



Retirement – Superintendent Gray

After more than twenty years in senior leadership, Superintendent Gray has decided to retire from her position at Evergreen School Division. It is with regret that the Board accepts this early retirement, offered in recognition of upcoming division planning considerations and budget constraints.

Mrs. Roza Gray joined Evergreen School Division in 2010 as Assistant Superintendent, responsible for student services and human resources. In 2015, she became Superintendent and CEO of Evergreen School Division, a position she refers to as the greatest honour of her career. As Superintendent, she placed a focus on student learning and well-being and on creating a positive workplace culture, one in which we feel responsible for looking after each other. Superintendent Gray has led the Division through significant challenges and changes with courage, integrity, and kindness.

A lasting contribution she leaves with Evergreen is enhanced support in teacher instructional practice. ‘My Evergreen Classroom,’ an articulation of effective teaching, was constructed with teachers and leaders for use in dialogue and planning to enhance teaching and improve learning. Superintendent Gray provided additional ‘interventions’ staffing to schools to support students who need additional instructional time, and also increased clinical support so students who face complex challenges are assisted in their individual learning and development journey. These and other efforts to align budgets, attention, and resources to enhance student learning have contributed to Evergreen’s dramatic improvement in student learning results in mathematics, the greatest in the province.

Many noteworthy improvements to our organization have taken place under Superintendent Gray’s leadership. Her vision and planning, together with the advocacy of students, community and the school board, resulted in a locally funded band room at Gimli High School. Consistent with educational research, she led Evergreen’s reconfiguration of middle years schools to include grade 8, and strengthened our smaller high schools to offer core programming without the need to bus students away from their community school. In early and middle years schools, scheduling was also simplified to correspond with the five days of the week, a precursor to Superintendent Gray’s increase to kindergarten and JK programming so that our youngest students would benefit from greater access to instruction.

Under Superintendent Gray’s leadership and fiscal management, the Division revised budgets to enhance families’ equitable access to a full school experience through cost effective fee structures. She also has increased and enhanced communication with families to assist them in supporting their children’s learning.

Over the years, Superintendent Gray has made contributions to work at the provincial level in the early years, student learning, mental health/well-being and women in leadership through presentations, articles, and committee work. She has also contributed to leadership for public education through her commitment to the Manitoba Association of School Superintendents, its mission and advocacy, and her colleagues. Roza is distinguished as the first Superintendent in Canada to take maternity leave, serving as a proud example of managing an executive leadership position while raising a family.

A lifelong learner, her next steps include pursuing her PhD in the educational psychology of well-being. She also looks forward to having time to invest in personal interests and volunteer work.

The legacy that Superintendent Gray leaves, along with the initiatives that she was able to establish, is remarkable. She has capably balanced pressure and support to create impactful, positive change. Like the bond between a parent and child, Roza fiercely cared for the school division, never shying away from the challenges and difficulties that are inevitable when one leads with courage. And through it all, her leadership has built capacity in others – educators, staff, Trustees, community members, and students. Roza’s unique gifts have made Evergreen a place where everyone is valued, encouraged and supported in their role to enhance student learning and well-being.

Please join us in congratulating Mrs. Roza Gray on her early retirement!

A notice regarding a retirement reception will follow.