

W.C.D.S.B. Standards of Leadership

| Domain | Practices | Competencies | Resources |
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| Catholic Faith, Community and Culture | Build and sustain a collaborative Catholic Learning Community promoting: <ul style="list-style-type: none"> • Collective responsibility for dignity and worth of all members of the community • Programs, policies and procedures embed fundamental concepts of human dignity, social justice and stewardship. (eg. Staff handbook, AP memos) | Knowledge: The alignment of the Waterloo Catholic District School Board Mission, Guiding Principles, Professional Standards of Ethics, the System Plan for Improved Student Learning and current leadership data and research. Skill facilitate liturgical and daily prayer experiences that celebrate Catholic life and support faith formation; Attitude commitment to faith development through modeling, facilitation and mentorship; (e.g. gospel values including empathy, compassion, equity) | Leadership sessions Internship program Board Lead for O.L.S. Web based WCDSB Leadership link Program co ordinator for Religion, Family Life and Equity. Chaplains |
| Setting Directions | Ensures a Catholic vision is clearly articulated. Demonstrates the vision and values in everyday practice by motivating and working with others to build shared culture and positive climate of a Catholic learning community. Provides on going and effective communication with the school community. | Knowledge The Catholic Faith Traditions Strategic planning process Skill Think strategically, build and communicate a coherent vision in a range of compelling ways. Inspire and Model Attitude A commitment to setting and achieving ambitious, challenging, inclusive goals that are based on Gospel values. | Website Professional Conversations PLC's Excellence in Leadership Program |
| Building Relationships and Developing People | Treats people equitably, fairly with dignity and respect Creates and sustains Catholic culture by: <ul style="list-style-type: none"> • Effective staff induction • Professional learning • Faith formation • Leadership • Performance review • High visibility in school associated with quality interactions with staff and students. Acknowledges and celebrates the achievements of | Knowledge Strategies to promote and facilitate individual and team development and adult faith formation. Skills Foster an open, fair, and equitable culture. Challenge, influence and motivate others to discipleship and servant leadership Attitude Must display confidence, optimism, hope, resiliency, integrity, and trust. | Cognitive Coaching Resources Mentoring programs CPCO professional learning |

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| | individuals and teams. | | |
| Developing the Organization | <p>Develops a school or department ethos which promotes shared knowledge and shared responsibility for outcome in and amongst schools.</p> <p>Use performance appraisal to foster professional growth</p> <p>Builds harmonious community which works, reflects, and prays together.</p> | <p>Knowledge Change management strategies</p> <p>Skills Collaborate and network with others inside and outside the school Listen and act on community feedback.</p> <p>Attitude Acceptance of responsibility for school climate and student outcomes. Catholic discipleship and character</p> | |
| Supporting the Instructional Program | <p>Ensures a continuous and consistent school wide focus on student achievement, using data to monitor progress.</p> <p>Ensures Learning is at the center of planning and resource management.</p> <p>Provides resources in support of curriculum instruction and Catholic Graduate Expectations.</p> | <p>Knowledge Strategies for improving student achievement. Strategies to ensure inclusion (access, curriculum, and management). Strategies to develop effective teachers. Exemplary Catholic Educators and their system of education.</p> <p>Skill Initiate and support:</p> <ul style="list-style-type: none"> • Appropriate structures and systems for effective management of the school. • An enquiry based approach to improved teaching and learning • Faith and moral formation of students <p>Attitude A commitment to:</p> <ul style="list-style-type: none"> • Raising the standards for all • Closing achievement gaps • Equity, Inclusion, and safety for all | <p>BIP, SIP and ALPs Learning Services NTIP Mentoring program</p> |
| Securing Accountability | <p>Develop and present a coherent, understandable, accurate and transparent account of the school's/department's performance to a range of audiences (e.g, school council, parents, board, supervisors);</p> <p>Reflect on personal contribution to school achievement and takes account of the feedback of others.</p> | <p>Knowledge Accountability frameworks (e.g. school climate surveys school reviews including self-evaluation)</p> <p>Skill Engage the school community by sharing regular school self-review with external evaluations in order to develop the school</p> <p>Attitude Commitment to implementation of Catholic values in individual, team and whole school responsibility to student outcomes.</p> | <p>SKOPUS EQAO CCAT Culture surveys TTFM SIP and BIP School Superintendent Parent Council Chairs</p> |