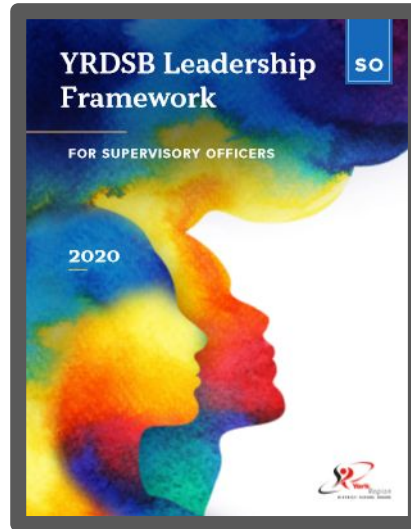


YRDSB Superintendent Of Education Selection Process Information Session



Tuesday, September 28, 2021
4:30 - 6:00 p.m.



Land Acknowledgement

We affirm that we are all treaty people and acknowledge that the York Region District School Board is located on the lands of two treaties. These treaties have been signed with the Mississaugas of the Credit First Nation and the First Nations of the Williams Treaties who are: the Mississaugas of Alderville, Curve Lake, Hiawatha, Scugog Island; and the Chippewas of Beausoleil, Rama, and Georgina Island who is our closest neighbour and partner in education.

To honour this agreement we will take up our responsibility to be respectful of their traditions, knowledge and inherent rights as sovereign nations. We will respect their relationship with these lands and recognize that our connection to this land is through the continued relationship with these First Nations, and we acknowledge our shared responsibility to respect and care for the land and waters for future generations.

Welcome and Introductions

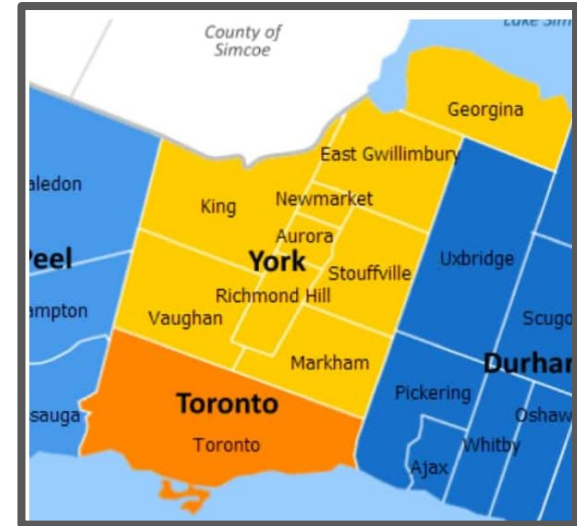


Agenda

- **Welcome**
- **An Overview of YRDSB and the Supervisory Officer Role**
- **Introduction of YRDSB Leadership Framework for Supervisory Officers**
- **Stages in the Supervisory Officer Selection Process**
 - Stage 1: Online Application
 - Stage 2: Formal Interview
 - Stage 3: Reference Check
- **Using The BetterEducate Platform**
- **Closing**

Our Board

- York Region Population is expected to reach 1.5 million by 2031
- YRDSB serves nine municipalities
- 180 Elementary Schools (87,418 students)
- 311 Elementary Administrators
- 33 Secondary Schools (41,205 students)
- 114 Secondary Administrators
- Board Budget of \$1,515,000,000



128,623 students in total!

Our Board

- **4 CECs (Community Education Centres):** Central, East, North, West
- 1 Director of Education, 4 Associate Directors
- 2 Coordinating Superintendents
- 12 Family of Schools Superintendents
- 4 Superintendents with System-Level Academic Portfolios
- 2 Superintendents with Business Portfolios

Our Why...

As a district, we are seeking applications from highly motivated, professionally qualified educational leaders for the position of Superintendent of Education that reflect the domains and competencies as outlined in the **YRDSB Leadership Framework** for Supervisory Officers.

Key Resources

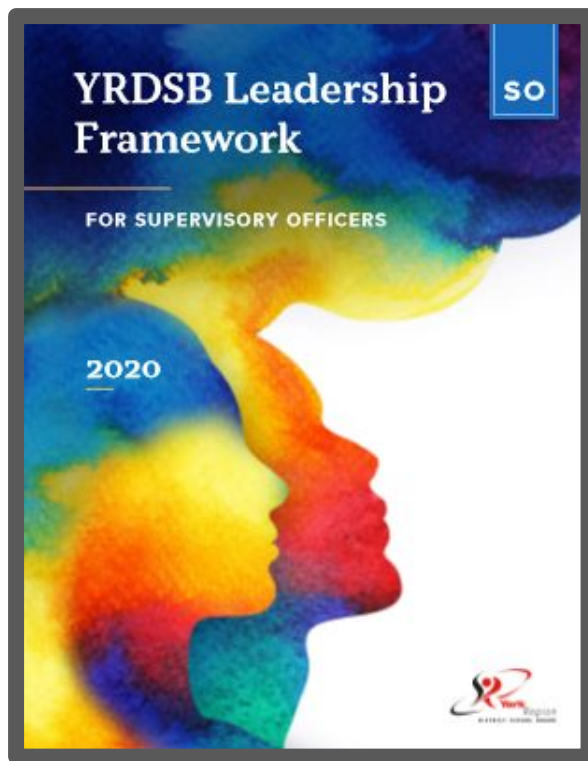
- YRDSB Leadership Framework for Supervisory Officers
- YRDSB Leadership Framework Self-Assessment Tool
- YRDSB Multi-Year Strategic Plan
- YRDSB Director's Action Plan



The SO Selection Process Guide

1. The Role of Supervisory Officer in YRDSB
2. Key Strategic Priorities and Points of Focus for the Current Year
3. The YRDSB Leadership Framework for Supervisory Officers

The YRDSB Leadership Framework



YRDSB Leadership Framework structure

- **Domains** - the leadership outcomes that the YRDSB believes are foundational to the success of all leaders
- **Competencies** - the knowledge, skills and characteristics for achieving the leadership outcomes
- **Actions for leaders** - the specific behaviours and actions that support the achievement of each competency
- **Reflective questions** - questions that support a leader in building their own competence and consciousness, and to identify potential opportunities for growth



Family and Community Engagement

Reflective Questions:

- How do you collect and use input, feedback, and concerns from community voices to inform your practice?
- How do you intentionally disrupt system procedures and practices to create spaces that invite the voices of diverse and marginalized families, guardians, communities, and Elders?
- How do you create meaningful opportunities to engage diverse and marginalized family and community voices to ensure responsive, equitable, and inclusive environments?

Leaders:

Leaders inform system procedures, programs, and practices to intentionally seek out and engage the voices of families, guardians, communities, and Elders.

Anti-Racism & Anti-Oppression

Leaders:

Leaders understand and lead learning in anti-racism and anti-oppression with staff, families, guardians, community, and community leaders to create culturally responsive practices, inclusive environments, and equitable outcomes.

Reflective Questions:

- How do you engage with staff and community in ongoing dialogue about anti-oppression and social justice within learning and working environments?
- How do you foster an environment that allows for the opportunity to ask questions, engage in dialogue, and co-construct new learning?
- How have you acted on what you have learned?



Supervisory Officer Selection Process Overview

1. Considerations
2. Key Dates
3. Before You Begin
4. Selection Process: Stage One - Application Package
5. Selection Process: Stage Two - The Interview
6. Selection Process: Stage Three - References

Accessing Better Educate Platform to Complete “My Leadership Profile”

External Candidates:

Please follow the steps in this [Quick Reference Guide](#) in order to log in to *Better Educate* and access the **My Leadership Profile** which is uploaded to the additional documents section of **Apply to Education (ATE)**

Internal Candidates:

Please follow the steps in this [Quick Reference Guide](#) in order to log in to *Better Educate* and access the **My Leadership Profile** which is uploaded to the additional document section of **Apply to Education (ATE)**

Application Assistance

- careers@yrdsb.ca
- Contact Recruitment Team
(905) 727-0022 or (416) 969-7170
Extension 2878
- **Apply to Education**
- www.applytoeducation.com
- **Better Educate Platform**
 - tina.wieringa@yrdsb.ca

Pool of Candidates Eligible for Appointment to Senior Team

- Successful candidates will be recommended to the Pool
- Candidates can remain in the pool up to three years
- Appointments to Senior Team will support the system's continued focus on the achievement and well-being of our underserved and underperforming students, as determined through ongoing demonstrated leadership skills.

Timelines

- September 20 - Application opens
- October 4 - Application closes at 11:30 PM
- October 28 & 29 - Interview Dates
- November 1 - 9 - References contacted

We look forward to receiving your application!

Questions...

