Applications will be received until **Friday, September 16, 2022**, and should be addressed to:
Lynda Coulter – Executive Superintendent, Human Resources, Equity, and Leadership.

Applications are to be submitted online through ApplyToEducation at:
https://network.applytoeducation.com/Applicant/AttJobPosting.aspx?JOB_POSTING_ID=69aa6178-d343-4faf-94ff-e85d5b4e9e28

We thank all applicants, however, only those selected for further consideration will be contacted.