



Algoma District School Board

644 Albert St. East
Sault Ste. Marie
ON P6A 2K7
Telephone: (705) 945-7111
FAX: (705) 942-2540
www.adsb.on.ca

CHAIR
Elaine Johnston

DIRECTOR OF EDUCATION
Lucia Reece

INTERNAL & EXTERNAL POSTING

E-MAIL

TO: ELEMENTARY & SECONDARY PRINCIPALS / VICE-PRINCIPALS
PERMANENT TEACHING STAFF
EXTERNAL APPLICANTS

DATE: April 27, 2026

FROM: Lucia Reece, Director of Education

JOB POSTING #2025-2026_ES_VP_01

Applications are now being accepted for the following position:

**ELEMENTARY & SECONDARY VICE-PRINCIPAL POOL
CENTRAL, EAST AND NORTH**

Preference will be given to applicants who currently hold their Principal Qualifications Program (PQP) parts 1 and 2.
Applicants who have not yet completed their PQP Qualifications must commit to completing part 1 by September 2026 and Part 2 by September 2027

The Algoma District School Board is seeking candidates for placement in a Vice-Principal 'ready to hire' pool. Candidates in the pool will receive ongoing leadership development and will be considered for any vacancies or temporary placements during the school year. Candidates will have the opportunity to remain in the hiring pool, based on a year-end debrief.

As an effective educational leader, you will have demonstrated ability in the following five domains, as per the Ontario Leadership Framework:

- **Setting Directions** (ie. building a shared vision, fostering the acceptance of group goals, sets and communicates high performance expectations)
- **Building Relationships and Developing People** (ie. fostering genuine, trusting relationships with staff, students, families, communities to work in the best interests of all students)
- **Developing the Organization** (ie. building a collaborative culture that connects the school to the wider environment)
- **Leading the Instructional Program** (ie. setting high expectations for learning outcomes, monitoring and evaluating the effectiveness of instruction)
- **Securing Accountability** (ie. creating conditions for student success, ensuring students benefit from a high quality education, accountable to goals in the school improvement plan)

Successful candidates will also demonstrate a strong commitment to the mission, vision and values of the Algoma District School Board and possess a sound knowledge of Ministry and Board initiatives as well as the Ontario Leadership Framework. Preference will be given to candidates who have demonstrated leadership and/or who currently hold a leadership position with a Board.

Candidates wishing to apply are requested to submit: (written in Times New Roman, 12-point font)

1. A cover letter (maximum of 2 pages) outlining the candidate's vision of educational leadership and how their leadership experiences (i.e. at classroom/school/ system level) have prepared them for the role of vice-principal;
2. A current résumé/curriculum vitae that includes: (2-3 pages)
 - qualifications and OCT number
 - education and other work experiences
 - volunteer work
 - professional learning and training within the last 5 years.

Applications must be received **by 3:00 p.m. on Friday, May 8, 2026** and are to be emailed to:

Sarah Foglia
(foqlias@adsb.on.ca)
with subject line: **VP Pool Application**

Lucia Reece
Director of Education

cc: Administrative Council