



**Christ Our Model.  
Children Our Focus.**

**SUPERINTENDENT OF SCHOOLS/CEO  
LAKELAND ROMAN CATHOLIC SEPARATE  
SCHOOL DIVISION**

The Board of Trustees invites applications for the position of Superintendent/CEO for Lakeland Catholic Schools. Duties will commence January 1, 2024, or as mutually agreed.

### **The Division**

The Division's primary mandate, like Christ, is to serve our students, our parents and our community.

Lakeland Catholic Schools enrolls approximately 2,800 students in 8 schools in the communities of Bonnyville, Cold Lake, Lac La Biche and Waskatenau. Programming is provided from Pre-K through Grade 12 in English and French Immersion. In addition, the Division serves the programming needs of a significant number of English as an additional language students and an institutional school in Cold Lake.

Seven trustees are elected by ward, with elections to be held again in October 2025 for a four-year term. The Division's 2023/24 operating budget is approximately \$43 million.

To deliver our mandate, the Lakeland Catholic Board of Education maintains a business planning posture that is educationally sound, future orientated, responsive to stakeholders, and allows meaningful opportunities for input.

### **The Region**

The Division office is located in Bonnyville, approximately 2.5 hours northeast of Edmonton. Oil and gas, agriculture, tourism and the Cold Lake military base are critical components of the local economy. The area is known for its rich petroleum resources.

The Lakeland region of northeastern Alberta has a rich multi-cultural identity, a reflection of its diverse settlement history. The area offers opportunities for an abundance of outdoor pursuits, including skiing, boating, fishing, camping, horseback riding. Major recreation facilities include the Bold Centre in Lac La Biche, the JJ Parr Sports Centre and Energy Centre in Cold Lake and the Centennial Centre in Bonnyville.

### **The Candidate**

A practicing, faith-filled Catholic is required to lead this progressive Division; to implement the Division's mission and priorities and to provide strong, innovative leadership in a team-oriented setting. An ability to effectively

communicate and to work easily and productively with the Board, staff, parents, education partners, the parishes and the community is essential. A servant leader who is student focused will find this an exciting opportunity.

This position will be of interest to a highly skilled individual who is compassionate, inspiring, collaborative and accountable. The successful candidate will be a visionary who sets high standards, successfully leads change efforts, and seeks continuous improvement.

Important attributes include: strong witness to the Catholic faith, high standards of ethical conduct, a commitment to Catholic education, excellent interpersonal, communication and administrative skills, a demonstrated superior ability in instructional leadership, strategic planning and fiscal management, and a commitment to Board governance.

The successful candidate must qualify for Alberta teaching certification, a Superintendent Leadership Quality Standard certificate, hold a Master's degree in education or a related area, and have broad-based leadership experience, with preference for leadership experience in a Catholic school division, at either the principal or school system level.

### **More Information**

[www.lrcssd.ca](http://www.lrcssd.ca)

The competition will remain open until a suitable candidate is found. Applications received prior to September 30, 2023 are assured careful consideration.

### **Applications**

Email by September 30, 2023, a cover letter, curriculum vitae, and a list of at least five educational references plus one current pastoral reference in a single PDF file to:

**Mr. Terry Gunderson**  
**Alberta School Boards Association**  
**E: [tgunderson@asba.ab.ca](mailto:tgunderson@asba.ab.ca) P: 780.995-3306**

**OPENING... *Hearts Minds Doors***



**Christ Our Model.  
Children Our Focus.**

**LAKELAND ROMAN CATHOLIC  
SEPARATE SCHOOL DIVISION**

**SUPERINTENDENT OF SCHOOLS/CEO SEARCH**

**IDEAL CANDIDATE PROFILE**

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**Education**

- Master's degree in education or a related area as a minimum
- Must hold or qualify for an Alberta teaching certificate
- Must hold or qualify for a Superintendent Leadership Quality Standard certificate
- Knowledgeable of current legislation, educational research, issues and trends

**Professional Experience**

- Broad-based leadership experience in the principalship or Division Office
- Commitment to Catholic education, with preference for leadership experience in a Catholic Division
- Knowledgeable and supportive of rural and urban education differences and issues
- Significant, successful experience with diverse cultures, including the First Nations, Métis and Inuit culture
- Experience in French Immersion and English as an additional language programming would be an asset

**Catholicity**

- A practicing, faith-filled Catholic; a witness to the faith
- Willingness to encourage the spiritual growth of all staff and students
- An active member of the church community
- Advocate for Catholic education
- Willingness to establish a cooperative working relationship with parish priests of the communities
- An understanding and embracing of our motto "Opening Hearts, Minds, and Doors"

## **Student Focus**

- Devoted to meeting student needs first, in a faith-filled environment
- Ensures the provision of quality education to every student in a welcoming, caring, respectful, safe and inclusive environment
- Committed to student achievement and success in all curricular areas as characterized by outstanding leadership, exemplary staff performance, and excellence in learning
- Committed to citizenship and character development of students
- Committed to a strong extra-curricular program for students
- Ability to realize the goals set by the province and the Division
- Receptive to “student voice”

## **Leadership Style/ Skills**

- Is devoted to the academic, spiritual and social success of all students and staff
- Is committed to developing a welcoming, caring, respectful, safe and healthy learning and working environment
- Is committed to building strong working relationships within the Division and with our communities
- Has the courage to implement change and enables others to do so
- Maintains a healthy balance between personal life and work
- Ability to work with parents, staff, community and parish to develop responsible and contributing citizens
- A visionary; an innovator
- Instructional leadership capacity
- Is a team player who builds trust, encourages the heart, consults, collaborates, delegates wisely and shares leadership and decision making
- Ability to work effectively with the Board of Trustees
- Committed to a collaborative approach to decision making, balanced with the strength to make necessary difficult decisions
- Proven ability to inspire trust and confidence in his/her leadership
- Servant leadership style
- Ability to facilitate innovative means to achieve the Board’s vision

### **Community Connections**

- Able to engage parents and communities in advancing the mutual interest of our Division and the communities we serve
- Will seek out new opportunities to build strong working relationships and collaborative partnerships at local, provincial and national levels
- Strong community engagement in a manner which strategically advances the interests of the Division, including attracting corporate sponsorships

### **Personal Skills and Attributes**

- Is an ethical leader who demonstrates personal and corporate integrity
- Inspires trust and confidence in his/her leadership
- Well-developed interpersonal skills
- Supportive team-building skills
- Compassionate and caring nature; approachable
- Effective technology skills
- Well-developed organizational skills with strengths in planning, delegating, time management, assignment of responsibilities and ensuring successful completion of tasks
- Strong work ethic
- Flexible and able to multi-task