



Director of Instruction, K-12

Nanaimo Ladysmith Public Schools is committed to creating an inclusive and equitable learning community where every individual thrives, guided by the values of justice, equity, diversity, inclusion (JEDI), and the Syeyutsus Reconciliation Framework. Our 2024–2028 Strategic Plan centers on three foundational goals: Student Success, Student & Employee Wellness, and Truth & Reconciliation.

Reporting to the Assistant Superintendent, the Director of Instruction is a key member of the District Leadership Team. The Director of Instruction will provide strategic, system-level leadership for curriculum, instruction, assessment, and inclusive practices across all schools. The Director will partner with school leaders, educators, staff, students, families, and community partners to deliver on NLPS's commitment to ensuring that every learner receives the supports, opportunities, and excellence needed to succeed.

Responsibilities

Curriculum & Assessment Expertise:

- Support the implementation of district-wide instructional frameworks that improve literacy, numeracy, and overall student achievement.
- Skill in analyzing assessment and student-outcome data (e.g., report cards, foundational skills assessments, graduation rates) to guide strategic planning, resource allocation, program improvement, and early intervention.
- Ability to lead systemic change, build capacity among school leaders and staff, promote collaborative approaches, and support continuous improvement across the district.

Equity, Inclusion and Reconciliation:

- Demonstrate commitment to justice, equity, diversity, and inclusion.
- Support land-based learning, hul'q'umi'num language, and culturally responsive pedagogy.
- Work collaboratively with Snuneymuxw, Stz'uminus, and Snaw-Naw-As First Nations, Mid Island Métis Nation, and Tillicum Lelum Aboriginal Friendship Centre.
- Promote equitable access to resources, support diverse learners and contribute to closing equity gaps.

Wellness and Community-Centered Leadership:

- Demonstrate integrity, respect, accountability, and ethical decision-making.
- Leads with vulnerability, empathy, and courage.
- Collaborate across departments to ensure alignment of instructional priorities with district operations and services.

Qualifications and Experience

- Master's degree in Curriculum & Instruction, Educational Leadership, or related field; Bachelor of Education.
- Valid BC Teaching Certificate in good standing.
- Minimum five years of successful school and/or district leadership experience with demonstrated K–12 instructional leadership.
- Strong knowledge of BC curriculum, assessment, inclusive education, and system leadership
- Demonstrated commitment to Indigenous education, reconciliation, equity, diversity, and inclusion.
- Excellent communication, interpersonal, organizational, and change-leadership skills.

This position offers a competitive salary and benefits package. The salary range for this position is \$164,459 - \$182,732 per annum. Initial placement within the range is based on education and experience.



How to Apply

Please submit your application online on Make a Future at <https://buff.ly/msQ4SXH> by clicking the Apply button next to the job details. This posting will close Friday, January 9, 2026 at 4:00 PM. Applications should include a cover letter, a detailed personal résumé, a brief statement of philosophy and any other relevant supporting documentation.