



**NORTHLAND SCHOOL DIVISION NO. 61**  
**SUPERINTENDENT OF SCHOOLS/CEO SEARCH**  
**IDEAL CANDIDATE PROFILE**

---

**Academic Qualifications**

- ◆ Master's degree in education or a related area is required
- ◆ Must qualify for or hold teaching certification in the province of Alberta

**Professional Experience**

- ◆ Successful broad-based educational leadership experience including work as a system and a school-based administrator
- ◆ Demonstrated strong classroom experience
- ◆ Knowledgeable and supportive of aboriginal education

**Student Focus**

- ◆ A passionate advocate for aboriginal education
- ◆ Ensures the delivery of quality education is provided to every student
- ◆ Strong commitment to student success in all curricular areas
- ◆ Ability to optimize financial resources for maximum student benefit

**Leadership Style/Skills**

- ◆ Is an ethical leader who demonstrates personal and corporate integrity
- ◆ Committed to a collaborative, transparent approach to decision-making, balanced with the strength to make necessary difficult decisions
- ◆ Committed to building strong working relationships within the Division
- ◆ Ability to nurture a positive organizational culture within the Division
- ◆ Ability to work synergistically with an elected Board
- ◆ Committed to continuous improvement of self, others and the organization
- ◆ Capacity to develop leadership potential of others
- ◆ Ensures accountability of self and others
- ◆ Ability to work effectively with Alberta Education, Department of Indian Affairs and Northern Development, and other partners – local, regional, provincial and federal

### **Leadership Style/Skills (cont'd)**

- ◆ Politically astute
- ◆ Knowledgeable of current legislation, educational research, issues and trends
- ◆ Models life-long learning
- ◆ Models servant leadership
- ◆ Maintains an effective process of staff evaluation
- ◆ Strong communication, interpersonal and organizational skills
- ◆ Positive ambassador within and for the Division

### **Management Skills**

- ◆ Ability to supervise financial operations
- ◆ Knowledgeable and understanding of technology applications to enhance organization and learning effectiveness
- ◆ Ability to structure the organization for maximum effectiveness
- ◆ Strategic planning skills