

Responsibility

Resilience

Loyalty

Caring

Advocacy  
For  
Learners

Fairness

Trustworthiness

**PERSONAL**

Models and promotes life and work balance  
Initiates, sustains and models lifelong learning  
Acts decisively and makes sound judgements  
Identifies priorities and implements action plans to address them  
Sets goals for professional and personal growth based on realistic self-assessment  
Uses critical, flexible and creative thinking  
Exhibits highest standard of professional behaviour  
Applies the principles of effective time management

**INSTRUCTIONAL**

Works collegially with students, staff and community to improve student achievement  
Provides opportunities for student involvement and responsibility  
Demonstrates exemplary teaching practices and leads the implementation of current teaching, learning and assessment strategies  
Supports and models differentiation in curriculum, instruction, and evaluation to meet the needs of all students  
Ensures that assessment, evaluation and reporting reflects Ministry and Board policies and procedures  
Provides opportunities for professional development for all staff  
Promotes and inspires excellence in staff and student achievement in a strong professional learning community  
Involves School Council, teachers, students and community in the school improvement planning process  
Demonstrates good classroom management and understands the importance of a school-based approach to student management

**INTERPERSONAL**

Employs all forms of communication, including active listening, effectively  
Creates an environment where all staff feel supported and empowered  
Works to create an inclusive, positive and collaborative learning and working environment  
Creates a mentoring culture for all staff  
Fosters a safe, equitable, diverse and caring environment  
Motivates and leads others to achieve shared vision  
Utilizes effective processes for resolving conflicts  
Develops and maintains positive partnerships in seeking support for the school, its programs and services  
Consults as appropriate with stakeholders including students, staff and school council in the decision-making process  
Creates and maintains an inviting and accessible atmosphere

**OPERATIONAL**

Manages financial and other school resources effectively  
Aligns school improvement plans and resource allocations with the Board's strategic goals and priorities  
Assesses, initiates and facilitates change process at both the school and system levels, and fosters a positive attitude toward change  
Uses current technology, various methods of data collection and reporting to support decision-making  
Demonstrates awareness of regulations, policies, procedures, and guidelines relevant to school operations  
Manages, implements, and supports school, Board, and Ministry initiatives  
Recognizes the importance of selection and supervision of staff as a critical activity for an instructional leader

Respect

Honesty

Vision

Integrity

# OCDSB Leadership Profile

November 2007