



The Institute for
Education Leadership
L'Institut de leadership
en éducation

www.education-leadership-ontario.ca

April 2009

Dear Colleagues in Education

This is a defining time for leadership in boards. We are being called upon to build leadership capacity at all levels in our boards and the Ministry is supporting us with the Ontario Leadership Strategy (OLS).

This is the first in a series of updates on evidence, tools and practices to assist all of us to expand our shared understanding of the leadership strategies and structures that have a positive impact on student achievement and deepen their implementation across our province and in our 5,000 schools.

The Institute for Education Leadership (IEL) is the collective voice for the advancement of evidence-based leadership practices in Ontario education. Our mandate is to support effective tri-level leadership in order to improve student outcomes through opportunities for professional learning and growth based on the latest research and effective practice. We are here as a support for you. To learn more [click here](#).

Ontario Leadership Framework

[The Ontario Leadership Framework](#) of Effective Practices is a set of powerful tools developed by and for Ontario educators to help them address the practical and real challenges they face. It is the foundation of the Ontario Leadership Strategy ([see fact sheet](#)) and all IEL initiatives. More than 80% of boards have received funds to have the IEL deliver a workshop on how to use the Ontario Leadership Framework. We have had many positive reviews from boards who have participated to date, such as, “it will help us foster relationships with all involved as partners in education.” If your board would like to take advantage of the opportunity for a workshop, please contact Michelle Mollison at mmollison@principals.on.ca

Succession Planning

The Ontario Leadership Strategy (OLS) 3-year plan requires boards to have succession planning and talent development plans in place in the 2009-10 school year. The IEL has information to support you with succession planning. You may already have seen the comprehensive study

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on issues that school boards face in building a cadre of outstanding leaders and strategies to ensure they have a strong and vigorous leadership pool to draw on. [Click here](#) for the summary. [Click here](#) to read the full report.

Learn about [effective practice and strategies](#) used in Australia that might be useful in recruiting and supporting education leaders. For information on how Belgium, a country that shares Ontario's dual language perspective, addresses the issues around succession planning and recruitment, [click here](#).

Strategic Planning

The IEL developed the Leadership Self-Review Tool (LSRT), a self administered survey tool, to help senior administrators examine how they support leadership practices in their boards. Boards using the LSRT indicated that it is a valuable tool to identify gaps. One board says it's aligning its follow-up on the results to the board strategic priority planning process. I use it at my board on an annual cycle and it led to a refinement of our principal/vice principal transfer process. You are welcome to contact me at paulro@csdceo.on.ca. To learn more about how to use the LSRT, [click here](#).

Stay tuned and please distribute this communiqué to educational leaders in your organization. We will communicate with you on a regular basis. As changes unfold the IEL will continue to provide the support we need to ensure effective leadership for student success.

Best regards,

Roger Paul
Chair
Institute for Education Leadership
and
Director of Education
Conseil scolaire de district catholique de l'Est ontarien

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