



Policy: Catholic Leadership Succession Planning and Talent Development

Policy Statement

The Superior North Catholic District School Board believes that a Catholic school system is one in which the teachings of Jesus Christ are integrated into the entire curriculum, social fabric, school life, and operations within all schools of the Board.

To achieve this, we rely heavily on and support the development of competent, qualified staff who continually demonstrate:

- A high degree of commitment to Catholic Education.
- The integration of faith and life.
- Dedication to ensuring optimal conditions for the learning of all students – heart, mind and soul.
- Service devoted to the Catholic community and to the community at large.

The Board's strategy for developing leaders, recognizes the impact of Catholic leadership on the development of exemplary teaching practice, excellent schools and the continuous improvement of student achievement and well-being. Teachers in classrooms and administrators in the Catholic schools play critical roles in ensuring that students understand and live the way of Jesus Christ, in a system that is committed to excellence in Catholic Education. Fostering Catholic leadership development will ensure that students will be supported by skilled, passionate, faith-filled leaders who ensure the achievement of the Catholic Graduate Expectations.

In addition to providing support for academic leaders, the Board supports the practice of succession planning and talent development, to manage retirements and resignations of key managers, with non-academic functions.

Approval and Review Dates

Prior Date Approved: November 8, 2011

Policy Review Date: January 23, 2012

Next Review Date: January, 2020

Reviewed by: Policy Committee, Administrative Council