



PERFORMANCE PLAN WORKING TEMPLATE

SCHOOL AND COMMUNITY CHARACTERISTICS AND CIRCUMSTANCES

Ministry Priorities

- High levels of student achievement.
- Reduced gaps in student achievement.
- Increased confidence in public education.

Board Improvement Plan/Strategic Direction

School Improvement Plan

School & Community Characteristics & Circumstances

Input From Teachers, Parents And Students

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 #'s & %'s)

Ontario Leadership Framework

Leader Competencies

- ◆ Skills
- ◆ Knowledge
- ◆ Attitudes

Leader Practices

- ◆ Setting Direction
- ◆ Building Relationships & Developing People
- ◆ Developing the Organization
- ◆ Leading the Instructional Program
- ◆ Securing Accountability
- ◆ Catholic Faith, Community And Culture

System Practices And Procedures

- ◆ School and District Improvement
- ◆ Fostering A Culture Of Professionalism
- ◆ Leadership Development
- ◆ Administrative Structures
- ◆ Parent & Community Supports
- ◆ Succession Planning, Including Recruitment, to Build Capacity And to Retain And Sustain Effective Leaders

Ongoing Professional Development

- ◆ Learning Networks
- ◆ Mentoring
- ◆ Coaching
- ◆ Job-Shadowing

