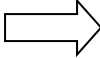








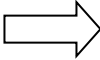




Huron-Superior Catholic District School Board

SCHOOL AND COMMUNITY CHARACTERISTICS AND CIRCUMSTANCES

PRINCIPAL'S/VICE-PRINCIPAL'S GOALS (Identified in consultation with Immediate Supervisor)	STRATEGIES (Sample Strategies)	COMPETENCIES (What key competencies from the Ontario Leadership Framework will assist you in achieving your goals?)	INDICATORS (Observable: How will we know if the strategies were successful?)	RESULTS (Measurable – Include Actual)
				This section would be completed at the end of the appraisal cycle and would represent a report of what was actually accomplished
				
ONTARIO LEADERSHIP FRAMEWORK				
LEADER PRACTICES <ul style="list-style-type: none"> • Catholic Faith, Community and Culture • Setting Directions • Building Relationships and Developing People • Developing the Organization • Leading the Instructional Program • Securing Accountability 	LEADER COMPETENCIES Skill, knowledge and attitudes in: <ul style="list-style-type: none"> • Setting Goals • Aligning resources with Priorities • Promoting Collaborative Learning Communities • Using Data • Engaging in Courageous Conversations 	SYSTEM PRACTICES AND PROCEDURES <ul style="list-style-type: none"> • School and Board Improvements • Fostering a Community of Professionalism and Collaboration • Administrative Structures • Parent and Community Supports • Leadership Development and Succession Planning to Build Leadership Capacity throughout the System and Sustain Effective Leaders 	ONGOING PROFESSIONAL DEVELOPMENT <ul style="list-style-type: none"> • Learning networks • Mentoring • Coaching • Job-shadowing • Professional learning planning 	
Signature of Vice-Principal:			Date:	
Signature of Supervisory Officer/Principal's:			Date:	

Appendix 3

<p>AREAS FOR GROWTH</p> 	<p>GROWTH STRATEGIES/SUPPORTS</p> 	<p>Target Dates for Completion</p> 	<p>Suggested Learning Plan for next year</p>
<p>LEADER PRACTICES</p> <ul style="list-style-type: none"> • Catholic Faith, Community and Culture • Setting Directions • Building Relationships and Developing People • Developing the Organization • Leading the Instructional Program • Securing Accountability 	<p>LEADER COMPETENCIES</p> <p>Skill, knowledge and attitudes in:</p> <ul style="list-style-type: none"> • Setting Goals • Aligning resources with Priorities • Promoting Collaborative Learning Communities • Using Data • Engaging in Courageous Conversations 	<p>SYSTEM PRACTICES AND PROCEDURES</p> <ul style="list-style-type: none"> • School and Board Improvements • Fostering a Community of Professionalism and Collaboration • Administrative Structures • Parent and Community Supports • Leadership Development and Succession Planning to Build Leadership Capacity throughout the System and Sustain Effective Leaders 	<p>ONGOING PROFESSIONAL DEVELOPMENT</p> <ul style="list-style-type: none"> • Learning networks • Mentoring • Coaching • Job-shadowing • Professional learning planning
<p>Signature indicates that the Supervisory Officer/Vice-Principal and Principal agree on the Annual Growth Plan</p>			
<p>Signature of Vice-Principal:</p>		<p>Date:</p>	
<p>Signature of Supervisory Officer/Principal:</p>		<p>Date:</p>	