

THAMES VALLEY DISTRICT SCHOOL BOARD SUPERVISORY OFFICER INTERNSHIP PROGRAM

A leadership capacity building and succession planning program to enhance the readiness of identified candidates to serve as Supervisory Officers for the Thames Valley District School Board.

The Supervisory Officer Internship Program (SOIP) is a multi year program consisting of two distinct parts - a Training Component, followed by a Work Experience Component. Opportunities for personal and professional growth are embedded throughout the SOIP. Emphasis is placed on understanding the role and commitment required of a senior team of lead learners to further excellence within the Thames Valley District School Board. The program targets candidates expected to pursue supervisory officer positions within the **next five to eight years**. Participation in the SOIP is determined by an application and selection process. Acceptance into the program does not guarantee a placement or preference for future supervisory officer positions.

PROGRAM COMPONENTS

⇒ Training

During the first phase of the Supervisory Officer Internship Program, interns will enhance their leadership effectiveness by completing training in three distinct areas:

- Leading for Results (with Dennis Sparks)
- Alternative Dispute Resolution
- Emotional Intelligence

⇒ Work Experience

Interns will participate in a work experience component which will provide a high level, hands-on professional growth opportunity under the direction of a supervisory officer or designate

Through participation in term placements within **at least three of the five** TVDSB departments (Business Services, Director's Services, Human Resource Services, Program Services and Operations Services), interns will engage in a work experience of significance to the system and of benefit to their individual professional growth. This

activity will enable the intern to:

- enhance understanding of the day to day operation of the departments and how they align to achieve the TVDSB vision, and
- gain practical experience in the duties and responsibilities expected of supervisory officers through involvement in activities such as:
 - dealing with internal/external stakeholders; for example, employee groups, administrative committees and community agencies
 - refining communication skills by writing and presenting reports which may be politically sensitive
 - implementing a system level project
 - job shadowing and professional dialogue opportunities.

⇒ **A Senior Team of Lead Learners: Personal and Professional Growth**

As a senior team of lead learners, supervisory officers are dedicated to improved learning for each student, every day. The SOIP will examine the qualities and behaviours required of superintendents to pursue excellence within our schools. Ongoing presentations, discussions and activities based on the experiences of superintendents and provincial initiatives will underscore the role and commitment expected of supervisory officers.

Self assessment tools, (ie from the Institute for Educational Leadership) and facilitator support will enhance the intern's ability to assess readiness for the role of superintendent and to set and implement goals to enhance their leadership skills. Opportunities for independent reading, dialogue and networking will support and encourage continued personal and professional growth.