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TVDSB Supervisory Officer Talent Pool

Are you an educational leader focused on student well-being and success and committed to community engagement, innovation and equity? Are you willing to contribute to building an environment of collaborative professionalism? Are you a Principal who has optimized the unique strengths of your school and worked with a team to address barriers to student success? Are you a Superintendent who has worked with a family of schools to support student achievement and hear parental/caregiver and community voices? If this sounds like you, and you are ready to join a school board serving diverse communities in urban, rural and suburban settings, you may be interested in this leadership opportunity.

With a rural, urban and suburban population, Thames Valley District School Board is a unique district shared across Elgin, Middlesex and Oxford Counties and the City of London. The region is bordered by beautiful Lake Erie and Lake Huron, with some of the best greenspace and landscape that Ontario has to offer. The district is home to the centre of excellence for healthcare and education, with London Health Sciences Centre and St. Joseph's Health Care London, Western University and Fanshawe College. Together, the communities have the best in care, teaching and learning; this region is diverse, accessible and affordable.

TVDSB is a district in motion toward progressive growth and student achievement. As the fourth largest public school board in Ontario, the 7,000km² district includes families who have been here for generations, and many who have recently arrived. TVDSB works to ensure the success and

wellbeing of all students and staff and believes that equitable access to programs and opportunities and focussed support helps everyone reach their full potential.

To help address these challenges and opportunities and effectively problem-solve, the Senior Leadership Team is comprised of seasoned education and corporate professionals. A team of 17 leaders in their field serve 80,000 students in 161 schools and 10,000 staff working to improve student achievement and enhance well-being. TVDSB is a data-driven organization with a student-first growth mindset.

With years of leadership experience in the K-12 education sector, Director of Education and CEO, Mark Fisher, recently joined Thames Valley in 2019. With his leadership, TVDSB relies on research-informed practice, a commitment to equity and inclusion and values industry and community partnerships. Its relationships with the Ministry of Education and the Board of Trustees govern Board business and provide staff with the freedom to work collaboratively in an environment that inspires innovation. Now is the time to become part of a team that is right-sized: large enough to be based on process and standards, but small enough to be nimble.

The vision of the Board is that the Thames Valley learning communities inspire innovation, embrace diversity, and celebrate achievement thus providing a strong foundation for all students.

TVDSB is engaged in a proactive recruitment and selection process to build a Talent Pool of Supervisory Officers for the future. In doing so, TVDSB is guided by the clear conclusions of recent research on the impact of leadership on student well-being and success. TVDSB is committed to supporting school leadership teams in their work with teachers and support staff to analyze their school environments and instructional approaches in order to determine what needs to be emphasized and what needs to be changed. The work of the Supervisory Officer facilitates the creation of the optimal conditions for learning and thriving for all students. TVDSB is seeking supervisory officers who embrace the research which clearly demonstrates that this cannot be done by edict or centralized control. A collaborative and empowering leadership style is central to success as a SO in TVDSB

You are a caring and agile leader who knows that you will be successful if you provide significant and consistent support and guidance to the schools you lead. You have been effective in your current role because you have supported reflection on instructional practice and teacher efficacy through teamwork and focus in each school. Your work has been characterized by encouraging parental/caregiver and community engagement and building trust in schools where student, teacher, support staff and community voices have influence on how the school works and how students experience their learning. If you are a capacity builder who creates cultures of teamwork and integrity and has encouraged coherent processes and implementation strategies that break down silos while recognizing the unique needs of each school and individual learner, this Supervisory Officer role in TVDSB may be an excellent opportunity for you.

You are committed to working with staff to interpret data and research in the best interests of each school's teaching and learning process. Your track record demonstrates success in inspiring and supporting the work of school improvement processes and creating strong connections within and across families of schools. You are a champion of equity and inclusion whose work has made a positive impact on student outcomes and family/caregiver experiences. You build relationships with Indigenous communities and are committed to ongoing learning with Indigenous knowledge systems. You have demonstrated success in managing and allocating human and fiscal resources. There is evidence that you have the political acumen to successfully support the implementation of the Board's educational vision and mission both in your family of schools and in the system-wide portfolio you will have.

In your service to schools and communities, you build strong teams with Principals, you invite student and community voices and you support continuous improvement through Principals' effective instructional leadership. As a new member of the TVDSB leadership team, you will be invested in embedding trust and transparency into the leadership culture of the TVDSB senior team. An emotionally intelligent servant leader, you will empower others and you will serve as a change agent through empathy, respect and optimism. A leader of leaders, you will incorporate feedback, honour the expertise of others, and demonstrate self-awareness and a strong moral and ethical compass. A systems thinker, you will be strategic and an organic leader who **is committed to** building strong teams with school leaders, inviting student and community voices and supporting continuous improvement and effective instructional leadership. Your approach will be marked by a deep commitment to dismantling barriers that have excluded some students from success.

Supervisory Officer qualifications, completed or in progress, are a requirement. Successful experience in at least two leadership roles in the elementary or secondary panels, with a combination of elementary and secondary experience being an asset. Experience working with schools in diverse communities is desirable.

To apply for this senior mandate in the Thames Valley District School Board, submit your application by February 5, 2021 to:

Joan M. Green & Associates/LBCG
c/o Frank Markel
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Please specify Supervisory Officer Pool Thames Valley District School Board in the subject line of your email.



| JOAN M. GREEN & ASSOCIATES