

Superintendent, Provincial and Demonstration Schools Branch

Organization: Ministry of Education

Division: Student Support and Field Services Division

City: Milton

Language of Position(s): English

Job Term: 1 Permanent

Job Code: M1208A - Prog Planning & Evaluation09

Salary: \$120,043.00 - \$169,198.00 Per year

Posting Status: Open Targeted

Job ID: 249732

Lead Specialized Education. Drive Student Success. Shape System-Wide Impact.

Are you a transformational educational leader with a passion for student success, leading continuous improvement, and organizational excellence? If so, consider this opportunity with the Ministry of Education.

As the Superintendent, you will provide strategic leadership for Provincial and Demonstration Schools programs and operations, student achievement, and system-wide capacity-building initiatives across the Provincial and Demonstration Schools Branch (PDSB). As a member of the senior leadership team, you will lead a large geographically dispersed team with operations across 7 schools, lodging sites, and campuses (Belleville, Brantford, Milton and London).

PDSB is a branch of the Ministry of Education and is responsible for direct delivery of learning, educational programming and related services and supports to students who are Deaf, Hard of Hearing, Blind, low vision, Deafblind, and students with severe learning disabilities. This is a unique opportunity to lead specialized education programming and support excellence in teaching and learning for some of Ontario's most unique student populations.

Apply now and help build an innovative, high-performing future for students, staff, and communities across Ontario.

Please Note: This position will require occasional travel between sites.

The Ontario Public Service: Strengthening Ontario, together.

A career in the Ontario Public Service (OPS) is driven by purpose. We're building a stronger Ontario by delivering programs and services that make a real difference in people's lives. If you share this ambition, you'll find a workplace that reflects the diversity of the people we serve and empowers you to lead with confidence.

Why Your Leadership Belongs Here

- **Purpose that drives you:** Lead work that matters. Your leadership will shape policies, programs, and services that improve lives across the province—every day.
- **A culture that supports you:** Thrive in a flexible, inclusive, and respectful workplace that values your well-being and empowers you to bring your whole self to work.
- **A career that grows with you:** Explore leadership opportunities across ministries and sectors. With access to mentorship, learning, and mobility, your career can evolve here.
- **Recognition that reflects your impact:** We value the difference you make. You'll receive competitive pay, a defined-benefit pension, and benefits that support your well-being—plus meaningful recognition for your contributions.

About the job

We hold our leaders to high standards because we believe in their potential to drive meaningful change. In the Ontario Public Service, leadership means showing up with authenticity, acting with integrity, and having the courage to do what's right—even when it's hard.

As a leader, you'll be expected to create a team culture that encourages innovation, supports collaboration, and champions inclusion. You'll help build a diverse and accessible workplace where everyone feels safe, respected, and able to thrive.

Leadership is about impact—and in these roles, you'll have the opportunity to make a meaningful one. You will:

- Oversee schools, student lodging programs, and assigned portfolios, ensuring alignment with ministry priorities and goals.
- Lead continuous improvement initiatives that support student achievement and well-being across Provincial and Demonstration Schools, Resource Services, and curriculum support teams.
- Establish and support leadership development opportunities that strengthen organizational capacity and staff growth.
- Work collaboratively with the senior management team and colleagues across the ministry to effectively deliver education programming and related services to students.
- Develop and monitor strategic priorities, improvement plans, and action plans that prioritize student achievement, student success and wellbeing and excellence in teaching and learning.
- Align programs, services, and supports with research, evidence-based practices, and emerging needs.
- Foster a culture of service excellence, accountability and integrity focused on student success with staff, students, families, and stakeholders.
- Lead, develop, and provide strategic input on legislative, policy, and program initiatives.

Meet Your New Team

The **Provincial and Demonstration Schools Branch (PDSB)** is a part of the Student Support and Field Services Division within the Ministry of Education that operates 7 provincial and demonstration schools in Belleville, Brantford, Milton and London, student lodging programs, and specialized services for students who are Deaf, Hard of Hearing, Blind, low vision, Deafblind, and students with severe learning disabilities. Through its specialized programs, accessible learning resources, and system supports, PDSB supports students to achieve positive outcomes across Ontario.

Our team is collaborative, innovative, and student-focused, working together to advance specialized educational programming, accessibility, and excellence in teaching and learning. We work closely with students, families, educators, and partners, to foster meaningful impact across Ontario's education system.

Why Join Us:

- **Make a meaningful impact** by supporting specialized programs and services that help students thrive and reach their full potential.
- **Lead system-wide change** through continuous improvement initiatives that influence education across Ontario.
- Join a **collaborative and purpose-driven leadership team** committed to innovation, inclusion, and excellence in teaching and learning.

What you bring to the team

Mandatory requirements

- Membership in good standing with the Ontario College of Teachers.
- Possession of a Supervisory Officer's Certificate or currently working toward completion.

Leadership Experience

- Demonstrated experience leading organizational change and continuous improvement in complex educational environments.
- Experience building, mentoring, and developing high-performing leaders, educators, and staff.
- Ability to foster a culture of excellence, innovation, continuous improvement, and student-centered decision-making.
- Proven ability to establish priorities, manage competing demands, and drive organizational outcomes.

Specialized Knowledge

- Knowledge of the unique learning needs of students who are Deaf, Hard of Hearing, Blind, low vision, Deafblind, and/or students with severe learning disabilities.
- Understanding of Deaf education, accessibility, and inclusive educational practices.
- Commitment to advancing inclusion, human rights-based approaches and accessibility.
- Knowledge of Ontario's education system, special education programming, and related legislation, policy, and priorities.

Strategic Thinking and Analytical Skills

- Demonstrated ability to use evidence, data, and research to inform decision-making and support continuous improvement.
- Strong analytical and problem-solving skills with the ability to manage complex and sensitive issues.
- Ability to assess emerging challenges, identify opportunities, and implement effective solutions.
- Sound judgment, political acuity, and strategic thinking in a dynamic and evolving environment.

Communications and Relationship Management

- Strong relationship-building skills with the ability to establish trust and credibility with students, families, staff, partners, and stakeholders.
- Demonstrated ability to work collaboratively across diverse teams and foster a culture of shared accountability and professionalism.
- Excellent communication skills, including the ability to provide strategic advice, recommendations, and briefings on complex issues.

- Strong facilitation, negotiation, and influencing skills, with the ability to achieve results through collaboration and partnership.

Don't meet every qualification?

If you are excited about this position and meet most, but not all, of the listed qualifications, please still consider applying. We recognize that no one person might have every qualification in this job ad, and you just might be the right candidate!

Think this role could be right for you?

We're here to support you every step of the way. These short videos can help you feel confident and prepared:

- [Navigating Our Hiring Process](#) – Get a clear overview of each stage in our structured hiring process so you know what to expect and how to prepare.
- [Application Preparation Tips](#) – Learn how to showcase your leadership experience in ways that align with how we evaluate applications during the screening stage.

Take a few minutes to explore these resources. They're designed to set you up for success.

How we support diversity, inclusion and accessibility

We are building an inclusive workforce that reflects the communities we serve. We encourage everyone interested in working with us to apply, including people with disabilities, Indigenous, Black and racialized individuals, as well as people from all ethnicities, cultures, sexual orientations, gender identities and gender expressions.

Our hiring process is accessible, consistent with Ontario's [Human Rights Code](#) and the [Accessibility for Ontarians with Disabilities Act, 2005](#). We are working to prevent and remove barriers in our hiring processes and can offer [accommodation](#) to address specific needs related to Code-protected grounds such as disability, family status and religion. For more information about accommodation during the hiring process please [contact us](#).

Learn more about the work the OPS is doing to create an inclusive, anti-racist, accessible

and diverse workplace:

- [diversity, equity and inclusion initiatives](#)
- [accessibility](#)
- [Anti-Racism Policy](#)

Remember:

Please apply online, only, at www.ontario.ca/careers, quoting Job ID: 249732, by Apply By: Friday, November 13, 2026 11:59 pm EST. Please follow the instructions to submit your application.