

SUPPORTING THE ONTARIO LEADERSHIP STRATEGY

Ontario's Institute for Education Leadership

What Is the Institute for Education Leadership?

The Institute for Education Leadership (IEL) brings together representatives from Ontario's principals' associations, supervisory officers' associations, councils of directors of education, the Council of Senior Business Officials, and the Ministry of Education to work in a collaborative partnership and model high-quality tri-level strategic leadership at the school, board, and provincial levels. Established in 2006 as a key support for the Ontario Leadership Strategy, the IEL plays a direct role in putting into practice policy and research on effective leadership to support student achievement and well-being.

The IEL is respected as the collective voice for the advancement of evidence-based leadership practices in Ontario, and is recognized outside Ontario as an innovative model for advancing system-wide leadership development that supports student achievement and well-being.

Key Goals

The IEL has a mandate to support effective leadership through professional learning grounded in research, effective practice, and sound policy. Goals in four key areas have been defined in support of its mandate:

- **Leadership Development** – Defining educational leadership; identifying and promoting effective practices; and “staying on the leading edge” of leadership knowledge
- **Research** – Advocating for and supporting research on effective leadership theories, models, and practices
- **Practice** – Deepening implementation of evidence-based leadership practices and aligning practice more closely with emerging research
- **Communication** – Facilitating dialogue, generating productive inquiry, and disseminating information, tools, and resources in a timely and comprehensive manner within the educational community

**Member Organizations**

- Association des directions et directions adjointes des écoles franco-ontariennes
- Association des gestionnaires de l'éducation franco-ontarienne
- Catholic Principals' Council of Ontario
- Council of Ontario Directors of Education
- Council of Senior Business Officials
- Ministry of Education
- Ontario Catholic Supervisory Officers' Association
- Ontario Principals' Council
- Ontario Public Supervisory Officials' Association

Achievements to Date

Since its inception, the IEL has:

- commissioned a report entitled *Succession Planning in Ontario Schools and School Boards* (2008) that examines and makes recommendations for overcoming the issues that school districts face when building a cadre of excellent educational leaders;
- piloted and launched a **Leadership Self-Review Tool** to assist school districts in examining how they support leadership practices in their schools;
- established an annual **orientation program for newly appointed supervisory officers** to explain tri-level leadership and the Ontario Leadership Framework (OLF);

- sponsored a report entitled *Leading the Future – A Project of the Directors of Education in Southwest Ontario* (2010) to clarify key dimensions of learning and development for district leaders, drawing on research adapted for the needs of Ontario leaders. This report continues to define the system practices and procedures outlined in the current Ontario Leadership Framework;
- commissioned Dr. Kenneth Leithwood, one of the authors of *Leading the Future*, to work with leaders across the province to develop a set of effective district practices that contribute to student achievement and well-being and are based on Ontario research findings. The result is the **District Effectiveness Framework**, which has become part of the current Ontario Leadership Framework;
- created the **Ontario Leadership Framework** (2008) (OLF) and subsequently revised it in 2013, based on Dr. Leithwood's work, which identifies the practices of school and system leaders that have been shown, through research and professional practice, to have the greatest impact on student achievement and well-being;
- in partnership with the Council of Ontario Directors of Education (CODE), commissioned comprehensive research on the factors that contribute to strong districts and strong leadership, resulting in the report *Strong Districts and Their Leadership* (http://iel.immix.ca/storage/6/1382796579/Strong_Districts_and_their_Leadership_2013.pdf). This report provides advice for districts in reviewing their leadership development plans.

Building a Community of Learning

APPLIKI A practical online resource exchange – by stakeholders and for stakeholders – to support board implementation of succession planning and talent development (<http://appliki.apandrose.com>).

Safe and Accepting Schools – This IEL website features the latest resources and best practices related to the whole-school approach to ensuring safe and accepting schools. (www.safeacceptingschools.ca).

What's Next?

Ontario Leadership Framework (OLF): The IEL continues to work towards ensuring that all partners and stakeholders share a common vision of education leadership for Ontario that respects the diversity of our education system. The IEL has served as a consultative body throughout the development of the OLF and continues to lead its implementation by designing professional development resources for school districts.

Safe, Inclusive, and Accepting Schools: Through strategic partnerships with key school districts and experts on research and practice in creating a positive school climate, the IEL is developing resources, such as the Safe and Accepting Schools website, to support school and system leaders in bullying prevention and a whole-school approach to creating a positive school climate.

Transition Supports for Principals and Vice-Principals: The IEL is supporting research to identify current issues in transitioning to a school leadership role as well as programs that have proven successful for leadership development, succession planning, and talent development. The research findings will lead to recommendations on supporting new principals and vice-principals.

LEARN MORE

For more information, go to www.education-leadership-ontario.ca.