



Halton
District
School
Board

Elementary Principal and Vice Principal Application Information Session

Learn • Grow • Inspire



TOGETHER



Honouring the Land and Territory



We begin by acknowledging the land and our responsibility to care for and respect all that provides us with life. This land upon which HDSB is situated is on the ancestral, treaty and title lands of the Anishinaabek Ojibwe Michizaagiig Nation, now known as the Mississaugas of the Credit. Michizaagiig territory in the past and present continues to host both Indigenous and non-Indigenous peoples.

The HDSB is committed to continuous knowledge building with respect to actions that address and resolve the ongoing impacts of colonialism. We do this by learning and understanding the true history, treaty obligations, duties and responsibilities and Indigenous Rights while actively maintaining mutually beneficial relationships and collectively respecting and caring for the land.

Agenda

1. Why Halton
2. Getting to Know Halton
3. The Administrator Hiring Process
4. Compensation & Benefits
5. Questions

What we stand for...



- **Learning, Engagement and Achievement**
- **Kindness, Connection and Community**
- **Indigenous Rights and Education**
- **Human Rights, Equity and Inclusion**
- **Mental Health and Well-Being**
- **Environmental and Global Citizenship**

What do you know about the MYSP?

Staff

% of staff who report "strongly agree" or "agree"	2024-2025
Kindness happens regularly in my workplace	90.1%
My supervisor is kind	89.4%
My colleagues are kind	93.9%
At my workplace. I am encouraged to be kind	95.1%
My workplace embodies kindness (e.g., positive messages, posters, quotes, art, announcements, reminders)	87.9%

Why Halton?

A significant number of people in each employee group are eligible to retire.

- **Secondary Principal**
- **Elementary Principal**
- **Elementary Vice-Principal**
- **Secondary Vice-Principal**

Why Halton?

Halton is “rich” in ...

- **dedicated staff**
- **quality programs** designed to meet a range of student needs
- **opportunities to thrive personally and professionally**
- **innovation**
- **wellness**
- **relationships**

Why Halton?

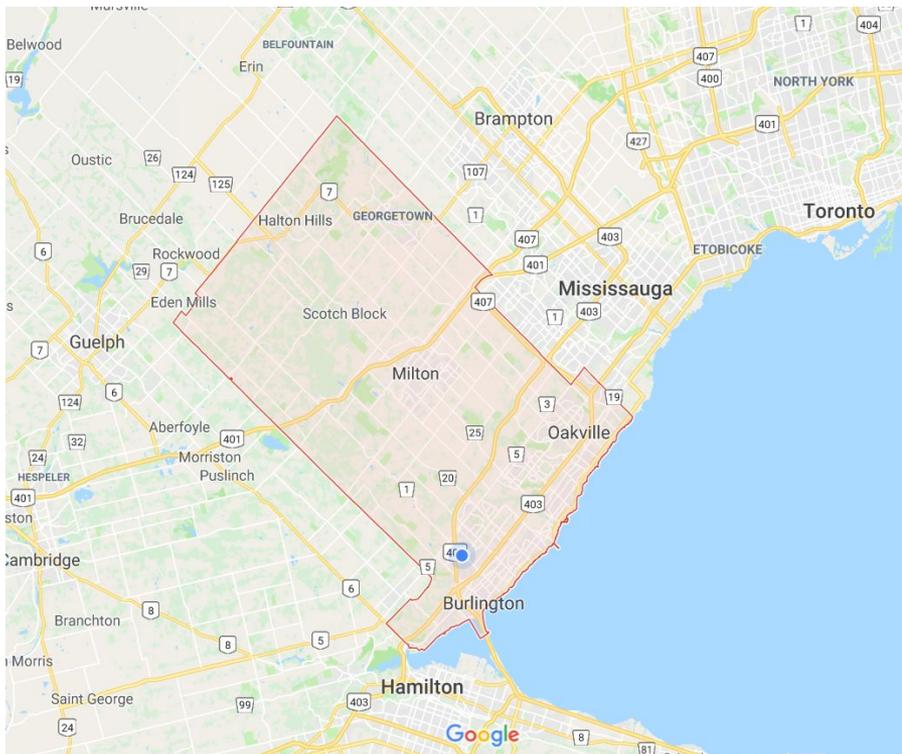
Halton is **competitive...**

- **Competitive salaries**
- **Competitive benefits** package
- Authentic **Equity work**
- Staff development and **leadership support**
- **Students score above provincial benchmarks**

Why Halton? Staff say...

- Their opinions make a difference in building a positive work environment
- Opportunities to be innovative in their work
- Numerous opportunities to learn and grow
- High job satisfaction
- Access to resources/technology to do their job effectively
- School communities create inclusive and respectful environments

Halton by the numbers



4 Municipalities:
Burlington, Halton Hills, Milton and Oakville

110 schools (Kindergarten to Grade 12)

65,000 students

2,955 elementary teachers

1,400 secondary teachers

2,546 support and non-teaching staff

221 Principals and Vice Principals

HDSB Elementary Schools

Number of Elementary schools: 92

Grades: K-8, K-6, K-5, 2-8, 6-8, 7-8, 7-12

French Immersion (FI):

Single and dual track with entry in Grade 2

New builds on the books



HDSB Secondary Schools

Number of Secondary schools: 18

Grades: 7-12 and 9-12

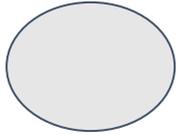
E-Learning Sections:
200+

Programs: A LOT!



The Administrator Hiring Process

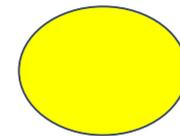
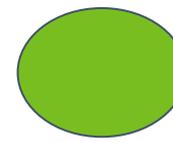
The Application



Must be complete when submitted and must include the following:

1. Cover Letter addressed to.....
2. Resume
3. Copy of most recent certificate of qualification from the Ontario College of Teachers
4. Copy of your latest PPA/TPA
5. Leadership Competencies and Practices
 - i) Question #1 (written submission)
 - ii) Question #2 (video submission) - through interview stream
6. Reference Authorization Form

Applicant Criteria - P/VP



- ❑ **Completion of Principal Qualification Program Part 1 and Part 2** in accordance with Ministry Regulation 184/97 and 298 **before** applying to the process.
- ❑ VPs must be registered for and complete Part 2 before placement

Application criteria for **all** candidates:

- ❑ be in good standing with Ontario College of Teachers;
- ❑ Principals must have successful experience as a VP demonstrating proven leadership
- ❑ be in good standing with respect to conduct;
- ❑ have demonstrated experience with Special Education policies and procedures or completion of Special Education Part I; and
- ❑ demonstrate evidence of core capacities identified in the Ontario Leadership Framework.

The Ontario Leadership Framework

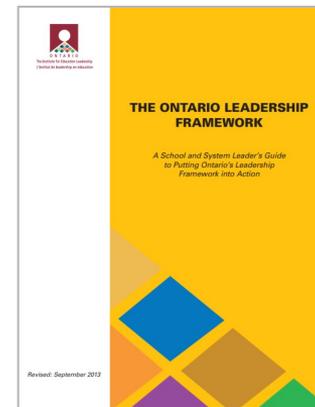
Competencies and Practices

- **common language/shared vision for leadership**
- **effective leadership practices and competencies**
- **guidance for leadership development**

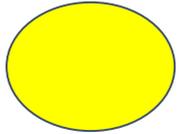
The Ontario Leadership Framework

Personal Leadership Resources

- **cognitive, social and psychological resources**
- **emotional Intelligence**

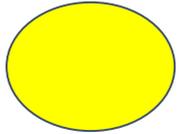


Leadership Competencies and Practices



- Your **abilities, skills and experiences as a leader**
 - **one written response** and
 - **one video response**
- Sharing with your references
- Let the Interview Team know **why you are ready for the role**

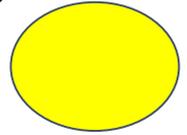
Decisions



1. Committee develops a pool of recommended candidates based on Interview Package, Video Interview Response, Interview, Post-Interview Reference Check in context of Halton values and the Ontario Leadership Framework
2. **All interviewed candidates will be contacted in MAY**

Compensation and Benefits

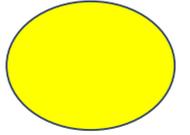
Elementary and Secondary Principal Salary Grid



Years of experience in the applicable role with another Board count in determining salary grid placement.

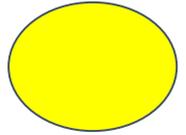
Effective September 2026					
STEP	1	2	3	4	5
P	\$146,505	\$149,878	\$153,252	\$156,627	\$160,000
VP	\$131,269	\$134,926	\$138,582	\$142,238	N/A

Additional Salary Items



- Principals receive PD funds of \$1,400 per year. These funds may accumulate over a two (2) year period.

Benefits Package



- Extended Health, Dental and Life Insurance Coverage offered through the PVP Provincial Trust
- Board administers LTDI Insurance (employee pays premiums)
- All employees have access to the Board's Employee Assistance Plan
- Board pays \$70 towards OPC membership
- 7 Lieu days you can use almost anytime
- Board facilitates payroll deduction process for OPC Fees

Placement in a school

- Principals and Vice Principals are deemed Regional Staff and **may be assigned to any school within the jurisdiction** of the HDSB
- Many factors are taken into account when placing admin
- School placements are recommended by Administrative Council and supported by the HDSB
- This means ... **acceptance of the school placement offered is a condition of employment**

New admin supports

- Individual Mentoring
 - Group mentoring
 - New admin to OPC
 - Out of board support
 - Onboarding
 - And we are just ...nice
- KIND



IREN: Indigenous Racialized Educators Network



Indigenous, Racialized Educators Network | IREN

IREN
Welcomes
You!

Who are we?

Started in 2017, IREN is a network of Indigenous, Black and Racialized system leaders, administrators, educators and staff in the Halton District School Board who endeavour to support the success and well being of members.

Foster New Relationships

IREN is a safe and inclusive space for Indigenous Black, and Racialized staff. This network offers opportunities to foster new relationships and to build meaningful connections through networking, advocacy, professional learning and mentorship supports.



Partnerships and Advocacy

IREN is committed to work in partnership with HDSB system level leaders to identify and eliminate any embedded systemic barriers, and any discriminatory institutional or instructional practices that impact Indigenous, Black and Racialized persons in education.

Professional Learning and Mentorship

IREN provides opportunities for formal and informal mentorship along with system-recognized professional learning sessions specific to the unique experiences of Indigenous, Black and Racialized educators and staff across the system.

Contact Us:
IREN@hdsb.ca

"Being of similar backgrounds with similar experiences provides a safe and supportive space for authentic and personal sharing."
-Leading Change Participant

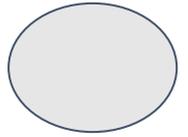




Queer & Trans Affinity Network

QTAN: We're here.

Thank you for your interest



Job Posting Date - February 9th, 2026
Application deadline - February 24, 2026, by 4 p.m.

[Apply Here](#)

- Elementary Principal - Job Code # 4007086
- Elementary Vice Principal - Job Code # 4007083

Upload documents to **“Additional Documents”**

Claire Proteau - proteauc@hdsb.ca

Mursal Asan - asanm@hdsb.ca

Dixon Mohammed - mohammedd@hdsb.ca

support@interviewstream.com for video interview support

info@simplication.com for Apply to Education support

QUESTIONS?