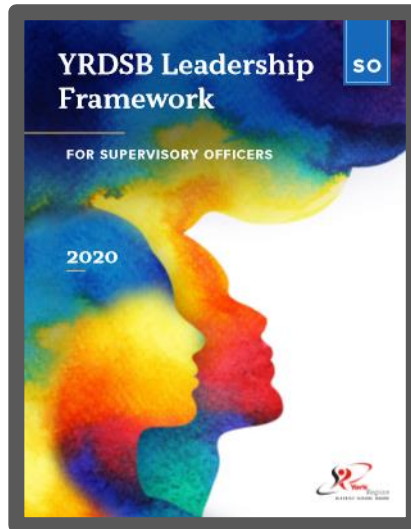


YRDSB Superintendent of Education Selection Process Information Session



Wednesday October 18, 2023
5:00 - 6:00 p.m.



Welcome and Introductions



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 are 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 our closest neighbour and partner in education.

To honour this agreement we will take up our responsibility to be respectful of their traditions, knowledges 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.

Agenda

- **Welcome**
- **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**

Welcome

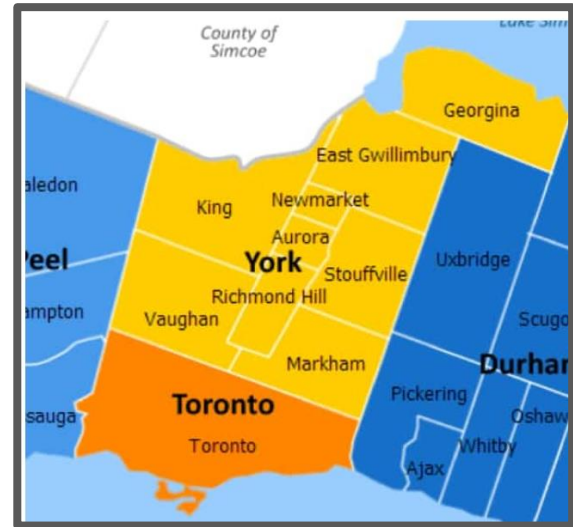
Director of Education, YRDSB

Bill Cober



The YRDSB

- York Region Population is expected to reach 1.5 million by 2031
 - YRDSB serves nine municipalities
 - 180 Elementary Schools (84,940 students)
 - 313 Elementary Administrators
 - 33 Secondary Schools (41,181 students)
 - 116 Secondary Administrators
 - Board Budget of \$1,591,532,900
- 126,121 students in total!



The YRDSB continued

- **4 CECs (Community Education Centres):** Central, East, North, West
- 1 Director of Education, 3 Associate Directors
- 4 Coordinating Superintendents
- 4 Superintendents with System-Level Portfolios
- 12 Family of Schools Superintendents

The 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
4. Supervisory Officer Selection Process Overview

Supervisory Officer Selection Process Overview

1. Considerations:

- It is an elementary/secondary process that is open to internal and external candidates
- Apply only when ready

2. Key Dates:

Application Posted	October 26, 2023
Application Closes	November 6, 2023
Interview Workshop	TBD
Interview Dates	January 16 & 19, 2024
References Checks	January 22 to 26, 2024

Supervisory Officer Selection Process Overview

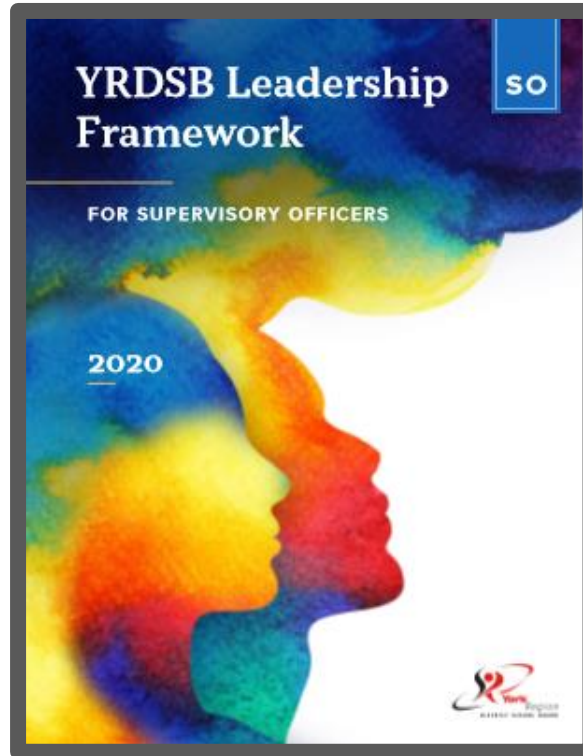
3. Before you Begin:

- Current and Qualified Principal or Superintendent with Ontario Ministry of Education and Training Supervisory Officers' certificate (obtained by December 1, 2023)
- Candidates are required to create an account in Apply to Education
- Candidates complete screening questions on ATE (e.g. discipline history, Current Performance Appraisal (PPA or SOPA), Ontario College of Teachers)
- Candidates are required to create an account and log into the BetterEducate platform

Supervisory Officer Selection Process Overview

4. Selection Process: Stage One - Application Package
 - Cover Letter and Resume
 - References
 - My Leadership Profile
5. Selection Process: Stage Two - The Interview
6. Selection Process: Stage Three - References

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

Leaders:

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



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?



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 learned?



Accessing Better Educate Platform to Complete “My Leadership Profile”

External Candidates:

Please follow the steps in this [Quick Reference Guide](#) in order to login to **BetterEducate** 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 login to **BetterEducate** 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**
 - <https://yrdsb.simplification.com/WLSBLogin.aspx>
- **Better Educate Platform**
 - leadership.development.engagement@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 and system need

Timelines

- October 26, 2023 - Application opens
- November 6, 2023 - Application closes at 11:30 PM
- January 16 & 19, 2024 - Interview Dates
- January 22-26, 2024 - References contacted

We look forward to receiving your application!

Questions...

