



**Central Okanagan  
Public Schools**

Together We Learn

## **Director of Instruction: Learning and Innovation**

It is acknowledged that Central Okanagan Public Schools operates within the unceded, Traditional Territory of the Okanagan Syilx peoples. The School District enrolls approximately 26,000 students (including approximately 3,100 students who self-identify as having Indigenous ancestry). Central Okanagan Public Schools is located in the Central Okanagan encompassing the communities of Peachland, West Kelowna, Kelowna, and Lake Country. There are 50 school sites with 32 Elementary Schools, 8 Middle schools, 5 Secondary Schools, 3 Learning Centres, an Alternate Education School, and an Online Learning School (6-12). Central Okanagan Public Schools has an excellent reputation for providing outstanding student-centered programs in a diverse and inclusive environment as well as offering a wide range of educational opportunities for students and staff.

We are seeking an innovative and collaborative learning leader to provide system leadership in advancing high-impact pedagogical practices that foster learner agency, inclusion, competency development, and meaningful learning experiences for all learners. Reporting to the Assistant Superintendent, the Director of Instruction: Learning and Innovation will work collaboratively with school and district leadership teams to support coherent instructional improvement aligned with the District Strategic Plan.

The Director will lead and support district priorities connected to competency-based literacy and numeracy experiences and outcomes, responsive assessment practices, learner agency and voice, inclusive learning environments, and collaborative professional learning systems across the organization. The Director provides leadership and supervision for the district Learning & Innovation Team and works collaboratively with district departments, leadership teams, educators, and learning networks to design, implement, and sustain evidence-informed leadership and pedagogical practices across K-12 learning environments. The successful candidate will demonstrate the ability to foster collective efficacy, support instructional leadership development, and cultivate communities of practice that deepen educator learning and strengthen student experiences and outcomes.

We are looking for candidates who have demonstrated strong evidence of advanced system-level leadership as described by the British Columbia School Superintendents Association Leadership Competencies.

Applicants must also possess the following:

- A deep understanding of system-level change leadership and pedagogical transformation required to advance equitable and meaningful learning experiences and outcomes for all learners;
- Demonstrated experience leading and working collaboratively with educators, school leadership teams, and district teams to foster instructional improvement, collective efficacy, and collaborative professionalism;

- A strong evidence-informed foundation in system-level leadership experience designing and facilitating responsive professional learning systems, communities of practice, and collaborative inquiry networks;
- Experience supporting competency-based literacy and numeracy practices, responsive assessment implementation, and evidence-informed instructional decision making;
- A demonstrated commitment to fostering learner agency, student voice, and competency development through pedagogies of agency;
- Experience gathering, analyzing, and engaging teams in evaluative thinking processes using qualitative and quantitative evidence of student learning to inform instructional practice, professional learning, and continuous improvement cycles;
- The ability to actively contribute as part of a high-performing senior leadership team in support of district priorities and strategic planning;
- Demonstrated experience designing, facilitating, and leading system-level leadership learning structures and processes that intentionally develop the instructional leadership competencies of Principals and Vice-Principals through collaborative inquiry, co-learning, evidence-informed practice, and professional reflection;
- Strong interpersonal, communication, facilitation, and relationship-building skills, and the demonstrated ability to work collaboratively across diverse teams and departments;
- Demonstrated understanding of future-ready learning competencies and instructional practices that deepen student engagement, inquiry, and agency.

The successful candidate must:

- Hold valid BC Ministry of Education and Child Care Teacher certificate.
- Possess a master's degree in education or a related field from a recognized university.
- Have a minimum of five years Principal experience with a strong record of system-level instructional leadership and school improvement.

The annual salary range for this position is \$167,546 to \$186,163, plus a competitive benefits package.

Please include a letter of application, comprehensive résumé, copies of supporting documentation, and the names of three references by **8:00 a.m. Monday, June 15, 2026**. Please apply online at Make a Future [here](#).



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Bob McEwen  
Executive Director of Human Resources  
Central Okanagan Public Schools