MEMORANDUM TO: Directors of Education
Secretaries/Treasurers School Authorities
Director, Provincial Schools Branch

FROM: Marg Connor
Director (Acting)
Leadership Development Branch

DATE: 13 May, 2008

SUBJECT: Consultation on a Comprehensive Leadership Strategy

I am writing to make you aware of recent developments in support of our shared goal to build leadership capacity. As you know, in our vision paper, Reach Every Student: Energizing Ontario Education, the government committed to developing a comprehensive leadership strategy to support school leaders. Principals and vice-principals play a key role in implementing our core priorities of high levels of student achievement, reducing the gap in student achievement and increased public confidence in publicly funded education.

Working with you, we have made significant strides over the past few years in strengthening school leadership. Our focus has been on building capacity, reducing distractions and streamlining procedures, aligning resources, and increasing communications to promote effective practices. Some essential elements of a leadership strategy, such as the Leadership Framework and the streamlined Teachers’ Performance Appraisal system, are already in place and others, such as Mentoring and Coaching for Principals and Supervisory Officers and Directors and a model for Principal Appraisal are in pilot phase. Targeted professional learning opportunities are available through Student Success, the Literacy/Numeracy Secretariat and the Leadership Development Branch. The Minister’s Principal Reference Group and the Institute for Education Leadership provide a forum for input on leadership issues.

We are now working to connect all the initiatives together in a comprehensive strategy. The strategy would target the individual development of principals and encourage the development of systems at the board level to support principals.

As a next step, we are holding a focused consultation with a broad range of education stakeholders, including teachers, principals and vice-principals, supervisory officers and directors of education, the Institute for Education Leadership and the Minister’s Principal Reference Group. Barry Pervin, Assistant Deputy Minister, Instruction and Leadership Development Division and Bill Hogarth, Director,
York Region District School Board are leading the consultation. It is taking place over the months of May and June.

The focus of the consultation will be on what the ministry and school boards can do to:
- Attract aspiring leaders
- Support/mentor new leaders
- Support experienced leaders

The attached Terms of Reference outlines the questions that will frame the discussion at the consultation.

We look forward to keeping you updated as we progress.

Marg Connor
Director (Acting)
Leadership Development Branch

cc: Frank Kelly
    Gerry Townsend
    Managers, Regional Offices

attach.