

Kawartha Pine Ridge DSB Leadership Profile

Employees, regardless of the position they hold, can play a significant role in improved student achievement and well-being through the demonstration of effective leadership.

Leadership in the Kawartha Pine Ridge District School Board is defined through the KPR Leadership Profile, which is the central element that connects succession planning and talent development activities and is essential in fostering high-quality leadership throughout the organization. The **KPR Leadership Profile** has been developed to help all employees articulate common messages using a shared leadership language, and to create clear, transparent processes. This profile incorporates the Ontario Leadership Framework competencies along with KPR's own leadership requirements including effective communications and the knowledge and skills required of specific positions within the Board.

A competency is the capability to apply or use a set of related knowledge, skills and abilities to successfully perform critical work functions or tasks in a work setting.

At the core of our leadership competencies lie the KPR Character Attributes, Self-awareness, Resiliency, Equity and Inclusion which is why they appear as the foundation to our Leadership Profile. These are infused in all of the leadership domains identified below and are supported by specific competencies, definitions and indicators for each.

