

JOB POSTING PRINCIPAL AND VICE-PRINCIPAL POOL

The Sudbury Catholic District School Board invites applications from dynamic, faith-filled, and collaborative leaders for inclusion in the Principal and Vice-Principal Pool for both Elementary and Secondary schools. We are seeking exemplary Catholic educators who model integrity, compassion/care, and a commitment to nurturing vibrant learning communities grounded in the Board's mission, vision, and values. Ideal candidates demonstrate proven success aligned with the Ontario Leadership Framework and its Personal Leadership Resources, fostering environments where all students can grow in faith, excellence, and well-being.

The Pool will be maintained for both Elementary and Secondary positions which may become vacant at any time. Successful candidates will remain in the pool for up to two (2) years upon date of appointment to the pool. Candidates will be assigned to positions based on system and school needs.

Essential Qualifications

- Principal Qualification Program Parts 1 and 2 (PQP)
- Religious Education Part II or equivalent

Other Qualifying Experience

- A clear understanding of and commitment to the mission of Catholic education, with the ability to inspire, challenge, motivate, and empower others to carry this vision forward.
- Commitment to support and implement the Multi-Year Strategic Plan (2026-2031).
- Demonstrated leadership experience in roles such as Teacher in Charge, Acting Principal or Vice-Principal, Consultant, or other system-level assignments.
- Proven ability to create and sustain safe, inclusive, and equitable learning environments free from discrimination.
- Evidence of ongoing participation in professional learning and reflective practice.
- Strong interpersonal skills, fostering positive relationships with staff, students, families, and community partners.
- Capacity to view challenges and issues from a system-wide perspective and to apply decision-making processes that reflect organizational priorities and coherence.
- Highly developed problem-solving and conflict resolution abilities, with a balanced sense of diplomacy, adaptability, and sound judgment.
- Commitment to collaboration in closing the achievement gap through effective instructional leadership, data-informed decision-making, and a deep understanding of assessment and differentiated instruction.
- A fair, consistent, and restorative approach to student discipline.
- Knowledge and experience in supporting diverse learners, including an understanding of the Identification, Placement, and Review Committee (IPRC) process.
- Well-developed oral and written communication skills that support clear, consistent, and professional dialogue.
- Strong personal leadership resources, including optimism, self-efficacy, resilience, proactivity, and systems thinking.
- A demonstrated commitment to French as a Second Language programming and to fostering a school environment that promotes French language and culture across all facets of school life.
- Knowledge of Indigenous education, histories, and perspectives, coupled with a demonstrated commitment to the Calls to Action of the Truth and Reconciliation Commission, including integration of the Seven Grandfather Teachings and culturally responsive practices that honour Anishinaabe ways of knowing and being.

Additional Information

Conditions of Employment: A satisfactory police record check including the vulnerable sector and the completion of the Ministry of Labour Supervisor Health and Safety Awareness in 5 Steps training (available on-line).

Interested applicants apply online at sudburycatholicschools.simplification.com no later than 4:00 p.m. on Monday, August 31, 2026. Please include the following documents:

- An updated résumé, cover letter and a copy of OCT Certificate of Qualification
- The Catholic Pastoral Reference for a Leadership Position Form ([Appendix 1](#)) or a priest reference letter
- Your most recent performance appraisal
- Two professional letters of recommendation, one of which should be your current supervisor

We actively encourage applications from members of groups with historical and/or current barriers to equity including, but not limited to: First Nations, Métis and Inuit peoples, and all other Indigenous peoples; members of groups that commonly experience discrimination due to race, ancestry, colour or place of origin; persons with visible and/or invisible (physical and/or mental) disabilities.

In accordance with the Municipal Freedom of Information and Protection of Privacy Act, personal information is being collected under the authority of the Education Act and will be used for employee recruitment and selection purposes. For questions about this collection of information, please contact Human Resources Services at (705) 673-5620.

If you require a disability-related accommodation to participate in the recruitment process, or if you have questions about this collection of information, please contact Human Resources Services at (705) 673-5620.

All applicants are thanked for their interest, however, only those selected for an interview will be contacted.

Thank you for your interest in Sudbury Catholic Schools.

Morris Hucal
CEO/CEdO

Michael Bellmore
Chair of the Board