



Grand Erie Leadership Development Programs 2024-25



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Leadership Development



Grand Erie Multi-Year Plan Priority:

We build a culture of well-being to support the cognitive, social, emotional and physical needs of each learner.

Department Goal:

Identify future leaders, actively develop new leaders and responsively support current leaders.

At Grand Erie our goal is to cultivate a collaborative and inclusive leadership culture by equipping current and aspiring school leaders with the skills, knowledge, and resources needed to effectively support student achievement, foster equity, and promote well-being and belonging within diverse school communities. This goal emphasizes leadership capacity building with a focus on student outcomes, equity, and well-being, aligning with the Ontario Leadership Framework and an emphasis on inclusive education.

Program Offerings

In alignment with the Ontario Leadership Framework, Grand Erie is committed to fostering leadership that enhances student achievement, promotes equity, and builds a positive school culture. We offer a comprehensive range of leadership development programs and initiatives designed to support current and aspiring leaders at every stage of their careers. These programs are tailored to develop the knowledge, skills, and practices needed to lead effectively in today's dynamic and diverse school environments.

Our offerings encompass various professional learning opportunities, including mentorship, coaching, and collaborative learning networks, board procedures, as well as specialized training in key areas such as instructional practices and leadership, inclusive practices, and mental health and well-being.



Mentorship Programs

Student Teacher Placements

Provide hands-on teaching experience for student teachers from faculties of education, supporting their transition from theory to practice which includes:

- Mentorship
- Professional Development
- Observation and Practice
- Evaluation

This program fosters the development of future educators while enhancing the professional learning environment within our schools.

New Teacher Induction Program (NTIP)

Support the professional growth of beginning teachers through the following induction elements: orientation to the school and school board; **mentorship** with an experienced educator; and **professional development** learning opportunities. New teachers have opportunities to apply learning through **classroom practice** with ongoing support from their associate teacher. **Collaboration** is encouraged through peer and experienced educator connections, fostering a strong professional learning community. The program also supports new teachers as they participate in their new teacher **performance** appraisal to ensure success in their teaching careers. This program is available to any new teacher who is in a 97+ day Long Term Occasional position or a first- or second-year contract who has not previously participated and/or completed all elements of the program.

NTIP empowers new teachers to confidently navigate their first years of teaching while promoting ongoing reflection, professional learning, and student success.

New Administrator Mentorship

Provide leadership support to newly appointed administrators (vice-principals and principals), enhancing their leadership capacity and promoting effective school management. This program includes mentorship, professional learning. Leadership development, collaborative networks and support for system goals.

This program equips new administrators with the knowledge, skills, and confidence to lead effectively, ensuring the success and well-being of students, staff, and school communities.



Leadership Programs

LEAD

The LEAD program is designed to foster leadership development and personal growth for all Grand Erie staff, regardless of employee group or role. This program supports participants to recognize and cultivate leadership qualities within themselves and their current roles, contributing to both personal and professional growth. It encourages self-reflection, the development of new skills, and the pursuit of leadership roles in various contexts. This inclusive learning program emphasizes that leadership is not tied to a specific position but can be developed in any role, empowering all staff members to contribute meaningfully to the system.

- **Lead Part 1**
Leadership of Self: Learning to Develop Leadership

Lead GEDSB Part 1 begins to explore This series explores the characteristics and skills of effective leaders. Areas explored will include, but are not limited to, relationship-building, communication, and shared visioning. Participants will examine how these skills and competencies can be developed in ourselves to enhance our leadership abilities.

- **Lead Part 2**
Leadership from Self to System: Leadership to Develop Learning

Participants will learn about leadership in alignment with Grand Erie's strategic priorities. Participants will reflect on their leadership strengths and areas of growth in relation to the competencies in the Ontario Leadership Framework and an overarching equity and inclusion lens. They will explore how they can develop and demonstrate agency and act upon these priorities in their daily work.

- **Lead Part 3**
Leadership of System: Leadership of Self in the System

Participants will be supported through learning sessions and the opportunity for mentorship, job shadowing and completion of a leadership project.



Professional Development

Additional Qualification Courses

Grand Erie offers certified teachers opportunities to enhance their professional skills and expertise in specialized areas through AQ courses, in partnership with accredited universities. These opportunities include university partnerships, specialization, alignment with the Ontario Curriculum and continuous professional growth.

AQ courses empower teachers to deepen their expertise, enhance student learning, and pursue new career opportunities within the Ontario education system.

Clerical Learning Series

Designed to enhance the professional skills and knowledge of school secretaries, enabling them to effectively support school operations and contribute to a positive school environment. Sessions are focused on system priorities and practical hands-on learning.

Lead/Learn Sessions for Administrators

The purpose of the Grand Erie Lead/Learn Administrator Sessions is to empower school leaders with the knowledge, strategies, and tools necessary to foster inclusive school environments, manage operational responsibilities effectively, and support the well-being and achievement of all students. Through a focus on leadership development, inclusion, and practical management skills, the program aims to equip administrators with the capacity to navigate complex challenges and lead with confidence in their schools.

Teachers in Charge Learning Session

This interactive workshop equips teachers for the role of Teacher in Charge. The session includes resources and supports that enhance understanding of the role, develops leadership skills, and prepares participants for challenges.

Career Pathways

Grand Erie offers a variety of career opportunities and pathways that include but are not limited to:

School Level Leadership

- Department Head
- Guidance Counsellor
- Learning Resource Teacher
- Student Success Teacher
- Teacher in Charge
- Associate Teachers, DECE's, EA's
- New Teacher Mentors

Leadership Development



Department Level Leadership

- Instructional Coach
- Itinerant Teacher
- Teacher Consultant
- Lead Educational Assistant
- Program Coordinator

System Level Leadership

- Vice-Principal/Principal
- Principal Leader
- Coordinator
- Supervisor
- Division Manager
- Senior Manager
- Superintendent

Grand Erie Multi-Year Plan

Leadership development supports all indicators of Learn Lead Inspire and the following statement: we will, together, build a culture of Learning, Well-Being and Belonging to inspire each learner.



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