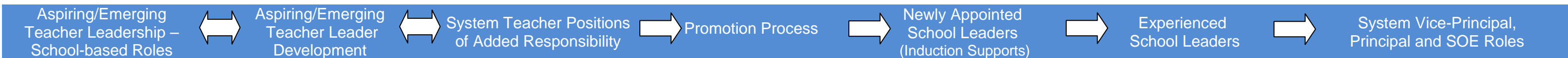




Peel District School Board Leadership Development Strategy – Instructional, *At-a-Glance*

For more information go to the Leadership Development and School Support Services Website



- Teacher-in-Charge
- School Success Action Team Leader
- Teacher Lead - TLCP/PLC
- Mentor - NTIP
- Grade Level/Division Chair
- Associate Teacher
- School Support Team Lead
- Member - ISRC/IPRC
- School Council Teacher Lead
- Network Manager - Instructional Technology
- Report Card Administrator
- Curriculum/Cross - Curricular Head
- Student Success Teacher
- Cross Panel Team
- LNS/RT Supported School Team (Hub)
- Acting Vice-Principal

Other teacher - leader roles include:

- Reading Recovery Lead
- Reading Recovery Teacher
- Parent and Family Literacy Center Facilitator
- We Welcome the World Teacher
- Hub and Readiness Teacher
- Literacy Coach
- Itinerant Teacher
- Summer School Administrator
- International Programs - Assistant Administrator
- International Programs - Administrator
- Teacher Federation Officer
- Work Study Teacher
- Writing Team
- Program Development

- Leadership Launch
- Facilitator's Toolkit (2-part)
- Teacher as Instructional Leader (2-part)
- NTIP Mentor
- Teacher-in-Charge (2-part)
- Field Office Leadership Networks/ Potential Leaders Group
- Who Me, A Leader? (5-part series)
- Building Your Leadership Capacity (4-part series, OPC partner)
- In the Vice-Principal's Chair
- Exploring Leadership Pathways
- Facilitating the PLC

Promotion Process:
-So What is the Package?
-Preparing the Portfolio
-Framing the Dialogue

School Leadership Teams:
Courses offered:
• Climate for Learning and Working
-Character Attributes
-Bullying Prevention/ Intervention
-Restorative Mindset

School Success Planning:
-TLCP Primer
-Culturally Responsive Practices
-Curriculum Mapping
-Assessment in Mathematics
-Assessment for Learning
-Professional Learning Cycle

- Early Literacy Teacher
- Resource Teacher:**
 - Special Education Resource Teacher
 - Instructional Resource Teacher - Central
(Counting on You, Cross-Curricular Literacy, French Immersion, ESL/ELD, Experiential Learning, Math Gains, Mathematical Literacy, Instructional Technology, Transitions 7-10, Program Pathways, Secondary School Support Initiative)
 - Instructional Resource Teacher - Field Office
 - Instructional Technology Resource Teacher - Field Office
 - Climate for Learning and Working Resource Teacher - Field Office

- Instructional Co-ordinator:**
 - Arts, Health and Physical Education
 - Assessment Literacy
 - Early Years
 - English Language Learners
 - Guidance and Career Education
 - Instructional Technology
 - Library
 - Literacy/Language
 - Special Education
 - Mathematical Literacy
 - Moderns
 - Student Success-Learning to 18
 - Science and Technology
 - Social Science and Humanities
 - Side-by-Side/New Teacher Induction

Promotion Process Modules:
-So What is the Package?
-Preparing the Portfolio
-Framing the Dialogue

External Candidate Information Session

Promotion Process Preparation and Consulting - Coaching with Superintendent of Education

- Promotion Process:**
1. Application
 2. Interview and Dialogues, Phase 1
 3. Feedback
 4. Interview and Dialogues, Phase 2
 5. Feedback

Leadership Dinner

Board Approved Promotion Placements

- Coaching for Newly Appointed Principals
- Mentoring for Newly Appointed Vice-Principals
- DISC Training (2-part)
- Co-Learning Series for Mentors/Mentees and Coaches/Coachees
- Sunrise/Sunset Seminars
- Leaders in Action - 3 day RCSS/SSP and Technical Institute
- Leading and Learning - 2 day Conference, "Building Relationships"
- PPVPA/PASSP/PSSVPA Orientation
- OPC Orientation
- SIS/Future Org/VIP Training
- TPA/NTIP/MVAL/OPD Training
- PPA Supports

*See also Experienced School Leaders

- Mentor Training Program
- Entry/Transition Planning

School Leadership Teams:
Courses offered:
• Climate for Learning and Working
-Character Attributes
-Bullying Prevention/ Intervention
-Restorative Mindset

School Success Planning:
-TLCP Primer
-Culturally Responsive Practices
-Curriculum Mapping
-Assessment in Mathematics
-Assessment for Learning
-Professional Learning Cycle

Human Resources Support Services:
-PPA and Staffing Supports
-Due Diligence Training
-Accessibility/Health and Safety Training

Literacy Numeracy Secretariat:
-Hub/Network Partnership
-Secondary School Support Initiative

Learning Technologies SS:
-Timetabling/Future Org
-all technical supports

- Fundamentals for Facilitating Problem Solving
- At the Heart of Leadership: Training in Emotional Intelligence
- Field Office and Central Vice-Principal/ Principal Learning Teams and Committees

- School Support Officer
- School Support Officer - Leadership
- Staffing Officer
- Manager-Human Resources
- School Effectiveness Lead
- School Success Planning Officer
- Co-ordinating Principal:
-Elementary
-Secondary
-Special Programs - ASD
-Special Programs - Co-ordinating Principal and Vice Principal
- Learning Technologies Support Services Liaison Officer
- PPVPA/PASSP/PSSVPA/OPC Leadership
- Superintendent of Education - Field
- Superintendent - Centrally assigned
- Co-ordinating Superintendent
- Associate Director - Instructional Support Services
- Associate Director - Operational Support Services
- Director of Education



Note: this represents a sample of various learning and/or leading opportunities available.

Climate for Learning and Working
Leadership for Learning

Peel Leadership Framework

for Business and Support Staff

peel District School Board Staff Development and School Support Services

Climate for Learning and Working
Leadership for Learning
Teaching and Learning

Peel Leadership Framework

for Instructional Staff

peel District School Board Leadership Development and School Support Services

Climate for Learning and Working
Leadership for Learning
Teaching and Learning

Peel Leadership Framework

for Supervisory Officers

peel District School Board Staff Development and School Support Services

Professional Learning Opportunities for Business and Support Staff

Leadership Launch

In September each year, a Leadership Launch is presented to highlight the various leadership development opportunities in Peel DSB. The Director and Associate Directors welcome all staff to a keynote address celebrating leadership in Peel. Then, participants have an opportunity to gather and learn more about leadership opportunities for their group.

Leadership in Mentoring

This initiative is to provide mentors a set of tools in supporting employees new to a position. Full day mentor training sessions are provided to CUPE 1628 and ERF (TA) staff.

Who Me, A Leader

A unique learning opportunity offered to all Peel staff interested in exploring their leadership capabilities. It takes place over 4 evenings and a weekend retreat. Using the Myers Briggs profile, participants begin the inner journey to better understand themselves and to reflect on how they work with others.

Climate for Learning and Working

This workshop is intended to help staff foster a positive climate within their workplace environments. Participants will explore the frameworks for building healthy relationships and a positive climate for learning and working.

Peel Leadership Framework for Business and Support Staff

A self-assessment tool for business and support staff to facilitate a better understanding of areas of strength, areas for growth and next steps. This tool was developed by the **Ever Growing Committee**. Membership is comprised of representatives from all business and support groups.

Ever Growing Committee

A committee comprised of members representing all employee groups of the Peel board. This committee was formed in January, 2005, and its focus is to provide orientation, induction and mentoring support to all new staff. Visit the website to get further information.

Board Walk

A handbook and guide to the role and responsibilities of school office managers.

Exploring Your Personal Leadership (EYPL) Program

This is a three-evening series of workshops offering opportunities to explore leadership styles, and emotional intelligence concepts and to network with other business and support staff.

Sunrise/Sunset Seminars

This series of informative workshops give business and support staff the opportunity to learn more about a variety of topics. Sessions are offered on a monthly basis either in a morning, "Sunrise", 8 - 10 a.m., or in an afternoon, "Sunset", 3 - 5 p.m. All workshops are available to all business and support staff and are posted in MyLearningPlan.

"At the Heart of Leadership"

This 3-part series is a training program in the fundamentals of Emotional Intelligence, using the EQ-i 2.0 Tool in the learning.



Our Mission

Our mission as a department is to serve, support and guide our Peel learning community to facilitate success for all. We provide timely and effective response, develop leadership capacity, and foster healthy learning and working relationships.

Our Vision

We will respond to evolving system needs and guide professional growth through effective communication and collaboration.

Our Values

- To realize our Mission and Vision, we value:
- Service to others;
 - Effective communication;
 - Collaborative relationships;
 - Development of leadership capacity;
 - Professional growth; and
 - Respect