



School District 72 operates throughout a large geographic area. Campbell River and Quadra Island schools and our school board office are located on the traditional territory of the Liḡwítḡaḡw people. School District 72 also encompasses the traditional territory of the Klahoose (Cortes), K’ómoks (Sayward), and ḡwemaḡkḡu (Bute Inlet) First Nations.

Position:	Director of Indigenous Education
Posting Number:	25-EX-001
Start Date:	August 1, 2025
FTE:	1.0
Salary:	\$164,459-182,732
Deadline to Apply:	3:00pm on June 13, 2025, or until position is filled.

### Join Our Team

School District 72 is looking for a **Director of Indigenous Education** to join our senior leadership team who strive to bring the district’s learning beliefs to life.

School District 72 (Campbell River) is located on the east coast of central Vancouver Island, extending north to Sayward and south to Oyster River. The district also includes the outer islands of Read, Cortes, and Quadra. The district serves over 5,600 students in 18 schools with a diverse range of programs that are progressive and responsive to the educational needs and interests of students.

The district respects and values the relationships with all First Nations, Métis, and Inuit peoples who reside in these territories. It is with respectful consideration that the programs and services provided to students and staff acknowledge their histories, cultural contributions, and contemporary concerns.

### About the Role

We are seeking a visionary and relationship-driven Director of Indigenous Education to lead and guide our district’s work in Indigenous education. This role is central to our commitment to reconciliation, equity, and student success. The Director will work in close collaboration with Indigenous communities, Elders, district leadership, and school staff to ensure inclusive, culturally grounded programming that supports Indigenous learners and advances understanding for all.

Leveraging the distinction-based framework that has been adopted in BC, the Director of Indigenous Education provides system-wide leadership in advancing Indigenous Education. They are responsible for developing, coordinating, and implementing a range of strategies, programs, and agreements that support school success, sense of positive cultural identity, and well-being of Indigenous students. The Director works in close collaboration with all schools, district leadership, Indigenous students and families, and the Indigenous communities in the Campbell River area. They support the implementation of education agreements and initiatives grounded in local relationships and priorities.

In light of the recent School Amendment Act (Bill 40), the Director supports the establishment of new governance structures, such as Indigenous Education Councils, and helps ensure that district practices reflect both legislative requirements and a deep commitment to respectful, reciprocal relationships with Indigenous rights holders. The Director plays a central role in system change initiatives that creates inclusive, equitable, and culturally responsive learning environments for First Nations, Metis, and Inuit students.

The Director of Indigenous Education works with colleagues, the Indigenous Education Council, Indigenous organizations and communities, and collaborates with other federal partners, provincial Ministries, local agencies, and the locals of CUPE and BCTF. They work closely with the Ministry of Education and Child Care, Indigenous Education to ensure that district initiatives are aligned with the goals outlined in agreements with Indigenous organizations and support provincial government and Board of Education directions to implement the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission’s Calls to Action. The Director assumes a leadership role in developing strategic, high impact rightsholder relationships, including the management of multi-disciplinary projects and initiatives.

### Key Responsibilities

- Provide strategic leadership for Indigenous education across the district.
- Build and maintain strong, respectful relationships with local First Nations, Indigenous organizations, Métis and Inuit communities, and families.
- Lead the development and implementation of the district’s Local Education Agreement and Equity in Action Plan.

- Ensure that Indigenous worldviews, perspectives, and knowledge systems are meaningfully reflected in curriculum, instruction, and school culture.
- Supervise Indigenous Education staff and support professional development for district employees.
- Advocate for Indigenous student achievement, wellness, and equitable access to opportunities.
- Monitor and report on Indigenous education initiatives, including student success data and funding accountability.
- Collaborate with senior leadership and the Board of Education to align district goals with Indigenous education priorities.
- Work closely with the Indigenous Education Committee and fulfill all Ministry mandates regarding this relationship.

### **Bring your Expertise**

- Master's Degree in education or a related field.
- Valid BC Teaching Certificate.
- Indigenous Ancestry is required.
- School based administration experience.
- Demonstrated excellence at the senior management level.
- Strong advocacy of district initiatives that support and enhance student learning with a focus on Indigenous Education and services.
- Deep understanding of Indigenous cultures, traditions, and education practices—particularly of the Liḡwíldaŋw peoples and Indigenous communities in the Campbell River area.
- Proven experience in leadership roles within K–12 education or Indigenous community organizations.
- Demonstrated ability to lead collaboratively and build trust-based relationships.
- Strong communication, advocacy, and conflict-resolution skills.
- Experience developing policy, programming, or curriculum with an Indigenous lens is an asset.
- Leadership strategies proven to promote inclusion, diversity and anti-racist practices within the education system.
- Ability to identify gaps, barriers and challenges of service delivery of our Indigenous learners and suggest strategies to address them.
- Superior communication and presentation skills.
- Ability to liaise with various educational and governmental bodies to align Indigenous educational policies and practices with broader educational objectives.
- Ability to facilitate meaningful consultation and collaboration with diverse groups, including educational staff and Indigenous communities.
- Ability to provide district leadership, strategic insight and policy direction as a member of the senior leadership team.
- Strong ability to work accurately and responsibly with a large budget.
- Proven ability to analyze data and create factual reports that clearly outline trends affecting Indigenous students in an effort to implement successful support mechanisms where necessary.

### **Contribute to Our Success**

The Campbell River School District proudly operates within its 2024-2028 strategic plan that prioritizes the following:

- Honour Indigenous World Views and Perspectives
- Student-centred Learning Environments
- Evolving for Tomorrow

The following commitments are essential to all positions within the Campbell River School District:

- Commitment and adherence to workplace policies, procedures, and practices.
- Commitment to standards of conduct, including behaving in a manner that is: respectful, professional, team-oriented, collegial, collaborative, ethical, honest, and trustworthy.
- Commitment to understand and implement the Truth and Reconciliation Calls to Action and the Declaration on the Rights of Indigenous Peoples Act.

### **Join Our Community**

Campbell River is a scenic, oceanfront community framed by extensive waterfront, west coast forests and snow-capped mountains. The area is renowned for its natural beauty and recreational opportunities such as skiing, kayaking, fishing, mountain biking, hiking, golf, and endless opportunities to experience nature. The moderate climate allows residents to participate in numerous outdoor activities on a year-round basis.

### **Experience the Benefits of SD72**

- Professional development and growth opportunities.
- The opportunity to grow your career in a small district.
- Progressive leadership team.
- Positive collegial culture with a great sense of community.

The starting full-time salary for this teaching position ranges from \$164,459 - \$182,732. Placement on a salary scale is subject to verification of experience and certification.

## Employment Equity

We value diversity of people to best represent the students and communities we serve as an equitable and inclusive employer. We welcome applications from all backgrounds, demographics, and life experiences.

School District 72 is also committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process we will make efforts to create an accessible process for all applicants (including but not limited to people with disabilities). Confidential accommodation is available on request.

## How to Apply

We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted.

Apply online through Make a Future at <https://buff.ly/hA7JeMN>.

Please ensure your application includes the following:

1. Cover letter stating posting number
2. Resume
3. 3 References, including most recent supervisor(s)
4. Copy of Education Credentials
5. Ministry of Education Teaching Certificate
6. TQS Category Card

In the event of challenges with the Make a Future website, candidates may contact Make a Future directly for assistance at **1-877-900-5627 or 1-866-806-6851**.

Applications will be accepted until the vacancies are filled.  
Applications will be reviewed as they are received, starting  
**3 p.m. (PST) on Friday, June 13, 2025**

Please address cover letter to:  
Andrea Dawe, Director, Human Resources