

Halton District School Board

Director of Education 2020-21 Goals

Director Transitioning and Succession Planning

- Provide clear succession planning to/for senior administration and people in key leadership positions at the board and clarify the role of Interim Director, if required.
- Include sharing of experience/philosophy about collaboration with Trustees and senior team members with the new Director during the transition process.
- Develop the partnership approach between Trustees and the senior team members by creating collaborative professional development opportunities, idea sharing and relationship building.
- Identify and encourage participation in important professional development opportunities for members of the senior team and key program leaders.

Student Achievement, Student and Staff Well-Being

- Use a lens of student achievement and well-being for all decisions.
- Demonstrate support for and promote a system-wide focus on positive mental health for all students and staff.
- Encourage and model work-life balance for all staff.

Equity and Social Justice

- Publicly demonstrate the requirement to address and swiftly attend to discrimination/systemic racism with a focus on Anti-Black and Anti-Indigenous racism.
- Implement the Human Rights Equity Action and Accountability Plan.
- Take specific actions and demonstrate effective leadership in creating allyship with all persons who experience any form of discrimination.

Leadership, Communications and Strategic Planning

- Operationalize the Multi-Year Strategic Plan 2020-2024, including qualitative and quantitative measurements.
- Demonstrate successful leadership, flexibility and enhanced communication skills.
- Ensure a crisis management structure and an operating procedure is in place, as well as a review process.
- Continue to promote, support, and embed a culture of innovative practices within the HDSB, both in educational and corporate operations and processes.
- Continue to externally promote the HDSB as an exemplary education institution and a desirable employer.
- Participate in provincial, national and international initiatives to reimagine public education.
- Identify key barriers, opportunities and issues at the HDSB in order to be both reactive and proactive in transforming the education system.
- Model and encourage lifelong learning for all staff and students.