Please join the Trustee Director Search Committee and Mandrake, an executive search firm, to learn more about the recruitment process for the next Director of Education.

Toronto District School Board

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Introductions & Roles

Introductions – Hosts for Today

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- TDSB Trustees
  - *Parthi Kandavel & Christopher Mammoliti representing TDSB Trustees*
- Mandrake
  - *Charles Lennox*
  - *Deborah Nixon*

Agenda

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- Meeting Overview
- Introductions & Roles
- Director of Education Role
- Team Leading the Search
- Hiring Process
- Review the Experience & Accomplishments / Leadership Attributes for the Director
- Questions & Answers

Meeting Overview

We have invited you to learn more about the recruitment process for the next Director of Education. This event will include a presentation, as well as a question and answer portion for community participation.

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Director of Education Role

The Role of Director of Education

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The Director of Education is the “chief executive officer” and “chief education officer” of the school board and acts as Secretary of the Board. The Director is the sole employee who reports directly to the Board of Trustees.

Through the Director of Education, TDSB holds all of its schools accountable for improving student achievement and well-being, providing an equitable and inclusive environment and enhancing public confidence in publicly funded education, based on expectations set at the provincial and board levels.

- The Director of Education is responsible for:
- Supporting the development of the board’s Multi-Year Strategic Plan, implementing the plan effectively, monitoring progress, and reporting to the board annually (at minimum)
- Managing all facets of school board operations
- Implementing board policies
- Bringing to the board’s attention any act or omission by the board that could violate or has violated the Education Act or any of the applicable policies, guidelines or regulations.
- All school board staff report either directly or indirectly to the director of education.
- The director of education reports to the board, usually through the chair or their delegate.

TDSB Trustee Board

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Every four years, 22 public school Trustees are elected during municipal elections to represent public school supporters in the City of Toronto.

Our Trustees work to ensure that all of our students realize their potential and succeed. They are advocates for education and are the voice of the public, ensuring all concerns are addressed. Each Trustee represents one of our 22 wards. Each ward is a diverse community with unique needs, priorities and educational requirements and Trustees represent their communities.

Together, the Board of Trustees:

- Establishes policies
- Sets budgets and allocates resources
- Formulates plans for the Board and sets priorities to reflect community values and goals
- Supports and monitors student achievement
- Oversees matters related to Board facilities
- Recruits and evaluates a Director of Education
- Collaborates with all levels of government in the best interest of constituents and public policy

Hiring a New Director of Education

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- Selecting a new Director of Education is among the most important decisions the Board may make in its term of office.
- Consistent high-quality leadership from the Director of Education is a key factor in the success of a school board in meeting its priorities.
- When recruiting and selecting a new Director, the Board should look for the candidate that will most effectively lead the implementation of the Board's strategic plan. To find the right individual, the Board should ensure there is an open, professional, confidential and objective competition which invites a Broad range of diverse candidates, both internal and external.
- A strong process builds on TDSB successes and enhances the reputation of TDSB

Team leading the Search

Team leading the Hiring

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- The Trustee Director Search Committee is made up of 11 elected Trustees. This Committee was selected to represent the four different Learning Centres; provide oversight, guidance and direction in the selection of the new Director of Education; and represent the TDSB and all of its stakeholders. This Committee will also interview and select candidates for final approval for hire and make a recommendation to the full Board on the preferred candidate.

- Mandrake has been retained as an external executive search firm to run and manage the recruitment process. Their role is to provide advice to and represent the interests of the Trustee Director Search Committee. The firm will facilitate development of a search plan, job description, selection criteria, conduct market research, media, background checks, provide candidate profiles, references, short list, onboarding, etc.

Trustee Director Search Committee

Dan MacLean
Ward 2

Patrick Nunziata
Ward 3

Christopher Mammoliti
Ward 4
DSC Vice- Chair

Shelley Laskin
Ward 8

Rachel Chernos Lin
Ward 11

Alexander Brown
Ward 12
TDSB Chair

Michelle Aarts
Ward 16

David Smith
Ward 17

Parthi Kandavel
Ward 18
DSC Chair

Manna Wong
Ward 20

Yalini Rajakulasingam
Ward 21

About Mandrake

Mandrake

- **Founded in 1970** and headquartered in Toronto, 50 Years in Business
- **Proven Track Record** in Executive Search & Recruitment
- **Canadian Offices** and Global Search capabilities with IMD & IESF Partnerships
- **All Recruitment Projects** led by experienced Senior Search Partners & Team Leaders
- **End-to-End Service Offering:** Talent Acquisition, Talent Acceleration (Onboarding), Talent Retention and Talent Transition
- **Established Education:** practice in K-12, College & University
- **Diversity, Equity & Inclusion:** Actions & Initiatives

Mandrake Team

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CHARLES M. LENNOX

Vice-President

- Lead Project Manager and Lead Senior Recruiter
- Manage all Aspects of the Search Project

DR. DEBORAH NIXON, PHD, ACC

Vice-President, Human Capital Solutions

- Stakeholder Consultations, Candidate Assessment & Recruitment
- Candidate Onboarding

REENA REDDY

Project Coordinator and Administration

- Research recruiter, implement candidate assessment tools process
- Assist Lead Project Manager
- Oversee all Project Administration

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Hiring Process

Mandrake's Scope of Work

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tdsb.on.ca

Director Hiring Timelines

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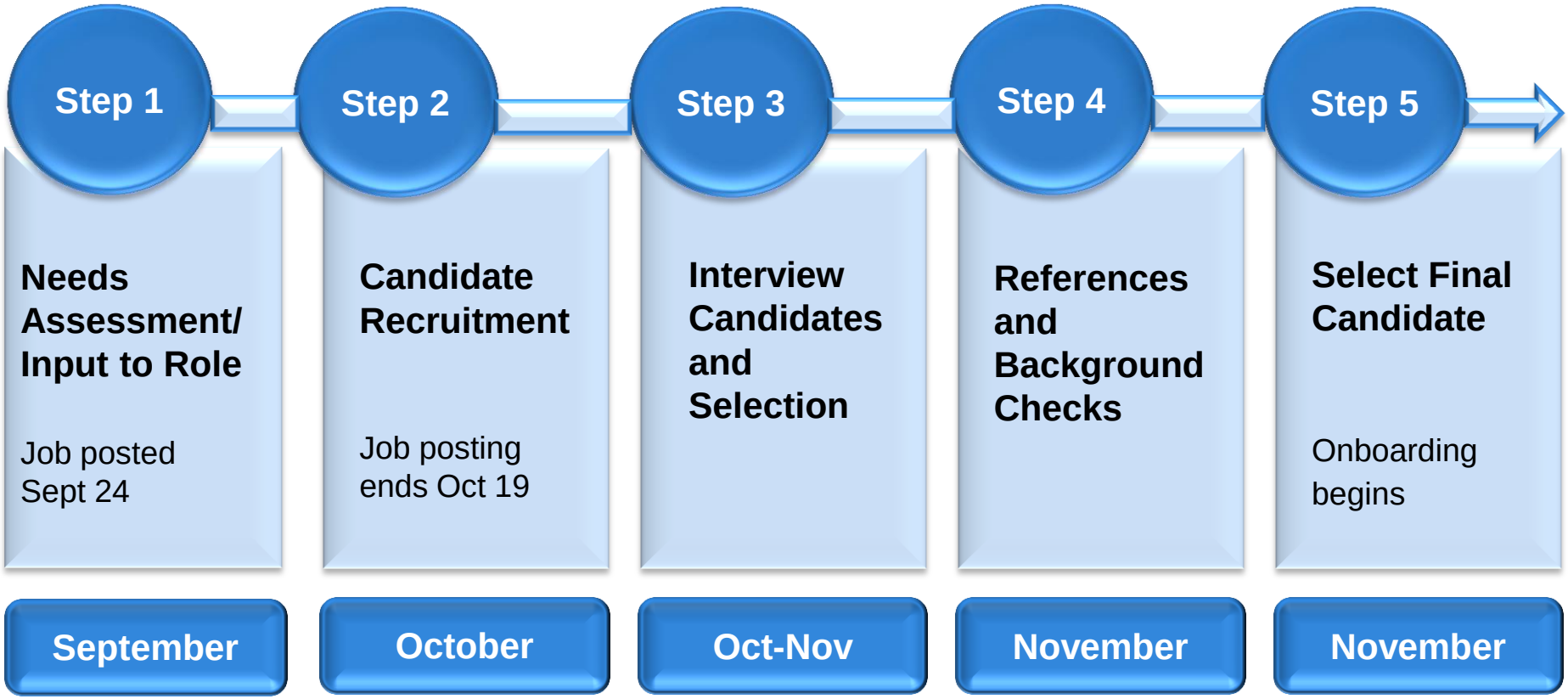

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Job Posting & Detailed Candidate Profile

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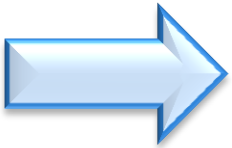
Job Ad

Posted on Key Sites

- Overview of the Role & Opportunity
- How to apply



Detailed Position Profile

Provided to Interested Candidates

- TDSB Information
- Role Background
- Role Attractors
- Key Role Responsibilities
- **Key Career Experience & Accomplishments**
- Education
- **Leadership Attributes & Personal Values**
- Interview Process

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Review the Experience & Accomplishments / Leadership Attributes for the Director

Top Career & Accomplishments Criteria for the Director

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7 Key *Career Experiences and Accomplishments* for the role

We will review them with you.

- Demonstrated and “meaningful” leadership and track-record in equity, diversity, inclusion and anti-Black racism, anti-oppression programs, Indigenous education, LGBTQ and related policies, and initiatives.
- Engaging, building, and maintaining relationships/partnerships with multiple and diverse community members, parents, students, trustees, staff, unions/federations and government.
- Leading a complex organization, multiple employees, and staff at all levels.
- Demonstrated commitment to continuous improvement, service excellence, strategic planning and moving complex projects forward.
- Serving the needs of children and youth in ensuring their mental and physical well-being.
- Professional knowledge and demonstrated leadership/respect in academic instruction and achievement; (public K-12, or possibly at the college system level); “global mindset” with the vision and expertise to oversee transformation of all forms/models of learning innovation and instruction including remote/digital/e-learning, outdoor education, etc.
- An understanding and championing for disability-related issues especially in identifying and removing barriers for adults, children/youth education environments and the application of the Accessibility for Ontarians with Disabilities Act (AODA).

7 Key Criteria

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Criteria 1

Demonstrated and "meaningful" leadership and track-record in equity, diversity, inclusion and anti-Black racism, anti-oppression programs, Indigenous education, LGBTQ and related policies, and initiatives.

7 Key Criteria

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Criteria 2

Engaging, building, and maintaining relationships/partnerships with multiple and diverse community members, parents, students, trustees, staff, unions/federations and government.

7 Key Criteria

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Criteria 3

Leading a complex organization, multiple employees, and staff at all levels.

7 Key Criteria

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Criteria 4

Demonstrated commitment to continuous improvement, service excellence, strategic planning and moving complex projects forward.

7 Key Criteria

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Criteria 5

Serving the needs of children and youth in ensuring their mental and physical well-being.

7 Key Criteria

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Criteria 6

Professional knowledge and demonstrated leadership/respect in academic instruction and achievement; (public K-12, or possibly at the college system level); "global mindset" with the vision and expertise to oversee transformation of all forms/models of learning innovation and instruction including remote/digital/e-learning, outdoor education, etc.

7 Key Criteria

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Criteria 7

An understanding and championing for disability-related issues especially in identifying and removing barriers for adults, children/youth education environments and the application of the Accessibility for Ontarians with Disabilities Act (AODA).

Leadership Attributes & Personal Values for the Director

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The Director of Education will embrace and be an advocate for the TDSB Equity Leadership Competencies (https://www.tdsb.on.ca/About-Us/Equity/Equity-as-a-Leadership-Competency)

The ideal candidate will also possess the following leadership attributes and personal values (in no order):

Building Trust/Transparency
Collaboration
Communication/Listening/Public Speaking
Empathy/Relationship Builder/Seeks Consensus
Intellectual Curiosity
Personal Integrity/Accountability
Political Acuity
Problem Solving/Inquisitive/Deals with Complexity
Resilience
Vision Builder/Strategic Orientation

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Question & Answers

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Information Regarding the Director Hiring

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Information will be updated on a regular basis and available on this site:

https://www.tdsb.on.ca/About-Us/Director-of-Education/DirectorSearch

Thank You for your time!

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