MEMORANDUM TO: Directors of Education
Director of the Provincial Schools Branch
Secretary/Treasurers of School Authorities

FROM: Bruce Drewett
Director, Leadership Development Branch

DATE: November 18, 2011

SUBJECT: Ontario Leadership Strategy – Update

I am writing to provide two updates on the Ontario Leadership Strategy (OLS). The first is a Quick Facts summary of the evaluation of the OLS and the second is an update on the Ontario Leadership Congress.

OLS Evaluation
I am pleased to share with you a brief summary of the key facts and findings from our evaluation of the Ontario Leadership Strategy (OLS). As you know, the OLS was launched in the fall of 2008 with a three year implementation plan. During the second year of the strategy, we worked with Dr. Kenneth Leithwood, leadership advisor to the ministry, to develop a framework for the evaluation of the strategy and began to assemble and analyze the data we have collected on each of the elements of the strategy.

According to the data, the OLS has been highly successful in providing supports and resources that you have found useful in promoting leadership and encouraging aspirants to the role in your district. The attached Quick Facts on the evaluation provides a high level summary of this work. I would like to express my appreciation to Board Leadership Development Strategy (BLDS) leads and participants in leadership activities such as mentoring and principal performance appraisal who have been very helpful in completing surveys and interviews that have informed the evaluation.

I would encourage you to review the Quick Facts and consider distributing and using it as follows:
- Share at a senior team meeting in your district and invite your Board Leadership Development Strategy (BLDS) lead to describe how it relates to the work in your district:
  - How do these findings square with your district’s work?
  - Are there opportunities to leverage OLS elements to a greater extent?
- Encourage your BLDS lead to share with your leadership steering committee to foster discussion about what this means for future work with the BLDS in your district:
  - Is the steering committee aware of data that speaks to deeper impact of the OLS?
  - Are there activities that the steering committee could initiate that would strengthen the impact of the OLS on leadership in your district?
  - Are there opportunities in your district to collect data that shows deeper impact?
- Celebrate the successes of your BLDS team and participants. Share the Quick Facts at the next meeting of mentors, mentees, aspirants to the role and others who have benefited from the work of the BLDS team in your district:
  - Are there success stories among your mentors and mentees that would encourage others to aspire to leadership roles in your district?
o Are there participants in the Leading Student Achievement network who have developed expertise that could be shared more broadly?

o Are there principals and/or vice-principals who have successfully completed a cycle of the Principal Performance Appraisal (PPA) who could contribute strategies and support for those entering their evaluation year in 2011-2012?

We look forward to hearing about your district’s follow up activities and ideas at the BLDS leads’ teleconferences, regional and provincial BLDS sessions or board visits.

**Ontario Leadership Congress**
In mid-August 2011, you and your BLDS leads received a memo from me regarding 2011-12 BLDS Support Materials and Implementation Reminders, which included a brief description of our plans for the 2012 Congress, including the date of the event. **Please note that the date of Congress has now changed from February 15, 2012, to March 20, 2012.** As you know, this event will bring together BLDS teams from each district to think collectively about leadership practices that will improve achievement for every student. More information about the event will be available later this year.

Thank you for your ongoing efforts to support high quality leadership development with the purpose of improving student achievement and increasing public confidence in our publicly funded education system. I look forward to working with you and your staff in the upcoming year. Please contact me at 416-325-1079, or your Regional Education Office if you have any questions.

*Original signed by*

Bruce Drewett

Attachments
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Board Leadership Development Strategy Leads
Dr. Ken Leithwood, Ontario Institute for Studies in Education, Leadership Advisor
Institute for Education Leadership
Council of Ontario Directors of Education
Conseil ontarien des directrices et directeurs de l’éducation de langue française
English Catholic Council of Directors of Education
Association des gestionnaires de l’éducation franco-ontarienne
Ontario Catholic Supervisory Officers’ Association
Ontario Public Supervisory Officials’ Association
Ontario Association of School Business Officials
Ontario Catholic School Business Officials’ Association
Council of Senior Business Officials
Association des directions et directions adjointes des écoles franco-ontariennes
Catholic Principals’ Council of Ontario
Ontario Principals’ Council
Association des enseignantes et des enseignants franco-ontariens
Elementary Teachers’ Federation of Ontario
Ontario English Catholic Teachers’ Association
Ontario Secondary School Teachers’ Federation
Ontario Teachers’ Federation
Association des conseils scolaires des écoles publiques de l’Ontario
Association franco-ontarienne des conseils scolaires catholiques
Ontario Catholic School Trustees’ Association
Ontario Public School Boards’ Association
The Learning Partnership
Centre franco-ontarien de ressources pédagogiques