

**Policy: CATHOLIC LEADERSHIP,  
SUCCESSION PLANNING AND  
TALENT DEVELOPMENT**

**Effective: January 23, 2012**

**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.

<u>Cross Reference</u>	<u>Draft Approved</u>	<u>Legal/Ministry Reference</u>
<ul style="list-style-type: none"> <li>• BSR304/AR304 Performance Appraisal Of Experienced Teachers</li> <li>• BSR307/AR307 Performance Appraisal For Principals/Vice-Principals</li> </ul>	<p>November 8, 2011</p> <p><u>Final Approved</u> January 23, 2012</p> <p><u>Board Motion</u> #9/12</p> <p><u>Review Prior To</u> 2016</p>	<ul style="list-style-type: none"> <li>• Ontario Leadership Strategy, Quick Facts 2011-12</li> <li>• Putting Ontario's Leadership Framework Into Action, 2008</li> <li>• Succession Planning For Ontario Schools And School Boards, 2008</li> <li>• Supporting Effective School Leadership, 2009</li> <li>• Board Leadership Development Strategy, Requirements Manual 2011 (Ministry)</li> <li>• Mentoring For Newly Appointed Leaders: Requirements 2010</li> <li>• Principal/Vice-Principal Performance Appraisal Manual, 2010</li> <li>• Operational Review 2010</li> </ul>

