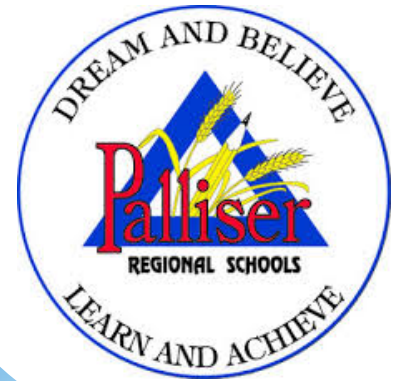


boyden



Executive Profile

Superintendent of Schools
Palliser Regional Schools

May, 2017

Organizational Profile

Palliser Regional Schools

The legal entity, Palliser Regional School Division No. 26, was created in 1995 through the consolidation of two parent school boards which represented the majority of the County of Vulcan and the entirety of the County of Lethbridge.

Palliser's original geographic area stretches from just south of the City of Lethbridge to north of the Bow River on the outskirts of Calgary. With the addition of faith-based alternative programs, Palliser now serves students within the City of Calgary as well.

Palliser serves about 8,100 students in 15 community schools; 10 faith-based alternative schools, nine of which are in Calgary on eight separate campuses; two alternative programs for Low German-speaking Mennonite families; four outreach programs; 17 Hutterian colony schools; a home schooling program and an online and international program.

Palliser offers a broad range of programming from early learning programs (formerly known as preschools) through Grade 12. Some early learning and kindergarten programs at some sites may be operated by Palliser's private partners.

Palliser's student population doubled from 2005-2006 to 2012-2013 as the division serves a growing number of students with diverse backgrounds and learning needs.

Palliser Regional Schools takes its name from explorer John Palliser, who led a British expedition to what's now Western Canada from 1857 to 1861.

Our Mission and Vision

Mission

Together we will ensure learning success for all students to develop their unique potential as caring citizens in a changing world.

Vision

Palliser Regional Schools is committed to engendering and supporting the values of the broader society: empathy, integrity, respect, trust and responsibility. If the children of this community are to realize these values, the Division acknowledges its responsibility to provide an exemplary education. It can only do this by establishing a clear sense of the goals it is trying to accomplish, the characteristics of the schools it seeks to provide, and the contributions the various stakeholders must make in order to transform these ideals into reality.

Superintendent of Schools, Palliser Regional Schools

Position Description

The Superintendent of Schools is appointed by the Board of Trustees to be responsible for the overall operation of the Regional School Division. The Superintendent is responsible for ensuring the quality and effectiveness of the educational programs provided to the students, and must ensure that the budget of the Division is spent in the most efficient manner possible while maximizing the results achieved.

Specific Accountabilities

- Managing the staff of the Division in an effective and professional manner.
- Overseeing the financial affairs of the Division.
- Ensuring that each student within the Division receives the highest quality educational experience possible.
- Assisting the Board of Trustees in the development of policy and implementation of strategic and long term plans and strategies.
- Responding to issues and concerns as they develop in a timely and effective manner.
- Serving as a link between the community and the Division.
- Communicating with all stakeholders.
- Representing the school Division by being a visible and approachable presence in the community.
- Working with the Division staff to develop an increased sense of teamwork, cooperation, and improved communication, both within the administrative staff and school-based staff.
- Coordinating the implementation of the Education Plan adopted by the Trustees.
- Ensuring that Regional School Division receives the highest quality education for their students possible, and that the Division is clearly identified as one of the top performing Divisions in the Province.

Reporting Relationships

Reports to:	Board of Trustees
Direct Reports:	36
External Interfaces:	Alberta Education, College of Alberta School Superintendents, Alberta School Boards Association, Public School Boards' Association of Alberta and eight society partners in the Division's faith-based alternative programs
Total Staff:	1000 (approx.)
Budget:	\$95 Million (estimate for 2017-2018)

Candidate Profile

Education

- A Master's Degree preferably in education or a related area.
- Eligibility for an Alberta Teaching Certificate.
- Additional course work in education administration and related topics would be an asset.

Knowledge and Experience

- Several years of previous experience in a senior administrative role in an educational environment.
- Proven experience managing large numbers of staff in multiple locations.
- Previous experience managing budgets and financial issues in a complex environment, including experience managing with limited resources.
- Experience assisting an organization through significant change.
- Experience working with a governance Board.
- Experience responding to issues related to declining enrollments.
- Proven experience as an educator, including a strong appreciation for excellence in teaching.
- Previous experience working with provincial government officials, including representing a Division in budgetary and policy level discussion.
- Previous experience with, and an understanding of, stakeholders outside of the education system, including business, community groups, political leaders, etc.

Managerial/Leadership Skills

- Exceptional leadership skills, including the ability to manage a diverse group of employees in a changing environment.
- Strong commitment to a team approach to management.
- Excellent decision making skills; capable of making difficult decisions in ambiguous and challenging circumstances.
- Extremely strong communication skills, both written and verbal, coupled with excellent listening skills.
- A proven coach and mentor, able to assist others in understanding complex issues.
- Strong visionary and motivational skills, capable of inspiring staff and others to support the vision.
- Proven skills in managing multiple stakeholders, including parents, government officials, business interests, etc.
- Strong understanding of budgets, financial reports, and related financial issues.

Superintendent of Schools, Palliser Regional Schools

- A strong presence; willing and comfortable being visible in all parts of the organization frequently.
- An open, approachable and friendly manner.
- Caring and compassionate, with a strong interest in people.
- Courageous, willing and able to make difficult decisions and stick to them when necessary and willing to challenge the status quo.
- Innovative, creative, and committed to encouraging innovation and creativity in others.
- Politically astute; capable of adapting their approach for different situations and audiences.
- The ability to lead and encourage change while respecting the past.

Diversity in Education:

- Committed to serving in a geographically diverse area including the City of Calgary and the Counties of Vulcan and Lethbridge.
- Recognizes the diversity and interests of Division schools.
- Ability to unify schools toward common Division purposes.
- Commitment to diversity of programming in rural settings.

Personal Characteristics:

- High energy level, with enthusiasm and energy for the job.
- A student advocate.
- Compassionate and caring.
- High personal integrity; able to inspire trust in and from others.
- A sense of humour.
- Strong sense of the importance of education and a commitment to student success.
- A willingness to be involved in and be interested in the community.
- A willingness to look at the “big picture” issues, while not losing sight of important details.

Additional Information

- For more information, please visit: www.pallisersd.ab.ca
- To explore this opportunity further, please send your resume in confidence to calgaryopportunities@boyden.com

Boyden Team

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