

# PILOTING THE LSRT

TWO REPORTS BY BARBARA BODKIN

Once the Leadership Self-Review Tool had been designed and vetted by the Leadership Think Tank, a group established by the Ministry of Education to provide input into the development of the tool, and by the ministry itself, the tool was provided in Word format (English and French) to each of five boards where directors had agreed to pilot it over a five-month period, from December 2005 to April 2006.

The package sent to boards included the survey itself, along with an introduction, a gap-analysis tool, and a brief literature review. Boards were encouraged to try all of the tool's components, but, while the package provided some suggestions on how to implement the tool, it was left to boards to determine the methodology they would use to implement it.

The ministry contracted with Barbara Bodkin, Director of Continuing Education, Ontario Institute for Studies in Education/University of Toronto, for two reports related to the piloting of the tool in the five district school boards.

## **Report 1: Implementation of the Leadership Self-Review Tool in Five School Boards**

Ms. Bodkin's first report was intended to guide the ministry's revision of the tool and its plans for rolling out the tool across the province. She set up meetings with each of the five piloting boards to talk to those who had led the pilot project and some of those who had responded to the survey, to learn about the implementation methods used by the boards and to obtain feedback on the usefulness and clarity of the tool. Based on these consultations, Ms. Bodkin made a number of recommendations in her report.

This report will help boards consider the methodology they wish to employ in implementing the tool. Boards may wish to emulate effective practice, while tailoring activities to suit their own contexts.

## **Report 2: Use of the Leadership Self-Review Tool to Support Leadership Development in Five School Boards**

The purpose of Ms. Bodkin's second report was to seek information from the boards about their leadership development programs and how they used the tool to support leadership development. The report outlines the leadership development programs in each of the five boards, and then provides some general observations and recommendations both for the ministry and for boards who are undertaking leadership development reviews or initiatives, based on Ms. Bodkin's consultation with the piloting boards.

This report may be useful to boards in thinking about their next steps in leadership development and how best to use the Leadership Self-Review Tool to support those steps.