



DIRECTOR OF EDUCATION/CEO SEARCH

IDEAL CANDIDATE PROFILE

Education

- Minimum qualifications: an appropriate Master's degree.
- Qualify for or hold teaching certification in the Province of Saskatchewan.
- Qualify for membership in the League of Educational Administrators Directors and Superintendents of Saskatchewan.

Professional Experience

- Minimum legislated requirements include 2 years teaching experience in the K-12 sector, and a minimum of 2 years administrative experience in the K-12 sector.
- Significant, successful, broad-based educational leadership experience, including work as a system and a school-based administrator.

Personal Skills and Attributes

- Demonstrates strong interpersonal skills.
- Displays an exceptional work ethic.
- Is an ethical leader who demonstrates personal and corporate integrity.
- Humble, committed to serving the Division mission.

Student Focus

- Committed to meeting student needs first.
- Committed to enhance the success of all students and closing the achievement gap where evident.
- Ensures the delivery of quality education is provided to every student in a safe, caring and inclusive environment.

Rural Education

- Knowledgeable of, invested in and passionate about rural issues and an ability to innovatively address these issues to benefit students.
- Has an appreciation of the unique needs and interests of rural communities and a commitment to deliver quality education through a variety of means to all the students in the jurisdiction.
- Respectful of and ability to work effectively with Hutterite and First Nations communities.

Board Relations

- Ability to build and maintain effective working relationships with the Board of Trustees.
- Ability to work respectfully and effectively with the Board of Trustees and make their expressed will a reality.
- Implement Board directions with integrity in a timely fashion in compliance with Ministry mandates.
- Consistently displays loyalty to the Board and its directions.
- Is a positive, professional ambassador for the Board and Division.

Leadership Style/Skills

- Committed to a collaborative, transparent approach to decision making.
- Committed to continuous improvement of self, others, the senior management team and the organization.
- Ensures strong accountability processes are implemented.
- Demonstrated capacity to develop leadership potential of others.
- Ability to optimize financial operations for maximum student advantage.
- Is visible and purposefully involved in schools.
- Is a team builder who listens effectively, has humility, and is approachable.

Communication Skills

- Promotes a positive and productive, and inclusive workplace.
- Proactive and effective with external communications resulting in community understanding and supporting Board direction.
- Proactive and effective with internal communications resulting in staff understanding and supporting Board direction.
- Celebrates the accomplishments of others.
- Effective listener who seeks first to understand.

Leadership Style/Skills (continued)

- Innovative/creative.
- Results oriented- committed to continuous improvement, high student achievement, reducing the achievement gap and success for all.
- Professional.
- Ability to work effectively with other partners – local, regional, provincial and federal - and with Saskatchewan Education. Committed to integration of services among provincial ministries.
- Capability and desire to meaningfully engage and work effectively with communities within the Division.
- Politically astute, locally, provincially and federally.
- Capacity to facilitate strategic planning processes with appropriate stakeholder input.
- Represents the Division in a positive, balanced and professional manner.

- Committed to service over self.
- Committed to community involvement and making community contributions.

Management Skills

- Knowledge and understanding of and commitment to the advancement of technology applications to enhance organization and learning effectiveness.
- Strong oral and written communication skills.
- Strengths in planning, delegating, time management, assignment of responsibilities and ensuring successful completion of tasks.
- Ability to structure the organization for maximum effectiveness.
- Ability to facilitate the Board's work regarding governance and policy matters.
- Ability to optimize financial operations for maximum student learning.
- Fiscally responsible; prudent.