



# Kawartha Pine Ridge District School Board

## Superintendent of Education

### Qualified Applicants' Pool

**Posting Date:** December 22, 2025  
**Closing Date:** January 26, 2026, at 4:00PM EST

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#### Who We Are:

The Kawartha Pine Ridge District School Board (KPR) offers a world-class education for approximately 36,000 students in 87 schools. Spanning over 7,000 square kilometers, across diverse rural and urban communities in southeastern Ontario, KPR serves the Municipality of Clarington, Northumberland and Peterborough Counties, and City of Quinte West/Murray Ward.

The Board is situated on the traditional territory of the Michi Saagiig Anishinaabeg people, serving three vibrant Indigenous communities which include Alderville First Nation, Curve Lake First Nation and Hiawatha First Nation.

Today, the Kawartha Pine Ridge school district is home to many First Nations, Métis and Inuit peoples and we acknowledge the contributions and accomplishments of all Indigenous people across Turtle Island, current and throughout history.

All positions in the Kawartha Pine Ridge District School Board support the school's priority of student achievement and the Boards mission to educate our students to excel in learning, to succeed in life and to enrich our communities.

#### The Role of Superintendent of Education at KPR:

The Superintendent of Education is a key member of the senior leadership team, entrusted with overseeing Family of Schools, assigned departmental portfolio, and ensuring the effective implementation of educational programs, policies, and initiatives. Reporting directly to the Director of Education, the superintendent plays a pivotal role in both administrative and educational leadership in a manner responsive to the diverse needs of the entire school community.

Guided by the multi-year strategic plan, the superintendent ensures alignment with the board's strategic priorities, guiding principles, and system actions. Through close collaboration with school leaders and the broader school community, the superintendent fosters a culture of equity, diversity, inclusion, and well-being, while recognizing and supporting students' unique strengths and skills. The core responsibilities for the position include:

- Leading with integrity while providing guidance, mentorship, and oversight to school leadership for a specific Family of Schools.
- Ensuring effective implementation of Ministry of Education, KPR strategic plan, and school board policies.
- Championing the integration of Indigenous Education into daily practices, advancing Truth and Reconciliation efforts.
- Driving school improvement and systemic change to reduce disproportionate outcomes, especially for underserved student groups.

- Maintaining strong engagement with Trustees and supports governance in a manner responsive to the diverse needs of the entire school community.
- Oversee assigned portfolios within the board's structure and ensure holistic approaches are applied across programs to support students' success.

### **Qualifications and Ideal Candidate:**

The following leadership competencies (education/credentials, experience, skills, and qualities) have been identified as important for this role. KPR recognizes that no one candidate may meet all identified elements, but these attributes and competencies will be used in the assessment of candidates throughout the selection process:

- Be a member in good standing with the Ontario College of Teachers.
- Hold a Supervisory Officer's Certificate or be currently enrolled in the Supervisory Officer's Certificate with a completion date of December 31, 2026 (recognized by the Ontario College of Teachers).
- Five (5) years of demonstrated successful leadership experience as a principal within an educational setting.
- A clear commitment to and demonstration of KPR's values and strategic direction.
- Demonstrated understanding of the needs of Indigenous communities and students, with a strong commitment to advancing the Board's efforts in Truth and Reconciliation. Will actively champion inclusive, culturally responsive education and work to expand meaningful opportunities for Indigenous students and all learners within KPR.
- Demonstrated leadership experience and understanding of complex and intersectional equity issues, with a demonstrated record of taking action to eliminate systemic barriers, racism, and oppression. Will be a strong public voice in ensuring that KPR's students, families, staff and communities see themselves represented in all areas of the organization.
- Possesses strong political acumen and a clear understanding of the vital role elected trustees play in governance and public education.
- Exceptional interpersonal and communication skills, with the ability to foster respectful and collaborative relationships. Demonstrates confidence and tact in engaging in courageous conversations to drive positive outcomes for all students.
- Deep expertise in instructional leadership, grounded in a strong commitment to student success and educational excellence.
- Proven ability to engage diverse voices within the organization and broader community; understands how meaningful engagement fosters trust and strengthens public confidence.
- A strategic and innovative thinker with exceptional problem-solving skills, capable of making sound decisions and exercising strong judgment, while fostering a collaborative leadership style that thrives within dynamic teams and board culture.

### **How to Apply:**

- Please review our [Superintendent of Education Qualified Applicants' Pool Recruitment Guide](#) for detailed information on application requirements and the selection process.
- Interested applicants are invited to submit the following documents with the subject title "Application for Superintendent of Education Qualified Applicants' Pool" to [superintendent\\_recruitment@kprdsb.ca](mailto:superintendent_recruitment@kprdsb.ca) by the posting deadline:
  - Cover Letter
  - Resume
  - Three (3) supervisory references
  - Written responses to the following pre-screening questions (no more than 1500 words total):

1. How does the role of Superintendent of Education at KPR fit into your broader professional goals and career journey?
2. How do you ensure your leadership aligns with KPR's values and strategic direction? Can you provide an example where you took action to further those values within your current role?
3. What do you see as the biggest challenge and the greatest opportunity in this senior leadership role within KPR? How would you approach addressing the challenge and the opportunity to drive success for all students and school community?
4. If you are a returning applicant to the Superintendent of Education pool, please describe the professional growth, leadership experiences, or system-level improvements you have undertaken since your last application that further prepares you for this role (please note: an additional 500 words are provided to answer this question).

Interested candidates are invited to attend an optional information session held virtually on January 6, 2026, at 4:30PM. To register for the information session please email [superintendent\\_recruitment@kprdsb.ca](mailto:superintendent_recruitment@kprdsb.ca).

If you have any questions regarding this position or the selection process, please contact, Kimberley Aubrey (Manager, Recruitment, Organizational Development, and Compensation) at [superintendent\\_recruitment@kprdsb.ca](mailto:superintendent_recruitment@kprdsb.ca).

Please note, a police record check, with a Vulnerable Sector Search dated within six (6) months prior to the date of hire, is a requirement for employment.

### **Our Commitment:**

Kawartha Pine Ridge District School Board is committed to a qualified workforce that is representative of the diversity of the people of Ontario and across the communities we serve. We welcome applications from candidates with diverse background and lived experiences as a member of a marginalized group, including but not limited to:

- First Nations, Métis and Inuit peoples, and all other Indigenous peoples;
- Members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;
- Persons with visible and/or invisible (physical and/or mental) disabilities;
- Persons who identify as women; and
- Persons of marginalized sexual orientations, gender identities, and gender expressions.

Kawartha Pine Ridge District School Board is committed to providing barrier-free and accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (AODA). Should you require accommodation through any stage of the recruitment process please make them known when contacted and we will work with you to meet your needs.

Kawartha Pine Ridge District School Board is an Equal Opportunity Employer. For more information about what this means in our organization, please refer to our website at [www.kprschools.ca](http://www.kprschools.ca) (see "Careers" section).

**Paul Brown**  
Chairperson of the Board

**Rita Russo**  
Director of Education