



EXECUTIVE SUPERINTENDENT

Start Date: December 1st, 2026
Location: Brockville (with frequent travel throughout the District)
Salary: \$219 000 to \$240 000

We prepare all students for a successful life.

The Upper Canada District School Board serves approximately 28,000 students and has approximately 4,200 employees who support student learning in 77 schools. Our school district is one of the largest in Ontario, encompassing 12,000 square kilometres across the counties of Lanark, Leeds-Grenville, Stormont-Dundas-Glengarry, and Prescott-Russell. The Upper Canada District School Board is situated on traditional Anishinaabe and Haudenosaunee Territory.

The Upper Canada District School Board invites applications from internal and external candidates for the position of Executive Superintendent. We are seeking an accomplished educational leader with demonstrated success leading complex improvement work across schools and systems. The successful candidate will combine strong instructional and organizational leadership with sound judgement, collaboration, accountability, and a clear commitment to improving achievement and outcomes for all students. They will have a record of building respectful and productive relationships with staff, students, parents/guardians and families, trustees, labour groups, community partners, and external agencies.

As a member of the Senior Leadership Team, the Executive Superintendent will help implement, support, and monitor the UCDSB Multi-Year Strategic Plan 2025-2029, the 2026-2027 Action Plan, the Student Achievement Plan, and applicable Ministry of Education direction. This work is aligned with Ontario's provincial priorities for student achievement: achievement of learning outcomes in core academic skills; preparation of students for future success; and student engagement and well-being. In the UCDSB, this includes a strong focus on reading, writing and mathematics, credit attainment and graduation, pathways and successful transitions, student engagement and well-being, and ensuring students have access to the supports they need to succeed.

The Executive Superintendent will be assigned responsibility for supporting and supervising Superintendents of Schools and/or central departments, together with system-level portfolios and projects. The successful candidate will demonstrate the ability to translate strategic and Ministry priorities into clear action, build coherence across a geographically diverse district, use research and quantitative and qualitative data to monitor implementation and impact, align people and resources to priorities, and make timely adjustments to improve student outcomes. The role requires strong organizational leadership, effective change management, and attention to legislative, policy, financial, and operational accountability.

The successful candidate will demonstrate a commitment to high expectations and improved achievement for all students. They will support equitable and inclusive learning environments that are responsive to the students and communities we serve, identify and address barriers to student success, value meaningful student voice, and build effective partnerships with families and communities.

Qualifications & Experience Requirements:

- Candidates must be a member of the Ontario College of Teachers in good standing.
- Possess Ontario Supervisory Officer qualifications in accordance with the Education Act and Regulation 309 (Supervisory Officers).
- Successful system leadership experience as a supervisory officer within a publicly funded school board is a prerequisite.
- Demonstrated success leading K-12 instructional improvement and using evidence, research, and student outcome data to inform decisions, monitor implementation, and improve achievement and outcomes for all students.
- Demonstrated ability to lead system-wide implementation and organizational change, manage complex portfolios, and work effectively with school and system leaders, trustees, bargaining agents, families, community partners, and the Ministry of Education.
- Strong knowledge of current Ontario education legislation, regulations, Ministry policy and program direction, and provincial student achievement priorities.
- A current driver's licence and access to a vehicle are essential, as this role involves frequent travel throughout the school district, including rural and remote communities.
- Instructional leadership experience as a school principal at both the elementary and secondary levels within a publicly funded school board is considered an asset.
- Experience leading Student Success initiatives at the system level, including credit accumulation, graduation, pathways, and successful transitions, is considered an asset.
- Demonstrated system-level leadership experience in Special Education is considered an asset.

Application Requirements:

- Candidates are required to submit a letter of application (maximum one page), a curriculum vitae (maximum three pages), and a leadership statement (maximum two pages). The leadership statement should articulate how the candidate would advance the UCDSB Multi-Year Strategic Plan, the 2026-2027 Action Plan, and provincial student achievement priorities in the role of Executive Superintendent. Particular attention should be given to measurable student achievement and outcomes, system coherence, responsible resource management, and the effective leadership of improvement and change.
- The names of four professional references, with authorization to contact them under the terms of the Municipal Freedom of Information and Protection of Privacy Act. References must include your current or most recent supervisor. References will be contacted only with candidate authorization.
- A copy of your most recent performance appraisal or equivalent leadership evaluation completed within the past three years. Where an equivalent appraisal is not available, applicants may provide a letter of reference from their current or most recent supervisor commenting on their demonstrated success as a system leader.

Please submit the above documents to the attention of CEO Ron Ferguson, in care of Rhonda McNish , Senior Executive Assistant, via email at rhonda.mcnish@ucdsb.on.ca, by 4:00pm on Friday October 02, 2026. It is anticipated that interviews will be held the week of October 13, 2026.

We thank all candidates in advance for their interest; however, only those selected for an interview will be contacted.

The Upper Canada District School Board (UCDSB) is committed to equity in employment. As an equal opportunity employer, we are committed to establishing a qualified workforce that is reflective of the diverse population we serve. The UCDSB is committed to providing accommodations for people with disabilities throughout the recruitment and selection process. Applicants who require an accommodation are invited to contact Human Resources at askUCHR@ucdsb.on.ca.

Ron Ferguson
Chief Executive Officer