



School District 72 operates throughout a large geographic area. Campbell River and Quadra Island schools and our school board office are located on the traditional territory of the Liḡwítḡaḡw people. School District 72 also encompasses the traditional territory of the Klahoose (Cortes), K'ómoks (Sayward), and ḡwεmaḡkʷu (Bute Inlet) First Nations.

---

## SUPPORT STAFF

<b>Position:</b>	Indigenous Student Success Worker
<b>Posting Number:</b>	SY2526-ISSW-002
<b>Term of Employment:</b>	Temporary to June 25, 2026
<b>Hours/Day/FTE:</b>	5.25 Hours/Day
<b>Wage/Salary:</b>	\$31.05/Hour
<b>Deadline to Apply:</b>	4:00 PM on Tuesday, March 24, 2026

---

## Join Our Team

School District 72 is looking for a **Temporary Indigenous Student Success Worker** to join our team of professionals at **Ripple Rock Elementary School** who strive to bring the district's learning beliefs to life.

School District 72 (Campbell River) is located on the east coast of central Vancouver Island, extending north to Sayward and south to Oyster River. The district also includes the outer islands of Read, Cortes, and Quadra. The district serves over 5,600 students in 18 schools with a diverse range of programs that are progressive and responsive to the educational needs and interests of students.

The district respects and values the relationships with all First Nations, Métis, and Inuit peoples who reside in these territories. It is with respectful consideration that the programs and services provided to students and staff acknowledge their histories, cultural contributions, and contemporary concerns.

## About the Role

Working under the direction of the Director of Indigenous Education and School Administration, the Indigenous Student Success Worker will provide in-class, one to one, or small group academic support to enhance Indigenous student achievement and build self-confidence. Indigenous Student Success Workers enhance the opportunities for all Indigenous learners. Strengthening relationships, connections, and engagement for Indigenous learners within schools is a key part of the position.

## Specific Responsibilities

- Works with students who have self-identified as having Indigenous ancestry. Assists teachers with the delivery of programs and services to support Indigenous student learning in and out of the classroom. Support may include academic assistance, cultural, social emotional skills, and minor positive-behavior support.
- Collaborates with School Principal, with guidance from the Director of Indigenous Education, to create a schedule for working with Indigenous students. This schedule must be flexible to be responsive to emergent needs of the students and the program.
- Assists teachers in the delivery of trauma-informed classroom learning experiences with awareness of historical impacts, colonization, intergenerational trauma and systemic barriers for learners and their families.
- Assists Indigenous students and their teachers to facilitate student success. Works cooperatively with other employees such as Indigenous Education Success Teachers,

Learning Support Teachers, Child and Youth Worker (Indigenous Education). Acts as a positive role model and bridges cultural differences.

- Gather and share relevant information through working with students about the performance, social, emotional and behaviour of individual learners to support IEP/AIP goals, transitions, and program design.
- Assist with the gathering and documentation of information to support 'Understanding Student Connections and Engagements' as required by targeted funding criteria.
- Assist teachers or Indigenous Education team members with development or preparation of instructional learning resources.
- Review and reinforce learning activities using lesson plans and learning strategies developed by the school team to help students master concepts; monitor and report to school team on implementation of the program or skill development.
- Support learning, skill development, and social emotional activities in worksite and community-based settings, including field trips.
- Follow priority work plan developed by Director/Principal/School Team, share observations and review plan progress together, being consistent with expectations for students.
- Monitor effectiveness of workplace settings and reports to School Administration and Director.
- Carry out informal assessment activities provided by the teacher to assist the teacher in developing learner profile.
- Attend meetings of student specific support team during paid work hours or other approved arrangements.
- Provide information to school team for home, school, formal, and informal formal communications.
- Assist in maintaining learner records required by school, district, or provincial policy.

## **Qualifications**

- Two-year post-secondary program with courses in Indigenous Studies, Psychology, Sociology or Human Service Worker.
- Demonstrated ability and experience with Indigenous students, communities and organizations.
- A practical knowledge of Indigenous protocols and demonstrated understanding of Indigenous cultures.
- Knowledge of and ability to implement First Peoples Principles of Learning.
- Working knowledge of the district child abuse protocol and reporting procedures.
- Current CPI (Crisis, Prevention, and Intervention) or Low Arousal Training certificate is an asset.
- Computer competency in Microsoft programs including email and documenting and writing reports.
- Demonstrated willingness to participate in professional development opportunities as provided by the district.
- Ability to provide educational support in academic subjects as per school level (i.e.: elementary, middle, and secondary).
- Proven ability to establish and maintain effective work relationships, working collaboratively in a team environment.
- Working knowledge of reading and writing software programs (Microsoft 365).
- Ability to determine, judge and select appropriate course of action within the limits of established methods and procedures.
- Ability to effectively interact and establish positive rapport with students.
- Ability to communicate effectively using tact, discretion, and diplomacy, while maintaining confidentiality in all matters related to the school district.
- Ability to be flexible and adaptable.
- Sufficient physical capabilities, stamina, and coordination to perform the duties of the position to the required standard.

- Class 5 BC Driver's License with reliable transportation.
- Two-year post-secondary program with courses in Indigenous Studies, Psychology, Sociology or Human Service Worker.
- Class 5 BC Driver's License.
- A clear Criminal Record Check to be updated every five years.

## **Contribute to Our Success**

The Campbell River School District proudly developed a strategic plan for 2024-2028 that prioritized the following:

- Honour Indigenous World Views and Perspectives
- Student-Centred Learning Environments
- Evolving for Tomorrow

The following commitments are essential to all positions within the Campbell River School District:

- Commitment and adherence to workplace policies, procedures & practices.
- Commitment to standards of conduct, including behaving in a manner that is: respectful, professional, team-oriented, collegial, collaborative, ethical, honest, and trustworthy.
- Commitment to understand and implement the Truth and Reconciliation Calls to Action and the Declaration on the Rights of Indigenous Peoples Act.

## **Join Our Community**

Campbell River is a scenic, oceanfront community framed by extensive waterfront, west coast forests and snow-capped mountains. The area is renowned for its natural beauty and recreational opportunities such as skiing, kayaking, fishing, mountain biking, hiking, golf, and endless opportunities to experience nature. The moderate climate allows residents to participate in numerous outdoor activities on a year-round basis.

## **Experience the Benefits of SD72**

- Professional development and growth opportunities.
- The opportunity to grow your career in a small district.
- Progressive leadership team.
- Positive collegial culture with a great sense of community.

Employees are eligible for extended health and dental benefits, life insurance, and participation in a pension program as outlined in the Canadian Union of Public Employees (CUPE), Local 723 along with competitive vacation and sick day entitlements.

## **Employment Equity**

We value diversity of people to best represent the students and communities we serve as an equitable and inclusive employer. We welcome applications from all backgrounds, demographics and life experiences.

School District 72 is also committed to creating and maintaining an accessible work environment for all members of its workforce. Within this hiring process we will make efforts to create an accessible process for all applicants (including but not limited to people with disabilities). Confidential accommodation is available on request.

## **How to Apply**

Please submit applications through the [School District 72 Job Connect Portal](#). We thank all applicants for their interest and advise that only those candidates selected for an interview will be contacted. The successful candidate will be required to complete a criminal record check.

Please ensure your application includes a cover letter stating the posting number, an updated resume and references, including most recent supervisor(s).

*In accordance with Article 16.01 (a), "the applicant with the greatest seniority and having the required qualifications, skills and ability to perform the job applied for shall be awarded the position."*

*The district reserves the right to employ methods of assessment to assess qualifications, skills and ability. Assessment of qualifications, skills and ability may include, but not limited to, hours of experience, proof of certification, testing, interviewing, probationary periods and so on.*

---

425 Pinecrest Road Campbell River BC Canada V9W 3P2 Tel: 250.830.2300 Fax: 250.830.2329 [www.sd72.bc.ca](http://www.sd72.bc.ca)