



Coast Mountains Board of Education School District 82

3211 Kenney Street, Terrace, BC V8G 3E9
Tel. (250) 635-4931 or 1-855-635-4931 • www.cmsd.bc.ca

DIRECTOR OF INSTRUCTION – INDIGENOUS EDUCATION

Coast Mountains School District 82 is seeking a passionate and experienced educator to serve our richly diverse student population in the role of Director of Instruction, Indigenous Education.

Located in British Columbia's beautiful Pacific Northwest, Coast Mountains School District encompasses a number of communities including the Hazeltons, Kitimat, Kitwanga, Stewart and Terrace, and the surrounding rural areas. The school district covers a large geographic area including the traditional territories of four Indigenous Nations: the Gitksan, the Haisla, the Nisga'a and the Ts'msyen. The region boasts world-class fishing, kayaking, hiking, winter sports and cultural offerings, in addition to a wide array of community services and amenities.

The district serves a student population of approximately 4,200 students in 19 schools, including 3 alternate programs and a trades training/distance learning centre. With over 800 employees, the operating budget is approximately \$79 million. Further district information is available at <https://www.cmsd.bc.ca>.

Reporting to the Superintendent of Schools, the Director of Instruction will join the Senior Leadership Team in its pursuit of success for Indigenous learners and will demonstrate the skills necessary to support all schools in providing a positive learning environment for all students and staff.

Duties will include working as part of the Senior Leadership Team to support:

- leading and supervising the Indigenous Education Department and its staff;
- partner with communities to develop and manage Local Education Agreements and Enhancement Agreements as required including the implementation of BC Tripartite Education Agreement: Supporting First Nation Student Success (BCTEA);
- lead and support initiatives to recognize and incorporate Indigenous culture, curriculum, knowledge, and history including planning and increasing participation rates of professional development opportunities for staff relevant to the four unique Indigenous cultures within the school district;
- lead and support curriculum resources for Residential Schools including the revitalization of Indigenous languages;
- collaborating with Principals and Vice Principals to develop instructional knowledge and supports leading to success for Indigenous learners;
- support school-based initiatives to provide culturally supportive environments for Indigenous students;
- work closely with the District and Regional Indigenous Education Committees;
- work with the Inter-Tribal Education Committee/Indigenous Education Council (ITEC/IEC) to review the annual budget for targeted funds and together make decisions on how that funding will be allocated; meet regularly in each territory to make budget decisions, dialogue and review proposals;
- follow and apply a Distinctions Based Approach recognizing the unique rights, interests and circumstances of First Nations peoples are acknowledged, affirmed and implemented.

The successful candidate will have demonstrated:

- commitment to and progress toward the Truth and Reconciliation Calls to Action related to education;
- active involvement in and demonstrated progress toward Reconciliation and UNDRIP;
- a fundamental belief that all learners can achieve at a high level;
- implementation of school-wide assessments and coherent use of data to lead improvements for equity of results in student learning;
- success in establishing a school-wide approach to improving literacy and numeracy achievement for students;
- courageous, innovative leadership to identify and remove systemic barriers to student success;
- leadership to implement an Indigenized, redesigned curriculum and First Peoples Principles of Learning on a school district-wide level;
- establish and maintain positive, respectful and collaborative relationships with Indigenous communities and organizations translating into success for Indigenous Learners;
- communicating and living the vision of "success for all learners" and performing the duties necessary to bring the vision to life;
- experience working effectively as a School Principal in the K-12 system;
- ability to work collaboratively with the Senior Leadership Team to implement the Enhancing Student Learning Plan, the Board of Education Strategic Plan, and the Ministry of Education and Child Care mandate;
- a record of visibility and supportive presence in all schools.

A Graduate Degree in curriculum or leadership studies is required, preferably from a Canadian university and eligibility for membership in the BC Ministry of Education and Child Care's Teacher Regulation Branch.

The salary range for this position is: \$173,163.00 to \$188,221.00 annually. The successful candidate should expect to assume their duties as soon as possible.

The closing date for applications is 12:00 noon, Friday, January 31, 2025. Interested applicants should submit a detailed resume, an educational leadership philosophy, references, a record of education and/or training and other support material. Please include all previous employers in your list of references. Applicants agree to confidential reference checks as a condition of application. Applications to be submitted to the attention of the Superintendent of Schools as follows:

*Director of Instruction – Indigenous Education Competition **2025E01***
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For further information regarding the Director of Instruction, Indigenous Education position, please contact Carole Gagnon, Executive Assistant to the Superintendent of Schools at (250) 638-4401.