



Assistant Superintendent of Schools

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan Syilx peoples. The School District enrolls approximately 26,000 students (including approximately 3,100 students who self-identify as having Indigenous ancestry). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are 50 school sites with 32 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (6-12). Central Okanagan Public Schools has an excellent reputation for providing outstanding student-centered programs in a diverse and inclusive environment as well as offering a wide range of educational opportunities for students and staff. We believe equity empowers each learner to thrive, holistically.

The Opportunity

Under the direct supervision of the Superintendent of Schools, the Assistant Superintendent provides district-level leadership, directly supports a K–12 Family of Schools, and leads key system priorities in alignment with the Board of Education’s Strategic Plan. The successful candidate will join a high-performing team of senior system leaders who collaborate, learn together, and apply systems thinking to complex adaptive challenges in order to improve outcomes for each learner. This position calls for a courageous, relational, and equity-focused leader who will lead with confidence, innovation, and purpose. The successful candidate will exercise stewardship by building leadership agency in others, advancing coherence across schools and departments, and ensuring that every student has access to high-quality, inclusive, and culturally responsive learning opportunities.

Student Equity and Inclusion Portfolio

A central responsibility of this position is providing system leadership for the District’s Student Equity and Inclusion portfolio. The Assistant Superintendent will lead and advance district-wide efforts that promote equitable access, inclusive practices, and excellence in learning for every student, with particular attention to students with disabilities or diverse abilities and children and youth in care. This portfolio includes strengthening inclusive education practices, supporting responsive school and district teams, advancing culturally sustaining and anti-racist approaches, and ensuring that systems, structures, and professional learning are aligned to remove barriers and improve outcomes for students. The successful candidate will bring the vision, credibility, and leadership capacity to champion this work across the district in partnership with school leaders, students, staff, families, Indigenous communities, and community agencies.

Key Leadership Responsibilities

The Assistant Superintendent will demonstrate the leadership capacity to:

- Lead and support a K–12 Family of Schools by fostering strong, trusting relationships with principals, vice-principals, and school communities, while coaching and mentoring school leaders to strengthen their instructional leadership capacity.
- Supervise and support school leaders in ways that deepen a culture of high expectations, belonging, continuous improvement, and excellence in teaching and learning.
- Champion the District Strategic Plan by advancing system alignment, coherence, and shared responsibility for student success across schools and departments.
- Advance equity, diversity, inclusion, and excellence by ensuring that all students, particularly Indigenous learners, children and youth in care, and students with disabilities or diverse abilities, have equitable access to high-quality learning opportunities and responsive supports.
- Lead and support integrated, collaborative approaches that strengthen school-based and district-based teams in service of student success.
- Promote innovative approaches to pedagogy, instruction, assessment, and student engagement that respond to diverse learner needs and support the development of global and core competencies.

- Build collective efficacy by establishing and supporting leadership networks, communities of practice, and job-embedded professional learning that strengthen leaders, teachers, and staff.
- Develop and advance comprehensive professional learning structures that are evidence-informed, responsive to need, and designed to build agency and professional growth across the system.
- Support and strengthen needs-based, data-informed approaches to student support that are equitable, transparent, and responsive to the holistic needs of each learner.
- Build, mentor, and lead high-performing teams through clarity of roles and responsibilities, strong communication, professional trust, and a culture of continuous learning.
- Engage meaningfully with families, Indigenous communities, partner groups, and community agencies to strengthen authentic relationships in support of student achievement, well-being, and belonging.
- Monitor, report, and communicate progress on key priorities and outcomes to the Superintendent of Schools and Board of Education using evidence-based measures of growth and impact.

Candidate Profile

A high-performing system leader is sought who embodies integrity, humility, courage, collaboration, and a deep commitment to equity and excellence. The ideal candidate will:

- Hold valid BC Ministry of Education and Child Care Teacher Regulation Branch certification.
- Possess a master's degree in education or a related field from a recognized university.
- Demonstrate successful K–12 teaching and administrative experience, with a strong record of instructional leadership and school improvement.
- Have significant experience supporting and supervising school leaders in ways that improve teaching, learning, and inclusive school culture. Experience as a Director, Assistant Superintendent, or other District level leadership will be seen as an asset.
- Demonstrate a strong commitment to educational equity, truth and reconciliation, anti-racism, inclusive education, and culturally sustaining leadership practices.
- Exhibit exceptional relational, communication, and facilitation skills, with the ability to lead with empathy, clarity, and credibility.
- Be an adaptive and strategic system leader who uses evidence to inform decisions, remove barriers, and create conditions for innovation and improvement.
- Demonstrate success in leading collaborative structures and teams that build coherence, collective efficacy, and organizational learning.
- Possess highly developed knowledge and skills in learning technologies that support effective pedagogy, professional practice, and student learning.
- Show the capacity to lead transparently, establish clarity in roles and responsibilities, and foster cultures of trust, accountability, and continuous improvement.
- Work collaboratively across all grade levels, K–12, and fulfill other specific duties as assigned.

The annual salary range for this position is **\$205,934 to \$228,816**, plus a competitive benefits package.

Please include a letter of application, comprehensive résumé, copies of supporting documentation, and the names of three references by **8:00 a.m. Monday, May 4, 2026**. Please apply online at [Make a Future](#).



**Central Okanagan
Public Schools**
Together We Learn

Bob McEwen
Executive Director of Human Resources
Central Okanagan Public Schools