

---

## LEADERSHIP OPPORTUNITY

### Secondary School Principal (Gr 9-12)

The Saanich School District (SD63) invites applications from qualified applicants for **Secondary School Principal** (initial assignment to be determined) effective **August 1, 2026**.

Located on the beautiful Saanich Peninsula near Victoria, the Saanich School District serves approximately 7,500 students in eight elementary, three middle and three secondary schools, as well as two Individual Learning Centres (ILC), a provincial online learning school (South Island Distance Education School - SIDES) and the Children's Development Centre (CDC). The District employs 650 teachers, 38 principals and vice-principals, 500 unionized support staff, 21 exempt management staff and manages a \$100 million operating budget.

Strong working relationships with all partner groups, including the local W̱SÁNEĆ First Nation, have resulted in the Saanich School District having a well-established reputation of excellent student achievement and program innovation within a strong culture of caring and respect.

The successful candidate will be an individual who has a track record of success and experience working in a diverse community of learners, an educator who is committed to supporting all learners and who believes that learning is a lifelong journey.

#### Qualifications

- A Masters degree in educational leadership, curriculum development, supervision of instruction, counselling or a related field;
- A current teaching Certificate of Qualification from the BC Teacher Regulation Branch; and
- Proven administrative success in K-12 education with experience at the secondary school level.

#### Skills and Attributes

Specific to this position, applicants must also demonstrate a strong capacity in the following areas:

- A proven record of positive working relationships with students, parents, employee groups and the broader community;
- A commitment to equity, inclusion and reconciliation along with an understanding of the W̱SÁNEĆ First Nation and broader Indigenous communities;
- A commitment to the First Peoples Principles of Learning;
- Proven examples of a collaborative, consensus seeking leadership style;
- Highly effective and respectful communication and conflict resolution skills;
- Evidenced leadership in the supervision of learning, BC curriculum and current teaching pedagogy including the use of appropriate educational technology;

- Thorough understanding of effective assessment and evaluation practices;
- Demonstration of innovative practices within an inquiry-based teaching and learning environment;
- Knowledge and experience with leading initiatives in support of students with complex learning needs;
- Strong organizational and management skills; and
- Effective leadership during critical incidents and other stressful conditions.

### Areas of Responsibility

- Instructional leadership in curriculum, instruction, assessment and evaluation;
- Leadership in the organization, development and implementation of a School Plan and associated initiatives;
- Enhancing a consultative, collaborative, teamwork approach in the school, with district colleagues, and with district partners including the local WSÁNEĆ First Nation;
- Promoting and implementing the First Peoples Principles of Learning, including a strong advocacy of Indigenizing curriculum and instruction;
- Promoting and advocacy for diverse learning needs;
- Responsibility for the school facility, resources and associated concerns pertaining to site safety, emergency preparedness and community use;
- Developing, supporting and maintaining relationships that encourage positive student behaviour through the use of restitution and restorative practices; and
- Collaborating with district leadership including the Superintendent's office, Indigenous Education, Learning Services, Human Resources, Finance, Information Technology, and Facilities on a wide range of topics including the implementation of the Board's Strategic Plan.

The Saanich School District offers a competitive compensation and benefits package. The salary range for this position is \$157,676 - \$166,124.

### How to Apply

Interested applicants are invited to submit an application which includes:

- A current resume,
- Names and contact information of three (3) references who may be contacted and who are familiar with your professional performance, and
- Any other applicable supporting documents.

Please submit this application to Robyn Reid, Director of Human Resources, at [rreid@saanichschools.ca](mailto:rreid@saanichschools.ca).

Deadline for applications is **Monday March 2, 2026 @ 9:00 am PST**.

*We thank all applicants for their interest, however,  
only those selected for an interview will be contacted.*