MEMORANDUM TO: Directors of Education, District School Boards  
Supervisory Officers and Secretary Treasurers of School Authorities  
Director of Provincial Schools

CC: Executive Directors of Principals, Supervisory Officers and Director Associations

FROM: Barry Pervin  
Director  
Leadership Development Branch

DATE: March 1, 2007

SUBJECT: Ontario’s Leadership Strategy

I am writing to provide you with an update on the provincial leadership strategy and the launch of the Leadership Development webpage on the EDU public website.

As you know, the mini-discussion paper, Leading Education: New Supports for Principals and Vice-principals in Ontario Publicly Funded Schools, released in December 2005, provided a blueprint of proposals to support effective school leadership. We have made significant progress on many of these proposals and we have extended the plan to encompass the work of system leaders. Initiatives include:

- Establishing the Institute for Education Leadership, a partnership of representatives from the three principals’ associations, three supervisory officers’ associations, three constituencies of directors and the Ministry of Education. The ministry allocated $4M to support the activities of the Institute. The Institute has sponsored two conferences, one in May 2006 for twelve board teams, and one in December 2006 that 69 boards attended. The Institute is currently developing an annual plan and plans to set up a website to communicate its activities.

- Designing, piloting and distributing the Leadership Self-Review Tool to assist boards in assessing their support for school leaders and taking action to enhance leadership development.

- Piloting a mentoring and coaching program for school and system leaders (February 2007)

- Beginning a Field Test of a framework for principal and vice-principal appraisal (March 2007)

- Piloting and evaluating new approaches to school management in 12 schools to relieve principal administrative workload and re-focus on instructional leadership (end date June 2007)


- Establishing a Minister’s Principal Reference Group to enhance the voice of principals and vice-principals in ministry initiatives. Membership includes practicing principals and vice-principals from twenty schools across the province.
- Supporting the development and implementation of a management program for system leaders in partnership with The Learning Partnership
- Providing an orientation session for all newly appointed directors and supervisory officers across the province (November 2006)
- Beginning consultations with principals on terms and conditions of employment
- Conducting focus groups and surveys with directors and supervisory officers across the province to inform policy and program development to support system leaders
- Developing a Leadership Framework of competencies and core leadership practices that describe effective leadership
- Eliminating or streamlining various ministry reports for school and board leaders such as the school facilities survey, the NTIP Interim Progress report (2008), the Grades 4-6 Learning Resources and Materials report, School Operations report, School Board Improvement Plans, parent engagement reports and several other reports as OnSIS becomes fully functional (as per memo from Deputy Minister, January 25, 2007)

We intend, through these and other initiatives, to continue to support and enhance leadership across the province to ensure that we have the best leaders possible in our schools and boards to support student achievement.

To enhance our ability to communicate with you and to highlight on-going work, we have established a Leadership Development webpage on the EDU website that was launched on February 23, 2007. This webpage is linked through the “Administrators” section of the EDU website.

Through this website you can read about the four-point action plan in the Leadership Strategy and see the details of the Leadership Framework. The status of a variety of on-going pilot and field test projects will be highlighted on this website. As well, the website will post a Leadership Development calendar of events for the 2007-08 year to assist boards with next year’s planning. This calendar will be a vehicle for communicating and coordinating information about all of the leadership development activities for principals, vice-principals, supervisory officers, and directors planned by the ministry over the next year.

I hope you will take the time to check out the website now and on a regular basis to stay informed about the important work we are doing to support leadership in Ontario.

English:  
http://www.edu.gov.on.ca/eng/policyfunding/leadership/

French:  
http://www.edu.gov.on.ca/fre/policyfunding/leadership/

Sincerely,

Barry Pervin