



Lach Klan School

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Lach Klan School, in the Gitksana Nation, is seeking a Principal (Grades K4-12).

As a key leadership member reporting to the Superintendent, the Principal will run the day-to-day operations of the school, ensuring that all students are supervised in a safe and welcoming learning environment.

The Principal set the tone for the entire institution by establishing a clear vision and values-based mission statement and will work to ensure that these goals are met through day-to-day leadership and management.

The Principal will work with over 19 faculty and staff to provide leadership regarding the School's curriculum, procedural administration, scheduling, co-curricular activities, and emergency operations. The Principal serves as a role model and provides leadership, mentorship, and guidance to all members of the school community – faculty, staff, and students – to ensure a warm and caring environment and an optimal educational experience.

The Gitksana, also known as Git Lax Mo'on, people of the salt water, is one of the most ancient societies on the Northwest coast. The community has a population of approximately 300 people. Our school includes preschool to grade 12 and currently serves 75 students. We are located in Kitkatla, about 45km southwest of Prince Rupert on Lax Klan (Dolphin Island) and accessible by boat and seaplane. The area is home to a wide variety of animal and sea life, a multitude of islands and breathtaking views. This area is abundant with opportunities for an outdoor enthusiast.

The Principal is Responsible To

- Superintendent.

Contract Type

- Full-time, two years, with the possibility of extension subject to performance.
- Start Date: August 2023.

Personal Specification

I. Qualification.

- Essential: Minimum a Master's degree in education or related field.
- Qualification in primary and secondary education and administration/policy.
- BC Teaching Certification.
- Knowledge of First Nations communities in the Pacific Northwest.
- Exceptional and creative teaching skills.
- Excellent written and verbal communication skills.
- Comfortable working with children of different ages, as well as faculty and parents.
- Leadership skills when working with groups and individuals.

II. Experience.

- Minimum of 10 years of teaching experience, evidence-based research, curriculum development, pedagogy, recruitment, administration, indigenous traditional knowledge, gender equality, community-based cultural approaches and practices related to education.
- Experience in leading staff training in strategies to support learners with culture, pedagogy, communication and administration.

- Evidence of effective project management skills and abilities in motivating staff and achieving results through others.
- Experience working with Indigenous people, especially in BC.

III. Knowledge and Skills.

- Essential: The successful candidate should have:
 - Good understanding of strategies to support learners with a range of cultural needs.
 - Good cross-cultural communication skills.
 - Good rapport with children and youth.
 - Good teamwork and collaborative skills.
 - Resilience and a good sense of humour.
 - Fairness, kindness and warmth.
 - Interest in wider issues relating to teaching and learning Indigenous children.
 - Communication, analytical, problem-solving and decision-making abilities.
 - Understanding and experience of pedagogical research and practice.
 - Knowledge and awareness of First Nation culture, traditions, history, demographics, family structures and socio-economic dynamics, challenges and aspirations.

IV. Professional Attitude and Conduct.

The successful candidate should have:

- Ability to understand, empathize with and enjoy the culture, ethos and values of First Nations.

- Ability to inspire and motivate students with a creative and flexible approach, backed by a thorough knowledge of appropriate screening tools and standardized testing materials.
- Flexibility to learn and adapt to new cultures and situations.
- Understanding of colonial history and how it impacts Indigenous peoples in Canada.
- Excellent knowledge of current curriculum approaches and sound teaching practices.
- A willingness to explore innovative approaches from across the educational field.
- Experience in the development of Student Learning Plans.
- The ability to uphold the First Nations and the Gitxaala Nation code of conduct.
- Well-developed interpersonal skills, including the ability to foster trust, loyalty and acceptance, to build cooperative working relationships and to deal effectively with the Superintendent and Board of Education.
- Good judgment, critical thinking, cooperativeness, flexibility, tact and diplomacy.

Primary Responsibilities

- To take a key role in the assessment process, supporting teachers to identify student's current state of educational and cultural needs.
- Creating and enforcing school rules for students and staff members, including disciplinary action when necessary.
- To prepare reports for the Superintendent to identify the specific learning, behaviour and language needs with the recommendation of how Lach Klan School can work collaboratively to meet student's educational needs.

- To provide educational leadership, insight and in-depth knowledge that will support the Superintendent to deliver its strategic goals regarding academic development and student learning.
- To manage transitions into the school and extra-curricular activities.
- To disseminate information to all relevant staff members that will support the integration and success of students.
- Holding parent meetings to discuss student progress and address any concerns parents may have about their child's education.
- Establishing relationships with parents, teachers, staff members, students and community members to promote school spirit and a sense of community within the school community.
- Working with teachers to create an effective learning environment that encourages students to learn and excel in academics and other subjects.
- Evaluating the performance of teachers based on lesson plans, test scores, parent feedback and other metrics as needed.

Learning Support:

- To devise, implement, monitor and review individual educational plans in collaboration with teachers and the Superintendent.
- To support teachers/vice-principal/superintendent in understanding and implementing appropriate strategies to enable rapid student progress at school and home.
- To model support strategies for staff as appropriate.
- To lead intervention sessions for students.

- To stay up to date with the latest developments in learning and meeting cultural needs and implement new initiatives as appropriate to maximize the success of students.

Behavioural Support:

- To design specific behaviour support plans in conjunction with the guidance counsellor, child and youth mental health counsellor, teaching staff and families to support students to be happy and feel belonging.
- To support families and teachers with interventions and strategies to support students with specific behavioural difficulties.
- To support families and teachers in accessing outside support for behavioural difficulties where appropriate, for example with Attention-deficit/hyperactivity disorder (ADHD) or Autism spectrum disorder (ASD).
- To work individually and/or in small groups with students who require specific interventions to help them achieve academic excellence and cultural needs.

Leadership Practices:

- Practices leadership in a manner that is viewed positively and has the support of those with whom the Principal works in carrying out duties.
- Support the Superintendent to create and maintain partnerships with all institutions that work directly or indirectly with the Gitxaala Nation and Lach Klan School to represent Lach Klan School in all educational events/opportunities.
- Exhibits a high level of personal, professional and organizational integrity.
- Other tasks as assigned.

Benefits:

In exchange for your love, time, hard work and dedication, you will enjoy a competitive salary based on knowledge, skills, abilities and qualifications, plus a wide range of benefits, including:

- Extended Health benefits.
- Pension Plan.
- Life and disability insurance.
- Relocation assistance.
- 3 weeks' vacation.
- Personal leave.
- Compassionate care, sick and critical illness leave.
- Professional development opportunities.
- Student loan repayment assistance benefit.

Submission Deadline:

Closing Date: May 31, 2023.

If you are interested, please submit a resume, three references, documentation of your credentials and a cover letter outlining why you are interested in this role to:

superintendent@gitxaalanation.com

We thank you for your interest and will reach out to candidates who are shortlisted for the next stage of our selection process.

Please note: Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry. All employees are required to submit a Criminal Record Check with Vulnerable Screening.