



Waterloo Region District School Board Associate Director, Student Achievement & Well-Being

We acknowledge that the land on which WRDSB sites are situated are the lands traditionally used by the Haudenosaunee, Anishinaabe, and Chonnonton People. We also acknowledge the enduring presence and deep traditional knowledge, laws, and philosophies of the Indigenous people with whom we share this land today. We are all treaty people with a responsibility to honour all our relations.

The [Waterloo Region District School Board](#) (WRDSB) is a leader in education, situated in the vibrant heart of Southwestern Ontario and Canada's Silicon Valley. With a steadfast commitment to nurturing dynamic and compassionate global citizens, the WRDSB provides a dynamic and inclusive educational environment for approximately 65,000 students across the Region of Waterloo. The Board includes 123 schools and a team of nearly 11,000 dedicated staff members, making it one of Ontario's largest public education boards. Guided by its eleven elected Trustees, WRDSB strives for excellence, ensuring the success and well-being of every student through forward-looking teaching and learning practices.

The Waterloo Region District School Board is passionate about serving and empowering its students to thrive in an ever-evolving world, and it is within this context that the Board invites nominations and applications for the role of **Associate Director, Student Achievement and Well-Being**. This position will have an indelible impact on the future of the organization and broader communities.

Key areas of focus in this role will include (but are not limited to):

- Supporting all students to read by the end of Grade 2;
- Supporting improved numeracy skills K-12;
- Effectively reducing Suspension and Expulsion rates;
- Improving the integration and support for students with identified learning needs;
- Improving Transitions and Pathways;
- Supporting improved graduation rates for all students;
- Systematically changing outcomes for the most marginalized students and, in doing so, improving the outcomes of all students.

Reporting to the Director of Education, the Associate Director, Student Achievement and Well-Being works collaboratively with all members of the Leadership Council and all relevant stakeholders, (i.e., Trustees, families, community members, municipal and political partners, etc.) to provide service excellence to all system leaders in schools and service departments. This position models leadership practices aligned with the Board's mission, vision, and values, and supports the development, planning, and implementation of the Board's Multi-Year Strategic Plan, and the Board Improvement and Equity Plan. Fostering positive and effective

working relationships within the Board and with local Indigenous communities, equity-deserving groups, community partners, union partners, and the Ministry of Education is a key component of this role.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, inclusion, and accessibility in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. A key area of focus for the WRDSB is the engagement of student, family, and community partnerships as the organization works to improve outcomes for all learners, especially those most marginalized. The ideal candidate will have a strong solutions-based, innovative approach. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the WRDSB environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- Several years' experience leading at the school and district level, with demonstrated leadership competencies in the Ontario Leadership Framework focusing on personal leadership resources (PLR) that align with the [WRDSB Sovereignty Affirming and Equity Competencies](#);
- Demonstrated leadership abilities to change systemic outcomes, especially for the most marginalized groups of students and using approaches that support Student Achievement and Well-being for all students;
- Experience with cultivating professional and collaborative relationships within a multi-unionized environment;
- Successful completion of the Supervisory Officers' Qualification Program (SOQP).

How to Apply

The Waterloo Region District School Board (WRDSB) is committed to equity in employment. They are committed to fair and equitable hiring practices that allow them to hire qualified staff who reflect the diversity of the community they serve, who will foster the success and well-being of their students and who demonstrate a commitment to equity and inclusion in the classroom. They actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to: First Nations, Métis and Inuit peoples, and all other Indigenous peoples; Members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin; Persons with visible and/or invisible (physical and/or mental) disabilities; Persons who identify as women; and Persons of marginalized sexual orientations, gender identities, and gender expressions.

*WRDSB is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Urmilla Mahabirsingh by e-mailing umahabirsingh@bipocsearch.com***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Urmilla Mahabirsingh aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
