



**PRINCIPAL SELECTION CRITERIA**  
**Vancouver School Board**

**JUNE 2020**

<u>Criteria</u>	<u>Behavioural Descriptors</u>
<b>Educational Leadership</b>	Candidate will demonstrate evidence of: <ul style="list-style-type: none"><li>• Ability to motivate school staff in the creation and sustaining of school environments that optimize student learning.</li><li>• Encouraging &amp; inspiring others to create and contribute to a positive workplace culture.</li><li>• A thorough understanding of redesigned curriculum framework and assessment practices</li><li>• Displaying courage in his/her work, persevering towards accomplishing goals in the face of challenge</li><li>• Valuing and practicing shared/distributed leadership</li><li>• Ability to work as a team including stakeholder groups in the creation of a long term school vision and transferring this articulated vision into an operational and clearly understood plan</li></ul>
<b>Governance</b>	Candidate will demonstrate evidence of: <ul style="list-style-type: none"><li>• A clear understanding of the various legal obligations of roles and responsibilities as defined in the School Act and other legislation</li><li>• A clear understanding of the BC school governance model and how it influences district and school decision making</li><li>• Ability to work alongside the District Management Team in aligning school goals with district direction</li></ul>
<b>Labour Relations</b>	Candidate will demonstrate evidence of: <ul style="list-style-type: none"><li>• A respect for and strong knowledge of labour relations matters including collective agreement interpretation, grievances and dispute resolution</li><li>• Working with union representatives in a productive and respectful manner</li></ul>
<b>Relational Leadership</b>	Candidate will demonstrate evidence of: <ul style="list-style-type: none"><li>• Ability to build relationships of trust through open and transparent communication.</li><li>• Working respectfully with the wide group of school community stakeholders, ensuring that he/she is accessible and approachable to others.</li><li>• Soliciting the input of others who are affected by plans or actions and gives credit and recognition to others who have contributed.</li><li>• A strong understanding of how the school district and community are connected and seeking opportunities to positively represent the school district</li><li>• Ability to build strong alliances and partnerships with external community organizations and groups that are important to school growth and development</li><li>• Valuing and encouraging parent interaction in schools and the district</li></ul>
<b>Conflict Resolution</b>	Candidate will demonstrate evidence of: <ul style="list-style-type: none"><li>• Identifying areas of agreement when working with conflicting individuals or groups.</li><li>• Maintaining awareness of broad, longer-term objectives and works to ensure that all parties share this awareness while seeking solutions.</li><li>• Stating own point-of-view without criticizing the other person's while not being defensive if own views are challenged</li><li>• Familiarity with multiple conflict resolution strategies</li></ul>

<p><b>Problem Solving</b></p>	<p>Candidate will demonstrate evidence of:</p> <ul style="list-style-type: none"> <li>• Identifying the information needed to solve a problem effectively</li> <li>• Acknowledges when one does not know something and takes steps to find out</li> <li>• Ability to self-reflect and define one’s own leadership and problem solving style</li> <li>• Ability to consider several possible explanations or alternatives for a situation and anticipates potential obstacles and develops contingency plans to overcome them.</li> <li>• Presenting problem analysis and recommended solutions to others rather than just identifying or describing the problem itself</li> </ul>
<p><b>Organizational Leadership</b></p>	<p>Candidate will demonstrate evidence of:</p> <ul style="list-style-type: none"> <li>• Setting priorities with an appropriate sense of what is most important</li> <li>• Planning with an appropriate and realistic sense of the time demand involved.</li> <li>• Awareness of the implications of their own organizational strategies on others</li> <li>• Putting measures in place to monitor progress of a plan and to ensure completion and maintenance of staff and stakeholder engagement in the achievement of plan</li> </ul>
<p><b>Communication</b></p>	<p>Candidate will demonstrate evidence of:</p> <ul style="list-style-type: none"> <li>• Ability to break down complex concepts and orally present them in a consistent, engaging and understandable manner to a variety of partners</li> <li>• Engaging to the perspective of others – open to a wide group of opinions</li> <li>• Actively listening before drawing conclusions</li> </ul>
<p><b>Supervisory &amp; Management Skills</b></p>	<p>Candidate will demonstrate evidence of:</p> <ul style="list-style-type: none"> <li>• An ability to motivate others in a collaborative way to understand and act on the vision to achieve well understood goals</li> <li>• Establishing appropriate structures and measures to assist all employees to continually improve their own work and the work of others</li> <li>• Empowering others, identifying their skills and strengths and providing them opportunities to excel and be recognized in these areas towards the goals and benefit of the district</li> </ul>