



School District 19  
(Revelstoke)

## Leadership Opportunity – Superintendent of Schools

As a result of the retirement of the incumbent, the Revelstoke Board of Education is seeking an exceptional leader to serve as our Superintendent/Chief Executive Officer, effective August 1, 2026.

### THE SCHOOL DISTRICT

In the spirit of respect, truth, and reconciliation, the Revelstoke Board of Education acknowledges the traditional territories of the Ktunaxa, Secwépemc, and Syilx Okanagan peoples – the Nations on whose lands we live, learn, work, and play. We are honoured to thrive on this land in support of the families and children who look to us for a positive future.

Nestled along the Columbia River and framed by the Selkirk and Monashee Mountain ranges, Revelstoke is a community of remarkable natural beauty and distinctive character. Our district serves 1,100 learners in three elementary schools and a single secondary school, all located within Revelstoke. The Board of five trustees has a history of effective governance and is supportive and engaged.

People are our strength. As a district we capitalize on the longstanding and constructive relationships with the Revelstoke Teachers' Association, CUPE Local 5150, the district leadership team, parents and the Board. The district enjoys superior student success and enviable Dogwood Diploma completion rates. The community and parents are rightfully proud of our school system and actively support our work. The district has an annual budget of \$22,000,000 and employs approximately 150 staff. The district values and respects the early-years sector, recognizing that early learning is a shared community responsibility.

### THE POSITION

This position calls for a broadly experienced and highly skilled educator to continue and build on the district's exceptional work. We offer a welcoming atmosphere, collegial relationships, and a genuine sense of district and community cohesion.

The Superintendent will understand and appreciate our small-town lifestyle and the unique rewards of leading in a close-knit community.

### THE COMMUNITY

Revelstoke is a world-class destination for outdoor pursuits and offers year-round recreational activities in a spectacular mountain setting. The community has a warm, small-town atmosphere and honours children through a longstanding Children's Charter. Revelstoke is known for its rich early childhood services, boasting extremely low vulnerability levels as measured by the Human Early Learning Partnership's Early Development Instrument.

### SEARCH TIMELINES

- 📅 Applications close at **4:00 pm PDT** on **March 27, 2026**.
- 📅 Candidates will be notified by **April 9, 2026**, regarding their status.
- 📅 Interviews are scheduled, over a two-day period, on **April 20 & 21, 2026**. For planning purposes, candidates will be in Revelstoke the **evenings of April 19 & 20, 2026**.
- 📅 It is anticipated that the successful candidate will assume the position **August 1, 2026**.



## THE CANDIDATE

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The Board is seeking a Superintendent who makes time for people, will sustain the respectful and collegial relationships that contribute to our district's success, and is committed to nurturing a positive and thriving district culture.

The successful candidate will:

- Serve as a passionate advocate for children, ensuring they are at the heart of all decisions
- Possess a broad knowledge and experience base in Indigenous education supplemented with a willingness to learn about local First Nations and Indigenous Communities including protocols, histories, cultures, and contemporary realities.
- Demonstrate understanding of, and commitment to, the Truth and Reconciliation Calls to Action
- Have a proven track record of K-12 school and district-level administrative leadership
- Have a demonstrated commitment to foster and model ongoing learning especially in regard to Indigenous Peoples education.
- Possess commitment to Standard 9 of the professional standards for BC Educators and the success of Indigenous learners in their own leadership practice.
- Have the expertise to support the Board's well-established governance responsibilities
- Possess a wide-ranging knowledge and experience base in curriculum, instruction, assessment, student services, equity, sexual orientation and gender identity, literacy and early learning
- Bring experience across a broad range of human resources and labour relations matters, demonstrating confidence and competence
- Demonstrate financial acumen, with experience in budget oversight, long-term planning, and a commitment to aligning resources to district priorities
- Be well organized and forward-thinking, with the capacity to manage multiple priorities and projects effectively
- Exhibit thoughtful approaches to decision-making and can address issues with confidence
- Be a systems thinker, inspiring and sustaining teamwork in a variety of settings
- Demonstrate technology fluency and a forward-looking orientation toward digital innovation, including the responsible integration of artificial intelligence in support of student learning and organizational effectiveness
- Make personal connections, be approachable and nurture constructive and trusting relationships
- Have the required skills and a genuine commitment to actively engage with the Indigenous Education Council, Nations, and Communities.
- Engage constructively with staff, parents, and community partners
- Communicate with clarity and proficiency in all forms
- In all situations, including those of conflict, display tact and exceptional interpersonal skills
- Have a Master's degree in education, and certification as a teacher in British Columbia

The salary range for the position is \$196,569 – \$218,410.

## APPLICATION PACKAGE REQUIREMENTS

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**Cover Letter:** Please submit a cover letter describing your interest in the position, your current role, and the key responsibilities you have had related to the position of Superintendent.

**Résumé:** Please provide a comprehensive résumé, highlighting all relevant education, experiences and school and district leadership roles.

**References:** Please submit, where possible, contact emails and one phone number (office, home or cell) of one referee from each of:

- CUPE/Support Staff Union Leader
- Indigenous Education Council
- Principals' Association
- Secretary Treasurer
- Senior District Office Colleague
- Superintendent (for candidates not in the role)
- Teachers' Association Leader
- Trustee

*Please note that letters of reference are not required.*

## QUESTIONS AND INQUIRIES

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Questions and inquiries regarding this opportunity can be directed to our search advisor, Anne Cooper:  
Email: [azcooper@mac.com](mailto:azcooper@mac.com)  
Phone: 250-814-4807

## APPLICATION SUBMISSION

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Completed applications, in a single PDF package, are to be captioned "Superintendent Search" and emailed to [azcooper@mac.com](mailto:azcooper@mac.com) by **4:00 pm PDT on March 27, 2026**.

Please note that applications submitted through the Apply Online feature at Make a Future will not be accepted.