**Director of Education – Toronto District School Board**

**Search Criteria – October 2, 2020**

**The sections for the Search Criteria are:**

1. Role Opportunity
2. Role Priorities
3. Career Experience & Accomplishments
4. Education & Professional Development
5. Leadership Attributes & Personal Values

# Role Opportunity:

**Key Role Attractors Include the Following:**

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| Evolve, implement, and lead learning innovation |
| Serve a diverse and complex school board and city |
| Working with multiple stakeholders and people in the community |
| Lead a complex/large public multi-educational institution/platform (K12 and Adult programs) |
| Oversee a large workforce/budget, multiple facilities |

1. **Role Priorities:**

**Top Priorities for the Director of Education – First 18 months (in no order):**

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| Continue to lead the Board through its Covid-19 planning and safe return to school. |
| Continue to effectively lead and achieve greater equity within in the Board; build on the Board’s focus on inclusion, equity and anti-Black racism; demonstrate a deep commitment to unpacking race, gender identity, ability and socioeconomically diverse communities and ability to apply an intersectional framework in relation to the multiple sources of oppression; leading to systemic change to combat racism and discrimination. |
| Continue to ensure academic excellence, transformation, and achievement by our students  through the implementation of effective educational and learning practices, including the  evolution of remote learning pedagogy (e.g., distance education/digital/e-learning, outdoor  education etc.), as well as a commitment to support all students with special education needs. |
| Continue to oversee, update, maintain momentum, and implement the Multi-Year Strategic  Plan (MYSP) including the “Vision for Learning” plan. |
| Maintain and improve the public’s confidence and trust in the Board; build, positive relationships and engagement with parents and community partners. |
| Maintain/develop TDSB shared leadership approach, the Leadership Capacity Plan and  prioritizing staff succession planning and morale. |
| Implement the new internal and external communications strategy. |
| Lead research in the service of evidence-based decision-making. |

1. **Career Experience & Accomplishments:**

**The ideal candidate for the Director of Education should possess the following experience and background (Top 7 are in order of priority):**

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| Demonstrated meaningful leadership and a proven track-record in equity, diversity, inclusion, anti-racism, anti-Black racism, anti-oppression programs, Indigenous education, LGBTQ and related policies, and initiatives. |
| Professional knowledge and demonstrated leadership/respect in academic instruction and achievement; (public K-12, or possibly at the post-secondary 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. |
| 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. |
| An understanding and championing for special education and 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). |

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| Demonstrated experience with funding models for public education and/or a large publicly  funded organization; advocating with governments at all levels for the needs of a strong public education system. |
| Demonstrated experience in administration, fiscal management/finance (understanding of capital and operating budgets), operations management including oversight of facilities. |
| Experience managing, motivating, engaging large staff/employee teams at all levels to  success, implementing leadership development and succession planning programs; creating a positive/unifying work environment. |
| Focused orientation for utilizing data driven models and metrics for decision making/standards. |
| Direct experience in working in a similar large urban centre with a highly diverse population. |
| An orientation for implementing ideas and complex projects through completion. |
| Proven commitment to good governance, risk management, compliance and establishing,  working with and maintaining positive relationships with an elected board or similar body. |
| An excellent communicator with the ability to engage at all levels with a holistic message that is clear, genuine and understood; knowledge of a second language or multi-lingual would be an asset. |

**Additional important criteria that was provided from the stakeholder consultations:**

1. **Education & Professional Development:**
   * A minimum Master’s level education and ideally post-graduate work, doctorate or similar and relevant certifications
   * Demonstrated commitment to on-going learning and personal development
   * Participation/leadership in public speaking and thought leadership
2. **Leadership Attributes & Personal Values:**

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) (<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):**

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| 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/Critical Thinking |
| Resilience |
| Vision Builder/Strategic Orientation |

# Other:

Meets Ministry criteria in terms of qualifications as Supervisory Officer under the [Education Act](https://www.ontario.ca/laws/statute/90e02)

and/or Minister’s confirmation that the person to be appointed is eligible for the position

Link to [The Ontario Leadership Framework](https://www.education-leadership-ontario.ca/application/files/8814/9452/4183/Ontario_Leadership_Framework_OLF.pdf)