



## Director of Education

### Who We Are

At the Thames Valley District School Board (TVDSB), everything we do begins with a deep commitment to students and the communities we serve. Guided by our **Vision**—*Each student's unique potential is strengthened*—we strive every day to ignite learning, foster belonging, and support the well-being of more than 84,000 students and across 161 schools.

Our **Mission** anchors our work:

*Across the TVDSB, we collaborate and innovate to promote student achievement and well-being for students in a changing world.*

As one of Ontario's largest and diverse school boards, we are proud of our students, staff, families, and partners who contribute to a vibrant public education system spanning urban, suburban, and rural communities. Formed in 1998, through the amalgamation of four regional boards, TVDSB spans more than 7,000 square kilometres across Elgin, Oxford, and Middlesex Counties, including the City of London. With an operating budget exceeding \$1 billion and a workforce of more than 14,000 educators and staff, TVDSB is a cornerstone of education in Southwestern Ontario.

We are currently seeking an inspirational, equity driven, and community minded Director of Education to lead the Board in achieving the priorities set out in our 2024–2028 Multi-Year Strategic Plan (MYSP). The Director of Education serves as the Chief Executive Officer and operational leader of the system. The TVDSB is currently under the supervision of the Ontario Ministry of Education with the Director reporting to a Ministry-appointed Supervisor.

### The Opportunity

The Director of Education will lead the organization toward the successful implementation of our four strategic directions:

- **Support Student Achievement**
- **Create Safe Spaces for All**
- **Become the Best Place to Learn, Work, and Grow**
- **Work Together with Communities**

This is a critical leadership role requiring a visionary who can inspire confidence, cultivate strong relationships, and champion excellence, equity, and well-being across the district.

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## **Key Responsibilities**

### **Strategic Leadership**

- Provide system-wide leadership to implement the MYSP, operationalizing goals that support academic achievement, student well-being, and equitable outcomes.
- Lead and support the development of annual operational plans, monitoring progress through evidence-based indicators and transparent reporting.
- Ensure strong Fiscal Management accountable to the Ontario Ministry of Education by maintaining a path to a balanced budget.

### **Student Achievement & Learning**

- Champion high expectations for all learners, with particular focus on equity deserving groups, including Black and Indigenous students, multilingual learners, and students with special education needs.
- Ensure that resources, staffing, and programming are distributed equitably to support diverse student pathways and improved graduation outcomes.

### **Equity, Inclusion & Safe Environments**

- Promote the physical, emotional, and mental well-being of students and staff.
- Foster safe, inclusive, and affirming learning and working environments where identities, abilities, and experiences are recognized and valued.

### **Organizational Leadership & Culture**

- Lead a culture of innovation, continuous improvement, integrity, and accountability.
- Empower staff through high quality professional learning, leadership development, and opportunities that promote engagement, collaboration, and psychological safety.
- Build and maintain a sustainable, efficient, and environmentally responsible organization.

### **Community & Partnership Building**

- Strengthen relationships built on trust, transparency, and collaboration with families, staff, First Nations communities, municipalities, labour partners, professional organizations, and community partners.

- Enhance accessible and diverse engagement opportunities and ensure that community voices inform decision making.
- Maintain a strong, collaborative governance relationship grounded in respect, open communication, and shared responsibility with the Ministry appointed Supervisor.

## Qualifications

- Ontario Supervisory Officer's Certificate (or eligibility in accordance with Ontario Regulation 176/10).
  - Graduate degree in education or a related field (preferred).
  - Minimum 5 years of demonstrated leadership experience in a large, complex educational system, at the superintendent level or higher or equivalent.
  - Proven success leading equity focused, systemwide change.
  - Deep knowledge of Ontario curriculum, legislation, and regulatory frameworks.
  - Exceptional communication, relationship building, and strategic planning skills.
  - Commitment to Indigenous rights, human rights, anti-oppression, and equitable outcomes for all learners.
  - Proven success in managing a balanced budget.
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## Personal Leadership Attributes

We are seeking a leader who embodies TVDSB's values of **Students, Equity, Relationships, Sustainability, and Integrity**.

The ideal candidate is:

- Inspiring, collaborative, and grounded in purpose
- A champion for students and a builder of strong teams
- Transparent, ethical, and accountable
- Adaptable and innovative in a rapidly changing world
- Courageous in addressing and implementing change management

## Why TVDSB?

TVDSB offers the opportunity to lead in a district with:

- A strong foundation of community trust
- Deep commitment to equity and inclusion
- Passionate staff and engaged partners
- A dynamic and diverse student population
- A bold and forward-looking Multi-Year Strategic Plan that charts a clear and ambitious path to enhance the educational experience for each student

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## How to Apply

Interested candidates are invited to apply by **Friday, March 13, 2026, by 9:00 a.m.** Please ensure that you email one complete pdf document to Sherry Hines ([s.hines@tvdsb.ca](mailto:s.hines@tvdsb.ca)), that also includes a cover letter and detailed resume outlining your qualifications, education and experience in one pdf document. Also please include the names and contact information of four (4) professional references from your current or previous work (including your immediate supervisor). References will not be contacted without your prior consent.

Please include *“Director of Education Application – TVDSB”* in the subject line. Only applicants selected for an interview will be contacted.

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## Commitment to Equity

TVDSB is committed to employment equity and welcomes applications from candidates who reflect the diversity of the communities we serve. We invite all qualified candidates to apply.

**Please note it is the responsibility of the applicant to ensure that the application is received by Sherry Hines on or before the deadline date. *Thames Valley does not utilize any assistive technology in the recruitment and selection process.***

**If you were educated outside of Canada, you must have your certificates and/or diplomas or degrees assessed against Canadian education standards. This will enable you to provide proof of Canadian equivalency when applying for a job. The Alliance of Credential Evaluation Services of Canada is a membership organization that offers fair and credible academic credential assessment services in Canada. (NOTE: This is different from translating credentials into English).**

For more information, please review the <https://www.tvdsb.ca/en/our-board/thames-valley-leadership.aspx> website.