



Date of Meeting: 2021 03 09

Item #: 12.a

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| REPORT TO: | <input type="checkbox"/> Administrative Council <input type="checkbox"/> Program and School Services Advisory Committee <input type="checkbox"/> Policy Working Committee <input type="checkbox"/> Planning and Priorities Advisory Committee <input checked="" type="checkbox"/> Board <input type="checkbox"/> Other: |
| | For Board Meetings: <input checked="" type="checkbox"/> PUBLIC <input type="checkbox"/> IN-CAMERA |
| TITLE OF REPORT: | TVDSB Leadership Development Presentation |
| PRESENTED BY: <i>(list ONLY those attending the meeting)</i> | Paul Sydor, Patti Westaway |
| PRESENTED FOR: | <input type="checkbox"/> Approval <input type="checkbox"/> Input/Advice <input checked="" type="checkbox"/> Information |
| Recommendation(s): <i>(only required when presented for approval)</i> | |
| Purpose: | Update Board members on the newly implemented TVDSB Leadership website and associated programs/opportunities for employees. |
| Content: | |
| Financial Implications: | |
| Timeline: | |
| Communications: | |
| Appendices: | |

Strategic Priority Area(s):

| | |
|------------------------------------|--|
| Relationships: | <input type="checkbox"/> Students, families and staff are welcomed, respected and valued as partners. <input type="checkbox"/> Promote and build connections to foster mutually respectful communication among students, families, staff and the broader community. <input checked="" type="checkbox"/> Create opportunities for collaboration and partnerships. |
| Equity and Diversity: | <input type="checkbox"/> Create opportunities for equitable access to programs and services for students. <input type="checkbox"/> Students and all partners feel heard, valued and supported. <input type="checkbox"/> Programs and services embrace the culture and diversity of students and all partners. |
| Achievement and Well-Being: | <input type="checkbox"/> More students demonstrate growth and achieve student learning outcomes with a specific focus on numeracy and literacy. <input checked="" type="checkbox"/> Staff will demonstrate excellence in instructional practices. <input type="checkbox"/> Enhance the safety and well-being of students and staff. |

Form Revised June 2019

**GREAT LEADERS START
HERE**

Thames
Valley
District
School
Board

Leadership Development in Thames Valley

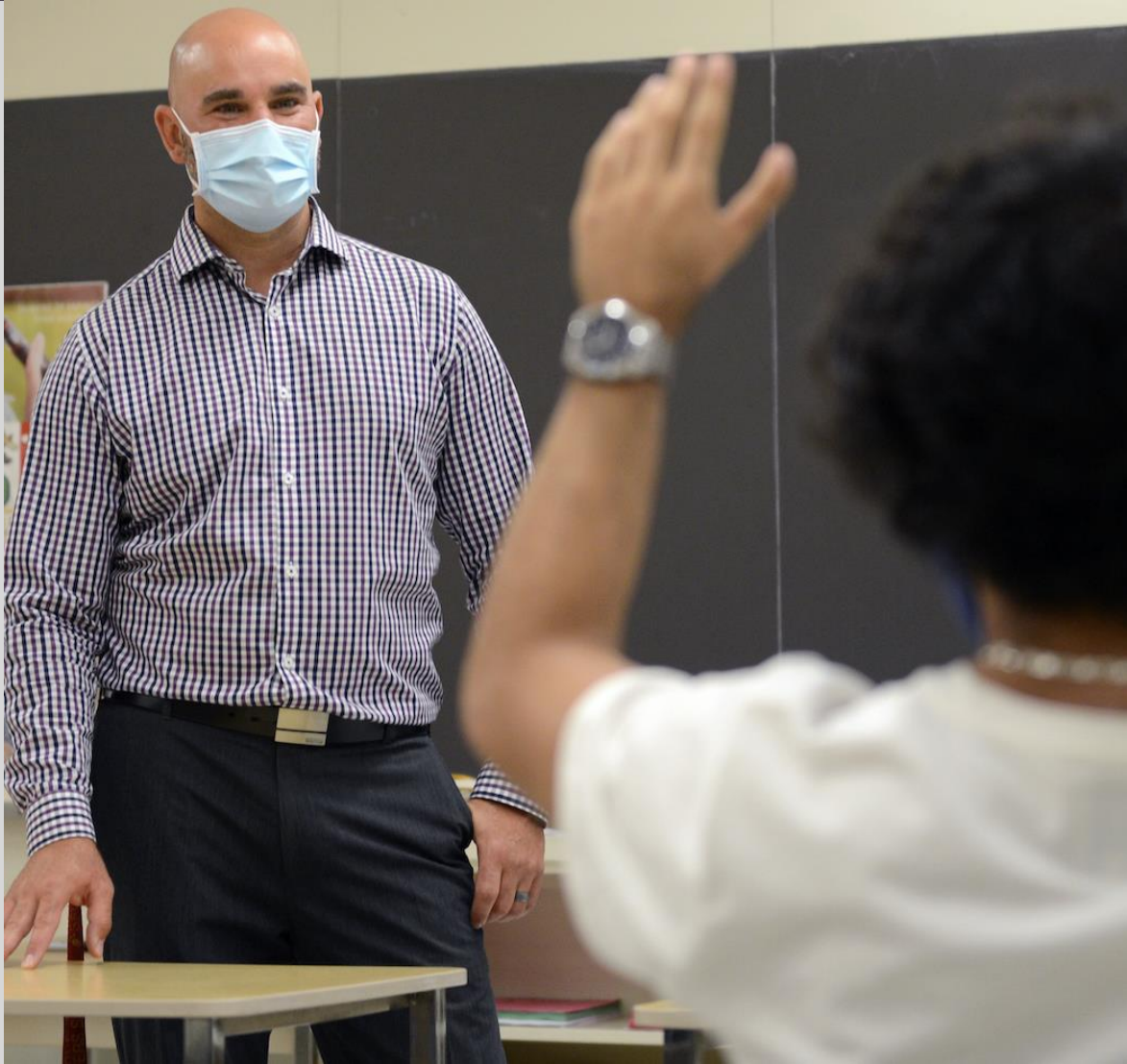
March 9, 2021



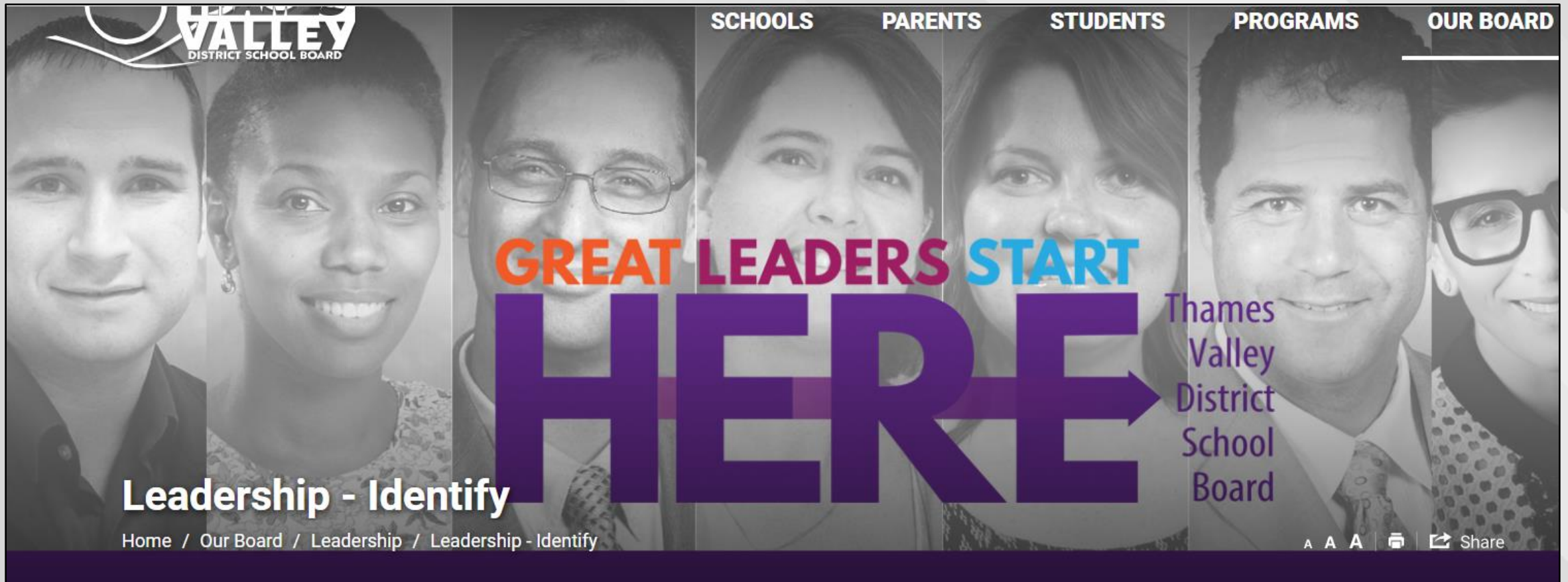
Leadership

- Leadership is a behaviour, not a position or title
- Everyone has leadership in them
- People become leaders by their actions and examples
- In Thames Valley, we **identify** our leaders, we **develop** them, and we **support** them, at every stage of their journey

IDENTIFY



- In Thames Valley, we recognize that leaders are change agents who can transform our organization.
- Leaders are innovators and catalysts who help us to become better.
- Leaders are excellent communicators who model the skills of the Ontario Leadership Framework.
- Leaders put our students first.



Identify

- Lead 1
- New Teacher Induction Program
- Supervisory Officer Internship Program
- Equity and Leadership Program

DEVELOP



- In Thames Valley, we know that cultivating leadership is essential for long-term success.
- By providing opportunities for leaders to stretch and challenge themselves, we encourage job-embedded growth.
- In Thames Valley, we connect our leaders with mentors and coaches.
- In Thames Valley, we provide our leaders with extensive opportunities for reflection and learning.



Develop

- Lead 2
- Lead 3
- New Administrator Program 1 and 2
- Predictive Index (PI)

SUPPORT



- In Thames Valley, we support our leaders no matter where they are on their journey.
- Whether new to leadership, experienced in the role, or somewhere in between, our leaders have ongoing opportunities for training, reflection, empowerment, and inspiration.
- In Thames Valley, we value and appreciate our leaders and know that they are at the foundation of student success.



Support

- Associate Programs – Teacher, ECE, EA
- Mentoring for All – ECE, EA, Secretarial
- New Teacher Induction Program (NTIP) Mentoring
- Leadership Series – Managing Difficult Conversations
- Leadership Conferences – System Leaders, Vice-Principals, Symposium

QUESTIONS

