



The Louis Riel School Division (LRSD) Board of Trustees is searching for the next Superintendent of Schools & CEO of our growing school division.

As the administrative and educational leader of LRSD, this individual will report directly to the elected Board of Trustees (the Board). The Superintendent of Schools & CEO (the Superintendent) is ultimately responsible for the safety and success of 2,240 staff and 17,500 students in 41 schools, and the fiscally responsible management of a budget of over \$274,000,000.

The Superintendent advises the Board on all aspects of the Division's operation, with general responsibilities to:

- provide information and advice to the Board on matters concerning all areas of Board jurisdiction;
- work in consultation with the Board to develop and recommend appropriate policies related to those areas; and
- develop and monitor systems and structures to implement Board policies.

Accordingly, and as outlined in Policy CBC – Superintendent of Schools: Roles and Responsibilities, the Superintendent holds the decisive administrative authority for the execution of all policies, regulations and directives of the Board; and provides leadership to execute multi-year strategic planning, budgeting, evaluation and processes, such as the annual report to the community.

These responsibilities guide the three primary roles of the Superintendent:

Educational Leader to articulate and support the realization of the Division's Vision, Mission, Values & Motto

1. Develop, in collaboration with the Board, governance and operational structures for the regular articulation and review of the Division's Vision, Mission, Values & Motto by the divisional community
2. Promote community relations by ensuring active participation in on-going development and modeling of the Division's Vision, Mission, Values & Motto
3. Maintain appropriate Board Relations. Provide advice to the Board on vision and policies in relation to learning and resource management

4. Understand and model professionalism, divisional values and ethical behaviour, and exercise moral leadership
5. Direct the Division's strategic planning activity to support articulated Board Priorities and emphasize teaching and learning, reasonable risk-taking and innovation
6. Promote community relations by constructive involvement of students, parents, community and staff in school and divisional decision-making
7. Develop plans for the adaptation and implementation of programs to meet the needs of diverse communities
8. Involve school community members in broad-based, skillful participation in the implementation of the multi-year strategic plan
9. Communicate regularly to the Board on the progress of the Division and its schools toward the attainment of the goals of the multi-year strategic plan.

Chief Executive Officer to guide policy development and implementation, and operational structures.

1. Collaborate with the Board to provide leadership that recognizes the rights of every student to education within a policy framework that is lawful, respectful of individuals and understandable by the greater community
2. Perform all duties in accordance with provincial statutes, regulations and requests for information, and the by-laws and policies of the Board
3. Develop structures for the regular review, revision and development of divisional policies and processes to:
 - align them with legislated obligations and mandates of school divisions • maintain their currency as a foundation for planning and operations
 - ensure their congruency with divisional values and
 - promote their clarity and transparency to internal and external communities
4. Promote the use of information, data and research to inform policies and protocols developed within the Division
5. Provide leadership for effective development and implementation of curriculum, and all aspects of teaching and learning
6. Provide leadership throughout the Division to promote the wellbeing and inclusion of all students and staff within the diverse and multicultural context of a public education system and its communities
7. Ensure the fair and equitable use of divisional resources - human, material and financial - in accordance with applicable legislation and divisional directions, goals and policy requirements
8. Guide the annual budget development process, and financial procedures and services

9. Ensure organizational processes and strategies for the fair and equitable use of the Division's budgeted resources
10. Attend all meetings of the Board and such Board Committee meetings as deemed necessary by the Board and the Superintendent of Schools
11. Ensure that the necessary records support the effective and efficient operation of the Division
12. Provide guidance and supervisory leadership to the senior leadership team and the school-level leadership team
13. Recommend to the Board potential changes in the structure and functions of the Division's administrative organization to better respond to evolving needs

Professional leader to articulate and implement professional practices.

1. Collaborate with the Board to provide leadership for professional practices that:
 - enhance communication and community relationships
 - foster effective organizational management, curriculum planning and development, and teaching and learning
2. Develop effective communication and relationship building strategies with all members of the community
3. Establish effective system-wide professional learning opportunities for all employee groups
4. Establish procedures to supervise and evaluate divisional personnel
5. Establish systems of assessment to monitor student learning to inform decision making
6. Establish structures for services to:
 - identify and support the diverse learning needs of students
 - provide resources to respond to those needs
7. Provide support for:
 - local curriculum development and implementation
 - implementation of systemic instructional strategies to enhance teaching and learning
8. Establish effective and regular program reviews
9. Liaise with representatives of Manitoba Education, international, national, provincial and civic agencies, universities, the Manitoba Teachers' Society and its local association, the Manitoba School Boards Association, the Manitoba Association of School Superintendents and other organizations as the Board and/or the Superintendent of Schools deem necessary and helpful to the functions of the Superintendent's role

10. Maintain membership in appropriate professional associations and participate in their activities to attend to personal professional learning and thereby benefit the Division

The Superintendent must carry out the role in accordance with, and abiding by, the Manitoba Public Schools Act, The Education Administration Act, The Regulations of Manitoba Education and Youth, Provincial Regulations, and the policies, protocols and procedures of Louis Riel School Division.

Qualifications:

- Advanced degree in education
- Valid Teacher's Certificate
- Progressive experience in educational administrative leadership in a large educational organization which includes supporting an elected Board.
- Diverse teaching experience in all school levels
- Demonstrated experience in strategic and operational planning, and the performance management of diverse foundational areas including but not limited to curriculum, student services, human resources management, community and public relations, infrastructure management,
- Proven technology and data management experience and leadership, and the use of evidence and data in reporting, planning and decision making
- A commitment to reconciliation with our Indigenous communities, and the instilling of Indigenous perspectives and ways of knowing and being into curriculum and divisional culture
- Experience in supporting the professional growth of leaders to build system capacity, developing leadership proficiency among school Principals, and overseeing the growth and development of emerging leaders
- Thorough knowledge of school board governance including the political realities and pressures and current educational issues
- Adaptability and flexibility with the ability to respond effectively to dynamic and unforeseen circumstances
- Proven track record in conflict resolution, enabling mediation of complex issues and promoting a harmonious work environment
- Resilience and composure in the face of complex challenges
- Informed awareness and knowledge of latest research and forward-looking perspectives in education
- The ability to communicate fluently in French is strongly preferred.

Applicants are encouraged to visit www.lrsd.net to learn more about our values, multi-year strategic plan, organizational structure, budget, programs and services, and divisional initiatives.

To apply, please submit a detailed resume or CV including a minimum 400-word statement of educational philosophy, and three references, all of whom have direct knowledge of your current or recent performance to:

Louis Riel School Division Board of Trustees

c/o Sandy Nemeth, Chair of the Board

Louis Riel School Division

900 St. Mary's Road

Winnipeg, MB

R2M 3R3

or via email to sandy.nemeth@lrsd.net where you can also direct inquiries.

Deadline for applications is 4:00 p.m., Friday, March 20, 2026

We thank all applicants for their interest. Only those selected for further consideration will be contacted.

Note: the successful candidate will be required to supply a criminal record check and clear a Child Abuse Registry check.