

Principal – École Secondaire Notre Dame High School

Red Deer Catholic Regional Schools is seeking an experienced, faith-filled, and visionary leader to serve as Principal of a well-established and thriving high school. This leadership role offers an exciting opportunity to guide a dynamic school community, foster continued growth and innovation, and uphold the strong Catholic culture that defines our learning environment. The successful candidate will work closely with senior leadership to advance educational excellence, further develop school culture, and support staff and student success through high-impact leadership.

Key Attributes of the Successful Candidate:

The ideal candidate will:

- Demonstrates strong Catholic Christian leadership, rooted in a deep commitment to the mission of Catholic education and the Church's call to evangelization within a school community.
- Possesses a comprehensive understanding of authentic, inclusive, and learner-centered educational practices, tailored to the high school context, with a focus on preparing students for post-secondary success and lifelong learning.
- Brings a strong working knowledge of the diverse needs of high school learners, including English Language Learners and students in French Immersion programs, and implementing school-wide literacy and numeracy strategies across disciplines.
- Exhibits exceptional organizational and leadership skills, fostering a culture of collaboration, shared responsibility, and collective efficacy among staff.
- Demonstrates experience and expertise in high school philosophy and program development, with a proven ability to lead innovation, promote academic excellence, and support the holistic well-being of all students.
- Possess a solid understanding of dual credit opportunities, off-campus education, collegiate programming, and career pathway development, recognizing the vital role these initiatives play in supporting student success.

Leadership Competencies:

The successful applicant will:

a) Be a confident and faith-driven instructional leader who is:

- Is firmly rooted in the Catholic faith, capable of articulating and modeling the mission and values of Catholic education within a high school setting.

- Brings proven instructional leadership experience at the secondary level, with a strong focus on literacy, inclusion, faith integration, and the use of technology to enhance teaching and learning.
- Demonstrates the ability to lead innovation and drive continuous improvement within a high school environment that values academic rigor, student voice, and personalized learning pathways.
- Is research-informed and action-oriented, with a deep commitment to improving outcomes through evidence-based strategies that enhance student engagement and achievement in the high school years.
- Is approachable, visible, and student-centered, fostering strong relationships with staff, students, and families through open, transparent communication and a collaborative leadership style.
- Holds high expectations for self and others, modeling integrity, accountability, and a growth mindset.
- Is able to make sound decisions with clarity and confidence while actively seeking input and building consensus.
- Excels in time and stress management, and communicates professionally and effectively in both written and verbal forms.

b) Actively engage with all stakeholders by:

- Building strong relationships with the parish and broader faith community.
- Encouraging active parent and guardian engagement in school life and student learning.
- Build connections for career pathways and dual credit programming.

Qualifications:

- Practicing Catholic with a current **pastoral reference**.
- Demonstrated **school administration experience**, preferably at the high school level.
- Preference will be given to candidates who:
 - Hold a **Master's degree**.
 - Are certified in the **Leadership Quality Standard (LQS)**.
 - Can demonstrate the **knowledge, leadership, and vision** required to lead a high-performing, future-focused high school community.

Application Details:

Qualified candidates are invited to submit a cover letter and resume, including three references (one of whom must be your parish priest), addressed to:

Ms. Jodi Smith

Associate Superintendent of Personnel

Via Apply to Education at www.rdcrcs.ca

Note: This competition will remain open until a suitable candidate is selected.