



EXECUTIVE SEARCH

Executive Superintendents

Student Achievement and Pathways
Special Education Programs and Equitable Outcomes
Family of Schools



Background

The Toronto District School Board (TDSB) is hiring three Executive Leadership positions:

- 1. Executive Superintendent – Student Achievement and Pathways**
- 2. Executive Superintendent – Special Education Programs and Equitable Outcomes**
- 3. Executive Superintendent – Family of Schools**

As our Executive Educational Leaders, you will be at the forefront of our commitment to student well-being, equity, and academic excellence. You'll leverage your vision and dynamic leadership style to collaborate with senior leaders, trustees, and communities, and foster an environment where every student has the opportunity to succeed.

At TDSB, we believe that every one of our 238,000 students deserve the opportunity to succeed. We are committed to creating an inclusive, equitable, and innovative educational environment that empowers our students to thrive personally, socially, and academically. As a member of our Executive Educational Leadership and Senior Teams, you will have the opportunity to make a significant impact on the lives of our students and the future of public education in Toronto and across Canada. Learn more about the TDSB [here](#).

Key Responsibilities

- **Lead with Purpose:** Advance the Calls to Action in Truth and Reconciliation, embedding these principles into every aspect of our educational practice. Build and sustain productive relationships with Indigenous communities and the diverse populations we serve, ensuring their voices and needs are at the center of our work.
- **Demonstrate Equitable Thinking:** Utilize your expertise to coach and lead Superintendents, system leaders, and school leaders in developing anti-oppressive practices that address disparities and disproportionalities in outcomes (e.g., Indigenous, Black, and Latinx students, and students with special education needs).
- **Forge Strong Partnerships:** Form and sustain productive and respectful partnerships aligned with the Multi-Year Strategic Plan (MYSP).
- **Navigate Complexity:** Apply your political acumen and relationship skills to develop effective relationships with trustees, unions, community groups, and staff, tackling complex challenges impacting student achievement, belonging, well-being and equity.
- **Deliver Results:** Motivate and advance thoughtful strategic actions leading to measurable outcomes for students aligned with the MYSP and annual operating budget.

- **Strategic Collaboration:** Work closely with the Director's Executive Council, system leaders, senior team, and staff, playing a critical role in developing, shaping, implementing, and monitoring system goals and priorities.

Eligible Candidates

- You are a visionary leader with a strong track record in educational leadership.
- You have a deep commitment to equity and have successfully led initiatives that reduce disparities in student outcomes.
- You are an effective communicator and collaborator, with the ability to build strong partnerships across diverse communities.
- You thrive in complex environments and are skilled at navigating political landscapes to achieve system-wide goals.
- You apply a human rights and anti-oppressive approach to lead with respect for human dignity, optimism, and courage.



Executive Superintendent

Student Achievement and Pathways

Leading in a Kindergarten to Grade 12 environment and also serving adult learners, the Executive Superintendent, Student Achievement and Pathways, carries out the duties as required by the Education Act section 286(1) and as required by the Director of Education, including providing executive leadership, accountability, and oversight in the strategic planning, development, implementation, evaluation, and continuous improvement of all educational programs. The Executive Superintendent works proactively with the Board's senior team and central leaders in supporting the Board's mission, vision, and values, as well as developing and executing action plans in support of the Board's Multi-Year Strategic Plan (MYSP).

Reporting to the Associate Director, the Executive Superintendent is responsible and accountable for creating coherent, evidenced-based programs with goals of improving student outcomes and reducing disproportionality that are aligned with the MYSP and the Ministry of Education's Student Achievement Plan (SAP).

Expected Outcomes

- Development of an exemplary monitoring system that curates, tracks, analyzes and displays program effectiveness, implementation and impact on student achievement and well-being of the curricular areas within the portfolio.
- Coordinated and comprehensive professional learning that is correlated to student and educator learning and aligned with the goals in the MYSP and SAP.
- Improved academic performance.
- Increased graduation rates.
- Reduced disparities and disproportionalities in academic performance among different student groups such as those based on race, or special education needs.
- Enhanced educator effectiveness by supporting the development of instructional practices which benefit student learning, well-being, equity, and achievement.
- Creation of instructional frameworks which align with the MYSP.
- Cyclical reporting to the Associate Directors and Director that reflect monitoring and tracking of the effectiveness of programs.
- Reporting to the Associate Directors and Director on the effective use of budgets aligned with grants, policies and procedures and Board resolutions.
- Active involvement and oversight in the fulfillment of Board resolutions related to student learning and programming.

- Improved sense of belonging by fostering a supportive learning environment that nurtures students' sense of connection, safety, and respect within the learning environment.

Portfolio Responsibilities

The portfolio responsibilities for this role include, but are not limited to:

- Provide executive and strategic leadership in the following program areas to improve outcomes include but are not limited to:
 - o Science, Technology, Engineering, Mathematics (STEM)
 - o Literacy
 - o French
 - o English Language Learners
 - o Library
 - o Global Competencies/Transferable Skills
 - o Computer Science
 - o Early Years and Child Care
 - o Outdoor Education
 - o Remote Learning
 - o Guidance, Secondary Pathways
 - o Student Success (Credit Recovery, Dual Credits, School-Within-a-College)
 - o Experiential Learning (Technological Education, Business Studies, Co-operative Education)
 - o eLearning
 - o Arts
 - o Adult and Continuing Education
 - o Secondary Programs, Central Student Interest Programs
 - o Health and Physical Education
 - o Elementary and Secondary Assessment and Evaluation
- Identify and implement evidence-based strategies, key performance indicators and monitoring/evaluation plans for programs, curriculum and assessment practices which improve outcomes.
- Provide executive oversight on complex issues and organizational risks faced by staff within the portfolio to manage the reputation of the Board and deliver effective solutions in compliance with board policies, procedures, relevant legislation, and the MYSP.
- Lead and develop system improvement planning at all levels and across academic and business areas that promotes innovation and demonstrates accountability to monitoring indicators.

- Implement the Board's commitment to the Truth and Reconciliation Commission of Canada: Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples in a manner transparent and respectful of the Board of Trustees, Elders, staff and communities.
- Design and lead a professional learning model at the system, school and department levels to enhance the necessary knowledge, skills and attitudinal development.
- Oversee adherence to and provide strategic planning of Ministry funding agreements to ensure compliance and maximization of funding.
- Generate, approve and monitor system and department budgets and staffing of assigned departments within the portfolio to provide strategic guidance in improving outcomes and adherence to fiscal responsibilities.
- Provide strategic leadership to and review the development and delivery of Board reports.
- Collaborate with Advisory Committees to share information and receive advice in pursuit of continuous improvement and positive relationships.
- Provide executive leadership and representation at provincial and Board tables, such as labour negotiations, arbitrations, audits, reviews and advisory boards.
- Collaborate and co-lead with Board policy specialists the review of selected Board policies ensuring thorough analysis, risk mitigation, and adherence to Board values and priorities.

Additional Shared Leadership

- Participate in Executive Council as a strategic advisor providing insight into achieving Board priorities identified in the Multi-year Strategic Plan.
- Provide effective oversight and supervision by working with system superintendents, Principals, Vice Principals, and central leaders to create the conditions needed for student and staff safety and well-being, and achievement.
- Provide guidance, mentorship, and support to employees in Positions of Responsibility and other staff, empowering them to build high-performing teams and nurture a culture of excellence and accountability, to deliver their best work and improved outcomes.
- Support effective governance, working closely with Trustees and the Board of Trustees.
- Responsibility serving a Community Advisory Committee(s) may be assigned.
- Respond effectively to Board decisions and fulfilling the duties of the position.
- Other duties and responsibilities as assigned by the Director.

Qualifications

- Demonstrated successful leadership as a supervisory officer for a minimum of four years.
- Qualifications in program areas an asset.
- Qualifications in both elementary and secondary education an asset.
- Flexibility to work in-person at two or more locations in a day, based on operational requirements.

Executive Superintendent

Special Education Programs and Equitable Outcomes

Leading in a Kindergarten to Grade 12 environment and also serving adult learners, the Executive Superintendent, Special Education Programs and Equitable Outcomes, carries out the duties as required by the Education Act section 286(1) and as required by the Director of Education, including providing executive leadership, accountability, and oversight in the strategic planning, development, implementation, evaluation and continuous improvement of all educational programs. The Executive Superintendent works proactively with the Board's senior team and central leaders in supporting the Board's mission, vision and values as well as developing and executing action plans in support of the Board's Multi-Year Strategic Plan (MYSP).

Reporting to the Associate Director, the Executive Superintendent, Special Education Programs and Equitable Outcomes, is responsible and accountable for oversight of all system-level program and operational matters related to special education. The Executive Superintendent will improve outcomes for students with disabilities and special education needs and intersecting identities and ensure adherence to associated policies and procedures aligned with the MYSP and the Ministry of Education's Student Achievement Plan (SAP).

Expected Outcomes

- Effective and strategic use of the Board's monitoring system that curates, tracks, analyzes and displays program effectiveness, implementation and impact on student achievement and well-being.
- Reduced disparities and disproportionalities in academic performance among different student groups such as those based on race, special education needs, etc.
- Professional learning that is correlated to student and teacher learning and aligned with the goals in the MYSP and SAP.
- Developed and implemented tiered interventions to address the needs of specific schools and students with disabilities and special education needs using evidence-based practices and universal design which are tracked and monitored for implementation, improved achievement and increased teacher capacity.
- Improved academic performance, particularly for students with disabilities and special education needs.
- Increased graduation rates, particularly for students with disabilities and special education needs.
- Enhanced educator effectiveness by supporting the development of assessment and instructional practices which benefit student achievement, well-being, and equity.

- Improved sense of belonging by fostering a welcoming, supportive and inclusive learning environment that nurtures students' sense of connection, safety and respect within the learning environment.
- Increased educator knowledge, skill and appropriate application of legislation, policy and procedures related to special education.
- Development of special education program delivery models that promote inclusion and include effective student support.
- Positive, constructive relationships with the Special Education Advisory Committee and community agencies.
- Efficient and effective department practices which provide timely support for students, staff and parents.
- System reviews, recommendations and implementation plans to enhance programs and that optimize special education funding.

Portfolio Responsibilities

- The primary responsibilities for this role include, but are not limited to:
- Identify, evaluate and develop evidence-based programs, support and service delivery models and implementation plans that enhance inclusion and positive outcomes for students.
- Collaborate with senior department leaders to develop strategies, key performance indicators and monitoring/evaluation plans that enable coherence within the Board on its programs, supports and services.
- Provide executive oversight on complex issues and organizational risks faced by staff within the portfolio to manage the reputation of the Board and deliver effective solutions in compliance with board policies, procedures, relevant legislation, and the MYSP.
- Develop a professional learning model for the department and all categories of employees and partners to enhance necessary knowledge, skill and attitudinal development.
- Collaborate with community partners, senior staff and field experts to fulfill the obligations of the Accessibility for Ontarians with Disabilities Act (AODA) related to special education programs, supports and services and the necessary reporting structures.
- Collaborate with the Special Education Advisory Committee (SEAC) to fulfill its mandate under the Education Act, serve as liaison between SEAC and the Board of Trustees, and attend all SEAC meetings.
- Lead the review and update the annual Board's Special Education Plan and oversee its approval other Board reports.

- Provide guidance to appeals of Identification, Placement and Review Committees and support Board representation in Special Education Appeal Boards and Special Education Tribunals when delegated, in collaboration with senior leadership in affiliated departments.
- Oversee enrolment and program delivery to ensure adherence to guidelines in the Education Act.
- Assume fiscal responsibility by overseeing budget development and expenditures for the department and special education staffing allocation.
- Oversee adherence to Ministry funding agreements to assure compliance and maximization of funding.
- Provide executive leadership and representation at provincial and Board tables, such as labour negotiations, arbitrations, audits, reviews and advisory boards.
- Oversee and lead the Manager of Psychology, Speech and Language Pathology, and Occupational and Physical Therapy.
- Collaborate and co-lead with Board policy specialists the review of selected Board policies ensuring thorough analysis, risk mitigation, and upholding Board values and priorities.
- Lead the review of inclusionary practices, program, supports and services within the Board, including congregated settings, and develop recommendations for consideration and strategy development.

Additional Shared Leadership

- Participate in Executive Council as a strategic advisor providing insight into achieving Board priorities identified in the Multi-year Strategic Plan.
- Provide effective oversight by working with Superintendents, Principals, Vice Principals, and central leaders to create the conditions for student and staff safety and well-being, and achievement.
- Provide guidance, mentorship, and support to employees in Positions of Responsibility and other staff, empowering them to build high-performing teams and nurture a culture of excellence and accountability, to deliver their best work and improved outcomes.
- Support effective governance, working closely with Trustees and the Board of Trustees.
- Responsibility in leading a Community Advisory Committee may be assigned.
- Lead and implement the Board's commitment to the Truth and Reconciliation Commission of Canada: Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples in a manner transparent and respectful of the Board of Trustees, Elders, staff and communities.
- Respond effectively to Board decisions and fulfill the duties of the position.

- Other duties and responsibilities as assigned by the Director.

Qualifications

- Demonstrated successful leadership as a supervisory officer for a minimum of four years or an equivalent combination of education and experience.
- Special education experience, qualifications, specialist certification an asset.



Executive Superintendent

Family of Schools

Leading in a Kindergarten to Grade 12 environment and also serving adult learners, the Executive Superintendent, Family of Schools, carries out the duties as required by the Education Act section 286(1) and as required by the Director of Education, including providing executive leadership, accountability, and oversight in the strategic planning, development, implementation, evaluation and continuous improvement of all educational programs. The Executive Superintendent works proactively with the Board's senior team and central leaders in supporting the Board's mission, vision and values as well as developing and executing action plans in support of the Board's Multi-Year Strategic Plan (MYSP).

Reporting to the Associate Director, the Executive Superintendent, Family of Schools, is responsible and accountable for oversight of all program and operational matters for assigned schools. The Executive Superintendent, Family of Schools, will improve student outcomes inclusive of reduced disproportionality, and ensure adherence to policies and procedures aligned with the MYSP and the Ministry of Education's Student Achievement Plan (SAP).

Expected Outcomes

- Effective and strategic use of the Board's monitoring system that curates, tracks, analyzes and displays program effectiveness, implementation and impact on student achievement and well-being.
- Professional learning that is correlated to student and teacher learning and aligned with the goals in the MYSP and SAP.
- Improved academic performance.
- Increased graduation rates.
- Reduced disparities and disproportionalities in academic performance among different student groups such as those based on race, special education needs.
- Enhanced educator effectiveness by supporting the development instructional practices which benefit student learning, well-being, equity and achievement.
- Improved sense of belonging by fostering a supportive learning environment that nurtures students' sense of connection, safety and respect within the learning environment.
- Consistent and accurate application of Board policies and processes across all schools.

Portfolio Responsibilities

The primary responsibilities for this role include, but are not limited to:

- Provide strategic leadership and oversight of 11 Families of Schools including:
 - o School improvement planning which implements the action plans within the Board's Multi-year Strategic Plan
 - o Providing guidance, and ensuring adherence and implementation of policies and procedures
 - o Collaborating with students, staff, families and communities to resolve matters identified through the Parent Concern Protocol
 - o Budget development and ensuring security of school assets
 - o Building public confidence in public education.
- Provide executive oversight on complex issues and organizational risks faced by staff within the portfolio to manage the reputation of the Board and deliver effective solutions in compliance with board policies, procedures, relevant legislation, and the MYSP.
- Collaborate and participate with Board policy specialists the review of selected Board policies ensuring thorough analysis, risk mitigation, and adherence to Board values and priorities.
- Communicate and implement information and follow-up actions from Executive Council, Senior Team meetings, Board and committee meetings to ensure system alignment and coherence.

Additional Shared Leadership

- Provide effective oversight by working with Superintendents, Principals, Vice Principals, and central leaders to create the conditions for student and staff safety and well-being, and achievement.
- Provide guidance, mentorship, and support to employees in Positions of Responsibility and other staff, empowering them to build high-performing teams and nurture a culture of excellence and accountability, to deliver their best work and improved outcomes.
- Support effective governance, working closely with Trustees and the Board of Trustees.
- Responsibility in leading a Community Advisory Committee may be assigned.
- Lead and implement the Board's commitment to the Truth and Reconciliation Commission of Canada: Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples in a manner transparent and respectful of the Board of Trustees, Elders, staff and communities.
- Respond effectively to Board decisions and fulfilling the duties of the position.
- Other duties and responsibilities as assigned by the Director.

Qualifications

- Demonstrated successful leadership as a supervisory officer for a minimum of four years.
- Qualifications in both elementary and secondary education an asset.





Ready to innovate and inspire?

If you are a forward-thinking leader with a passion for student success, equity, staff engagement, and innovation, we want to hear from you. Join us in leading the charge towards a brighter future for all students.

Apply today!

Submit your application and become a driving force in shaping the future of education at TDSB. The Executive Superintendent positions are for a term of up to five years with details to be provided. Secondments will be considered.

To apply for these Executive Superintendent positions, submit your cover letter and resume via email to director'soffice@tdsb.on.ca by **September 4, 2024**. Please reference **TDSB Executive Superintendent** and **the portfolio(s) of interest** in the subject line of your email.

Equitable Hiring

As a district school board, we are committed to creating and maintaining an inclusive, equitable, and accessible work environment. We believe that diversity in our leadership enriches our educational community and enhances our ability to serve our students and families effectively. We are dedicated to building a workforce that reflects the diverse populations we serve. We encourage applications from candidates who identify as Indigenous, Black, racialized, 2SLGBTQIA+, persons with disabilities, women, and other underrepresented groups. We recognize that equity, diversity, and inclusion are essential to achieving excellence in education. Our leadership team is committed to fostering an environment where every individual feels valued, respected, and empowered to contribute to the success of our students and our community. Accommodations are available upon request for candidates taking part in all aspects of the selection process. We are committed to providing an accessible experience, and we welcome all qualified candidates to apply.

