



Director of Education – Toronto District School Board

Leadership that Engages and Empowers All

The **Toronto District School Board (TDSB)** – www.tdsb.on.ca – is the largest and one of the most diverse school boards in Canada, serving over 247,000 K-12 students in 583 schools throughout Toronto, and more than 130,000 lifelong learners in its Adult and Continuing Education programs. Over 40% of TDSB graduates rank as Ontario Scholars, and more than 80% go on to university or college.

The Opportunity

The Director of Education is the most senior executive position in the Toronto District School Board (TDSB). For this pivotal role, the TDSB is seeking a highly qualified and exceptional leader who will continue to implement the Board’s Multi-Year Strategic Plan, diversity, inclusion, and equity initiatives, evolve the transformation in learning/instruction, run a highly complex and diverse organization, and foster outstanding relationships with stakeholders at all levels.

A well-recognized leader in public education, K-12, or similar, with a track-record of success, the new Director will bring inspirational leadership with commitment and passion for student success including a track-record of removing systemic barriers while enhancing student well-being and academic achievement.

The Director will share evidence and meaningful experience in implementing programs, policies and practices that achieve equitable outcomes using the frameworks of anti-oppression, anti-racism, anti-Black racism, and decolonization. In addition, the Director will demonstrate commitment to upholding human rights and eliminating all forms of discrimination.

The Director will have a keen understanding of, and direct experience in, the Greater Toronto Area and/or a similarly large and diverse urban population. With a “global mindset” and perspective, the Director will bring critical thinking, creativity and innovation to the TDSB along with a demonstrated record of turning vision into action. An advocate for engaging, partnering and collaborating with, the community, students, parents, and honouring the voice, experience, identity, and expertise of all.

The Director will lead a large team of staff and create a highly motivating workplace with

a focus on leadership development. In addition, the Director will oversee the operations and administration of the Board and will demonstrate experience advocating with government for public education funding.

With a high level of personal integrity coupled with empathy and strong relationship-building capabilities, the Director will have exceptional communication skills.

The Profile

The ideal candidate for the Director of Education mandate should possess the following experience and background:

- 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 system 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 of, 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).

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>>

Additionally, the ideal candidate will possess the following leadership attributes and personal values:

- 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

Education & Professional Development:

- At minimum, a master's level education, ideally with post-graduate work, a doctorate or similar credentials, and relevant certifications
- Demonstrated commitment to ongoing learning and personal development
- Participation/leadership in public speaking and thought leadership
- Knowledge of a second language or multi-lingual would be an asset

We invite all qualified and interested candidates to apply. Please send your resume and summary letter of application, in confidence, no later than **Wednesday, October 28, 2020, 5:00 pm EST**, to

Charles Lennox, at: cmlennox@mandrake.ca

Only applicants selected for an interview will be contacted

The Toronto District School Board (TDSB) strives to meet the accommodation needs of persons with disabilities. Applicants are encouraged to make their needs for accommodation known in advance during the application process.

The TDSB is an equal opportunity employer and adheres to fair employment practices.