



LEADERSHIP CAPACITY

We will be intentional about supporting the development of formal and informal leadership. We will ensure the direction we are headed is understood and equip staff at all levels with knowledge and skills to take action to improve our system and success for students.

Some examples of the work of our plan are:

- Dedicated time to meet with Principals and Vice-Principals
- Broadening understanding of school leadership
- Connecting moral imperative and collective responsibility
- Develop and foster initiative and provide project opportunities
- Explicitly connect student outcomes and school leadership
- Grow a District-wide focus versus school silos
- Yearlong [Leadership Series](#) for all interested Principals, Vice-Principals, and Teachers
- [Learning Series](#) to enhance instructional leadership capacity

2021-2022 Year 1 of 3 Year Plan SCORECARD of KEY ACTIONS

Action or Initiative	Success Indicator	Target	Review date	Result	Outcome [Met, Not Met or In Progress]
Admin Team Meetings	▪Regular Team Meetings held with leadership as main focus (vs only operational)	▪6+ full day Meetings held ▪Review of agendas by SLT shows majority of time is spent on leadership development	Jun 2022	[2/6]	In progress
			Jun 2022	[Y/N]	----
PVP involved in district leadership opportunities	▪A number of PVP are involved in district committees, representing district on community and provincial committees and functions, etc.	▪Establish tracking of opportunities and who assigned to	Jun 2022	[Y/N]	----
Leadership Series	▪Participation of teachers and PVP	▪Establish baseline participation	June 2022	[X]	----

School Plans for Learner Success	▪PVP engage staff meaningfully in school plans	▪School plans include timeline and schedule for staff to regularly review and reflect on data and actions	Nov 2021	22/22	Met
		▪PVP reflections describe meaningful staff involvement in planning and celebrating success	Jun 2022	[Y/N]	----
District Operations Leadership	▪ opportunities for staff to lead in new areas	▪Harassment Investigation Train the Trainer provided	Mar 2022	[Y/N]	----
	▪Develop champions for processes and changes	▪Disability Management Lead Training	Sep 2021 - ongoing	Y	Met
		▪Identify focus areas and staff who are skilled and can be resources in those areas	Jun 2022	[Y/N]	----