



School Principal
Andrew Rural Academy
CHOOSE POSSIBLE
www.andrewruralacademy.ca

The Village of Andrew is located at the apex between Alberta's Heartland and Lakeland economic zones approximately one hour east and north of Edmonton. Our community has been approved to launch a public charter school for the upcoming 2025/26 school year. We are seeking initial expressions of interest to proactively prepare for the needs of the school.

The Opportunity

Plan to make a real difference in rural education- **to create a different kind of better.**

Creating experiential linkages between the Alberta Education Programs of Study to relevant enhancing STEM learning and ultimately tied to rural life and careers will be the focus of our school.

- **Make a lasting impact on the rural communities in and around Alberta's Heartland and Lakeland regions where innovative and enduring opportunities exist for our youth**
- **Establish a vibrant workplace and culture which values rural tradition, sustainability and cultivates enduring careers**

ANDREW RURAL ACADEMY CHARTER SCHOOL (ARA), based in Andrew, AB, is hiring a **PRINCIPAL** for our **K – 12 SCHOOL**, beginning **August 1, 2025.**

Are you a visionary leader ready to inspire excellence and foster a culture built on respect, inclusion, and open communication? Andrew Rural Academy Charter School (ARA) is seeking a principal who leads with confidence, courage, innovation, and empathy. Our diverse school community will thrive on collaboration and belonging, and we are looking for a leader who can empower staff, connect with students, and foster an environment where everyone feels heard, valued, and supported. By setting high expectations, communicating a clear vision, and embracing the strengths of our team, you'll guide ARA toward a future of shared success and endless possibility.

About ARA

Andrew Rural Academy will be a first of its kind in Canada public charter school offering a "rural focused" Science, Technology, Engineering, Mathematics (STEM) based curriculum to a K-12 student population. Planned as a permanent, full-time role (1.0 FTE), this position will offer a professional educator the opportunity to create a different kind of student experience. Our school chooses to broadly focus on building toward careers in the areas of:

Automation/Autonomous Machines	Ag Related Sciences
Trades and Process Operations	Civil Engineering and Construction

Health Sciences	Humanities and General Business

Andrew Rural Academy Charter School will be a Grade K–12 community school with approximately 100 students in the first year with aggressive targeted growth of 15-20% annually. , We will be offering a wide range of experiential, STEM based programs to meet the needs of all learners. We intend to pride ourselves on academic excellence, inclusive education, and state-of-the-art Practical and Applied Arts (PAA) and vocational training that prepare students for real-world success. Our vibrant arts programs may include Band and Drama, successful athletic teams, and diverse student clubs to ensure every learner can pursue their passions. These are your opportunities to cultivate.

What Awaits You at ARA

- **Opportunity to Create a Dedicated Team:** The correct ratio and competencies of teaching staff, support staff and other people resources to collaboratively foster a thriving and supportive environment.
- **Opportunity to Define Comprehensive Supports for Students:** For counsellors, school liaisons and other programs like Mental Health Capacity Building and Restorative Action, to ensure ARA students have access to the resources they need to succeed.
- **Diverse Educational Pathways:** ARA will provide opportunities for every learner, including university prep study, vocational training, functionally integrated classrooms, and alternate education programs. These pathways prepare students for post-secondary education, career readiness, or personal growth. A network of post secondary partnerships are actively facilitated here.
- **Rich Extra-Curricular Opportunities:** With successful athletic teams, vibrant arts programs like Band and Drama, and potential student clubs, ARA will offer students the chance to explore their passions and build a sense of belonging as proud school members.
- **A Strong Support Network:** Backed by an experienced school superintendent, collaboration with the Charter School network, and other relevant resources, you'll receive mentorship and tools to grow professionally, make confident decisions, and lead effectively.
- **An Engaged Community Network:** The Heartland and Lakeland regions include vibrant communities where supportive residents and businesses enhance the quality of life and champion schools and their leaders.

The Right Leader – The Right “FIT”

- **Visionary Leadership:** A leader with big-picture thinking who can inspire growth and innovation in a new, evolving, complex and dynamic school environment.
- **Culture Builder:** A firm yet approachable leader who nurtures a supportive environment while addressing challenges that impact the school's culture.
- **Accountable Leadership:** A leader who upholds clear expectations, ensures consistency in actions, and fosters respect and confidence through fairness, decisiveness, and dependability.
- **Data-Informed Leadership:** A leader who uses data to drive improvement, support decisions, and enhance student success.
- **Adaptable Leadership:** A leader who brings openness to new ideas, demonstrates creativity in problem-solving, and is committed to continuous growth and innovation.
- **Conflict Management:** A leader with the strength to address difficult issues with fairness while fostering a positive, collaborative culture.

- **Experiential Learning Mastery:** An expert coach in STEM hands-on learning methodologies who can intentionally grows the skills of educators. Up to 50% of your time is dedicated to growing experientially capable educators.
- **High Emotional Intelligence:** A leader with exceptional communication and interpersonal skills to connect with students, staff, and the community.

Preferred Qualifications and Experience

- **K-12 School Leadership Expertise:** Significant experience leading in a school preferably in a rural setting.
- **Broad Diversity Awareness:** Knowledge and experience with a cross section of cultural backgrounds and socio-economic levels, needs and strategies.
- **Master's of Education:** Possesses a master's degree in education, complementing the principal's role and demonstrating a commitment to ongoing learning.
- **Trauma-Informed Practices:** Experience implementing strategies that balance high expectations with empathy to support students and staff effectively.
- **Resilient Leadership:** Experience utilizing frameworks like Violence Threat Risk Assessment (VTRA) or similar to navigate high-pressure situations with composure, ensuring safety and fostering a supportive school environment.

About You- The Ideal Candidate

To qualify, you will need a Bachelor's degree in Education. You will possess or be working toward a Master's degree in education administration or leadership. However, beyond possessing the fundamental professional qualifications, you will be defined by certain characteristics.

- Typically no one refers to you as boring. Rather, they experience inspiration and reflection. You are a born innovator and others are motivated to emulate that trait.
- Your presence in the classroom creates comfort and is welcomed because a mutually beneficial exchange takes place.
- Staff, students and parents experience you as an open, collaborative and caring professional with an acute sense of listening to hear.
- You are a builder and seeker of opportunity for more, better and different.

Salary & Benefits:

- A highly competitive wage structure is under development including a principal allowance
- Annual salary review linked to performance
- Comprehensive Pension and Benefits package is under construction
- Professional development and training opportunities

Why Choose ARA?

This is your chance to inspire and empower a diverse group of students and staff while leading with the values of ARA— innovation, genuine relationships, well-being, connection and value. Supported by a collaborative and skilled team, you'll create a positive, memorable school experience for students and staff alike. Your leadership will leave a lasting impact on ARA and our surrounding communities, while the challenges and opportunities of this role will shape and strengthen you as a leader, creating a legacy of shared growth and success.

Apply To ARA

For any questions related to this position please reach out to the Corporate Treasurer, Stan Zabrick at snzabrick@gmail.com or call 780-940-5086.

At this time, there is not a deadline for applications. We are hoping to identify candidates of interest for preliminary interviews and candidacy preparations.

We thank all applicants for applying and will be contacting all candidates to advise of their status in the process. We are grateful to all those who have expressed interest in this position.

*If you are passionate about rural life, and pioneering a unique primary education offering, this is your opportunity to contribute to a community-driven future – **apply with your resume and cover letter to:** admin@andrewruralacademy.ca*