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EDMONTON PUBLIC SCHOOLS

Opportunity Profile

Superintendent



About Edmonton Public Schools

Edmonton Public Schools is the second largest school division in Alberta serving more than 121,000 students in 214 schools. Together, we serve students, families and communities throughout Edmonton with world class public education that includes a range of alternative programs, Division centres, regular programming, and supportive learning spaces. With an annual operating budget of \$1.36B (2024-25), the Division is one of the largest employers in Edmonton, with approximately 10,000 dedicated employees. We recognize that our students are individuals with unique needs and interests, and that to build on success, students need to have access to an educational path and supports that meets their needs now and for their future learning and growth.

Our Vision

Enhancing pathways for student success

Our Mission

Our commitment to high-quality public education serves the community and empowers each student to live a life of dignity, fulfillment, empathy and possibility.

Our Cornerstone Values

- Accountability
- Collaboration
- Equity
- Integrity



Facts and Statistics

We are a growing school Division, serving students, families and communities throughout Alberta's capital city. We are a Division of choice, offering more than 30 [programming](#) choices that ignite curiosity and career aspirations. We promote safe and welcoming [spaces](#) in which students and staff can achieve growth and success.

As elected officials, the [Board of Trustees](#) are responsible for creating [Board policies](#) and making important decisions that shape our Division's work. Read the latest [news stories](#) or learn about our approach to [literacy](#), [numeracy](#), [sexual orientation and gender identity](#), [inclusive learning](#) and more.

2024–25 SCHOOL YEAR

Total Number of Schools	214
Elementary Schools	125
Elementary/Junior High Schools	38
Elementary/Junior/Senior High Schools	5
Junior High Schools	26
Junior/Senior High Schools	4
Senior High Schools	16
Other Educational Services	7
Educational Programs in an Institution	12
Student Enrolment (September 30, 2024)	120,198
Total Staff (September 30, 2024)	9,590 FTE
2024–25 Operating Budget	\$1.365 billion

Our Strategic Plan

The [Division Strategic Plan 2022-2026](#) builds on the great work the Division completed over the past number of years. Our priorities under the new plan are to:

1. Build on outstanding learning opportunities for all students.
2. Advance action towards anti-racism and reconciliation.
3. Promote a comprehensive approach to student and staff well-being and mental health.



Our Commitment to Diversity and Inclusivity

We are listening, we are learning, and we are committed.

Edmonton Public Schools aspires to be a learning community where every individual:

- belongs
- is included
- experiences success

We strive to empower staff to reach their goals in a diverse, equitable, and inclusive workplace that values their lived experiences. We are seeking individuals like you, who reflect the students and families we serve.

Together we are stronger.

Innovation and Expertise

With a focus on continuous improvement and student success, here are just a few examples of recent innovation at Edmonton Public Schools:

- **Campus EPSB** - Campus EPSB is designed to provide students with another way to earn high school and post-secondary credits, gain industry credentials, get ahead of their studies or prepare for post-secondary. Campus EPSB offers semester options during the school year, as well as a number of [trades-oriented summer opportunities](#).
- **EA Internship** - With a vision relative to the recruitment and retention of educational assistants (EAs) in the province, the Division approached the Government of Alberta and pitched an EA internship prototype for consideration. The EA Internship is designed to accommodate the needs of school authorities throughout Alberta. Interns learn through online modules, interactions with an experienced EA coach, and by shadowing existing educational teams in inclusive or complex needs classrooms.
- **Provincial Curriculum Resources** – With confidence in our people and their expertise in teaching, Edmonton Public Schools has been leading the development of curriculum resources not only for our Division, but for use by the entire Province. During the pandemic, the Division developed a scope and sequence set of curriculum resources for online learning, which we shared freely with all Divisions and the Province. Following approval of the revised provincial science curriculum, the Division is leading a two year curriculum resource development project with the collaboration of other metro school division partners.



The Opportunity

The Board of Trustees of the Edmonton Public Schools is seeking an experienced, visionary, and results driven Superintendent who is passionate about public education. This is an exciting opportunity for an inspirational leader with a deep commitment to student achievement, staff fulfillment, innovation and community engagement to advance educational excellence in a large, complex and growing school division.

As an agile leader, the Superintendent promotes and sustains a learning culture and demonstrates a commendable record of critical thinking and strategic leadership as a senior leader in a dynamic public education system. The Superintendent works collaboratively towards continuous improvement, building upon Edmonton Public School's reputation for its outstanding learning opportunities for all students as outlined by its Strategic Plan 2022-26.

Working closely with the 9-member, elected Board of Trustees, the Superintendent will lead by example, demonstrating a lived commitment to our Vision, Mission and Cornerstone Values. The Superintendent will demonstrate a high aptitude for building meaningful relationships with the community and staff by promoting a collaborative culture where student success is at the heart of the Division's work.

The Superintendent:

Champions Public Education

Demonstrates a deep commitment to public education as a common trust to be preserved, protected and vigorously championed. Advances the cause of public education at the division, municipal, provincial and national levels, within professional circles and in the public media. Seeks to proactively build, execute and refine plans and existing organizational structures to achieve concrete, and measurable goals in support of student success and in alignment with the Division's priorities.

Supports the Elected Board of Trustees

Supports the elected Board of Trustees by ensuring timely and transparent communication. Collaborates effectively with the Board in their role as governing representatives of public education, working toward the



approved strategic plan and enhancing pathways for student success. Operates within a policy governance framework that upholds administrative accountability for compliance with operational expectations and achievement outcomes.

Focuses on Student Needs and Achievement

Creates conditions which enhance learning outcomes for all students, with a focus on equity and belonging. Facilitates continuous growth in high school completion and student preparation for adult life, work, and further learning. Promotes equitable learning opportunities and varied teaching strategies, in safe and welcoming learning environments. Works collaboratively in identifying targets for student achievement, growth and high school completion using a variety of assessment data. Focuses work in support of quality teaching and optimum learning.

Builds Leadership Capacity

Creates conditions for building and maintaining a strong, high-performing leadership team. Facilitates meaningful leadership capacity development throughout the Division. Promotes the Division's cornerstone values among all leaders. Builds capacity through professional learning and opportunities for collaboration. Builds and engages a strong senior leadership team with professional expertise in key areas. Keeps abreast of trends, shifts in the educational landscape, leadership theory and practice, societal current events, and global trends affecting public education.

Promotes a Positive Workplace

Leads and manages by creating working conditions which attract, retain, and engage staff in alignment with the Division's Human Resources Framework. Empowers staff to achieve organizational and professional goals in support of student success. Fosters innovation, trust and collegiality at all levels. Effectively builds relationships with staff groups; actively seeks and values the advice and contribution of all staff; actively engages staff groups in relevant decision-making processes.

Builds Relationships

Builds positive and productive relationships with parents, guardians, and diverse communities by creating a welcoming, caring, respectful, and safe learning environment. Supports educators in actively engaging with families and community members to address students' needs while strengthening the bonds that support their success. Building advocacy for public education by collaborating with the Board of Trustees, government leaders, and other public education partners.

Communicates Effectively

Demonstrates a commitment to clear and transparent communication. Confidently communicates the Division's mission, inspiring staff commitment and stakeholder engagement. Ensures parents/guardians have sufficient and clear information to make effective decisions regarding their child's education.



Key Roles and Responsibilities

Student Wellbeing

- Ensures that each student is provided with a welcoming, safe and caring environment that fosters and maintains respectful and responsible behaviours.
- Ensures that Division facilities reasonably accommodate diverse student needs.
- Ensures the safety and well-being of students.

Educational Leadership

- Provides visionary and student-centred leadership.
- Ensures students can meet standards of education set by the Ministry of Education.
- Implements education policies established by the Board and the Ministry of Education.
- Informs the Board of matters which meet the requirement for review under the *Education Act* or Board policy.

People Management

- Demonstrates servant leadership qualities and truly cares about people and their well being.
- Has overall authority and responsibility for all personnel-related issues except the development of mandates for collective bargaining and those personnel matters precluded by legislation, collective agreements or Board policy.
- Ensures sound people management best practices are in place to effectively recruit, retain, develop, engage and manage people in accordance with legislation and Board policy.
- Supports professional learning and growth for all Division staff who each play an important role in student success.
- Through the Division's practice of site-based decision making, empowers people throughout the Division to make decisions that reflect a community context and contribute to a shared commitment to student success.
- Intentionally organizes schools and central units to participate in collaborative conversations focused on setting goals in alignment with the Division's strategic plan, measuring progress, ongoing learning and celebrating success.



Leadership

- Nurtures strong, trusting relationships with Principals, Division leaders, employees, and staff groups fostering a positive, supporting environment where collaboration and teamwork are valued, and the Division's Cornerstone Values are consistently demonstrated.
- Develops and maintains positive and effective relations with provincial and regional government departments and agencies.
- Understands and navigates complex and unpredictable political situations requiring sound judgement and insight.
- Initiates change when warranted and substantiated by facts. Promotes data informed decision making.
- Builds a strong culture grounded in the Division's cornerstone values and an unwavering focus on student success.
- Maintains a strong and consistent calm, keeping the focus on student learning in the face of competing pressures and change.

Policy/Administrative Regulations

- Provides strategic leadership in the planning, development, implementation and evaluation of administrative regulations.
- Implements Board policies and administrative regulations with integrity and transparency.
- Provides leadership to ensure administrative regulations align with Board policy and are reviewed and/or renewed on a scheduled basis.

Trustee/Board Relations

- Establishes and maintains positive professional working relations with the Board.
- Honours and facilitates the implementation of the Board's roles and responsibilities as defined in Board policy.
- Exerts confidence and strength to support effective board governance.
- Communicates transparently, regularly and effectively with the Board.
- Provides the information which the Board requires to perform its role effectively.

Provincial Educational Plan

- Leads the Four-Year Education Plan process, including support for the development of Division goals, budget, and capital planning.



- Implements strategic and operational plans as approved.
- Involves the Board appropriately (Board identification of priorities and outcomes, opportunity for Board input early in the process, final Board approval). Reports regularly on results achieved.
- Demonstrates effective organization skills resulting in EPSB compliance with all legal, Ministry of Education and Board mandates and timelines.
- Reports to the Minister with respect to matters identified in and required by The Education Act.

Fiscal Responsibility

- Provides direction on fiscal and resource management that is in accordance with all statutory, regulatory and Board requirements.
- Ensures fiscally responsible decision making, including adherence to recognized accounting procedures.

Character Traits

- A belief in the value and worth of all persons and demonstrates compassion for all.
- Naturally curious, motivated by continuous improvement and what is best for students.
- Reflective, growth oriented, and a creative problem solver.
- Leads with humility. Servant leader.
- Commitment to Career Pathways so that all students, through public education, can transition to a life of dignity and fulfillment after high school.
- Respect for the role of community and staff groups as partners in public education.
- Personal and public accountability and transparency.
- Demonstrates the importance of research and evidence-based decision-making.
- Ability to maintain calm and steady leadership while navigating ambiguity, complexity and change.
- Understands how systems change is successfully initiated and implemented.
- Commitment to Anti-racism, Reconciliation and Equity.
- Commitment to building unity of purpose around the Division's Vision, Mission and Strategic Plan.
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- High degree of competence that meets the [Superintendent Leadership Quality Standard](#)



Location: Edmonton

Land Acknowledgement

We acknowledge that we are on Treaty 6 territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Métis, Dene and Nakota Sioux. We acknowledge all the many First Nations, Métis, and Inuit whose footsteps have marked these lands for centuries.

By the numbers

We are the **fifth largest municipality** in Canada, serving **nearly 1.5 million people** in the Edmonton Metropolitan Region.

Edmonton has:

- One of the lowest overall tax burdens among major Canadian cities
- A diverse and resilient economy, with strengths in energy, technology, health sciences, and manufacturing
- A highly skilled workforce, with some of the highest post-secondary education attainment rates in Canada
- One of the most affordable housing markets among Canada's largest cities

Edmontonians are:

- **Young** – with an average age of **38**
- **Diverse** – over **40%** of residents identify as visible minorities
- **Active** – with **over 160 km of maintained trails** in the **largest urban parkland in North America**
- **Growing** – thousands of newcomers arrive each year, adding to our vibrant community

A great place to make a living, a great place to make a life!

Edmonton consistently ranks among Canada's best places to live, offering a high quality of life, a thriving arts and culture scene, and an entrepreneurial business climate. Home to one of Canada's most exciting tech and innovation hubs, Edmonton fosters research and development in industries like artificial intelligence, clean energy, and life sciences. The city has a competitive cost of living, excellent public services, and is a gateway to world-class outdoor recreation, including Elk Island National Park and Jasper National Park.

Edmonton became the first Canadian city to join UNESCO's network of top education cities in the world. The city prioritizes economic growth, investment attraction, and sustainability, providing opportunities for businesses to scale, diversify, and succeed. With a collaborative business environment and a progressive vision for the future, Edmonton is a city that builds, innovates, and thrives.

Our city motto is "Industry, Integrity, Progress"—we're shaping Edmonton's future by making bold decisions today.



Express Your Enthusiasm

To apply, please email your cover letter and resume (PDF or Word document only—preferably as one document) to **Anurag Shourie** or **Wendy Romanko** at apply@leadersinternational.com indicating the job title in the subject line.

Leaders International Executive Search

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