



| BOARD POLICY | |
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| Adopted | May 2013 (M13-0147) |
| Last Revised | |
| Review Date | October 2015 |

PROMOTION, TRANSFER and PLACEMENT of PRINCIPALS /VICE-PRINCIPALS

POLICY STATEMENT:

The Halton District School Board is committed to strong leadership that demonstrates the skills necessary to advance student achievement. The Halton District School Board values school leaders who create collaborative learning cultures that respect and respond to the input of staff, students, parents and community partners. Research demonstrates that parents play a vital role in the development and education of their children and in the success of schools. The foundation for principal and vice principal success in Halton schools depends upon instructional leadership, trust and efficacy with community partners and families, as well as strong organizational skills. School leaders are pivotal to the development of excellent teaching and excellent schools that enhance student achievement and well-being.

It is the policy of the Halton District School Board that the process used to assess, shortlist, transfer and place principals and vice-principals will include evidence of readiness for the role as demonstrated in:

- candidate work performance;
- criteria from School Councils through the School Council Principal Profile;
- criteria from school trustees through the School Trustee Principal Profile;
- candidate/vice-principal input through the promotion round package submissions and Career Profiles; and,
- criteria from The Ontario Leadership Framework 2012 (OLF) – research based criteria. *

With respect to promotions, a team of superintendents and practicing principals will evaluate candidates through a fair and comprehensive promotion practice that includes an extensive assessment of the qualities and skills of top qualified internal and external applicants to facilitate the selection of the best school leaders. This process will benefit students and school communities by providing high quality principals and vice-principals who have the skills to lead their schools in a collaborative and responsive manner that demonstrates respect for staff, students, parents and community partners and focuses on advancing student achievement and engagement. Decisions pertaining to the transfer and placement of pool candidates and experienced principals and vice principals is a collaborative process done by the School Operations Superintendents.

The promotion, placement and transfer of principals and vice-principals will:

- be guided by the characteristics and needs of the school communities as they strive to meet the challenges and changes required to advance student achievement; and,
- promote professional growth for principals and vice-principals, and
- be contained in a Director's information report to the Board.

*The Ontario Leadership Framework 2012 (OLF) addresses the traits of effective leaders, the characteristics of effective organizations and provides a common language for leadership. The components of the OLF that are the basis of the framework include: *Setting Direction; Building Relationships and Developing People; Developing the Organization to Support Desired Practice, Improving the Instructional Program; Securing Accountability; and, Personal Leadership Resources.*

References:

Ontario Leadership Framework 2012

HDSB Procedure: Promotion, Transfer and Placement of Principals/Vice Principals