

Joint Educational Leadership and Wellness

Annual Committee Report

Committee Members:

Sheila Gatensby (St. John Henry Newman, Co Chair), Michelle Blais (Cardinal Carter), Ivana Calabria- Pantaleo (St. Oscar Romero) Brian Iwasiwka (Executive Liaison, St. John Henry Newman) René Jansen in de Wal (St. John Paul II), Mike Wetzel (St John Paul II), Flora Cifelli (Co-Chair)

Terms of Reference:

The parties agree to meet to develop a leadership model for the duration of a teacher's and administrator's career based on the principles of:

1. Building healthy relationships and developing people;
2. Meaningful consultation and partnership;
3. Professional learning opportunities for Catholic School leadership formation;
4. Development of problem-solving capacity; and
5. Succession Planning

Activities: The committee continued its work on Year 3 of the three-year PD framework:

[LEADERSHIP AND WELLNESS FLYER .pdf](#)

Year 1: Civility & Respect.

Year 2: Complaint Handling.

Year 3: Conflict Resolution.

The committee met with Board to plan the implementation of year three of the PD Framework. The committee planned to produce 11X17 posters of the leadership and wellness flyer for distribution in each school. The committee considered devising scripts/guidelines for teachers to assist with potential challenges in the staffing cycle of the school year; these scripts could help nurture collegial and collaborative discussions. The committee is also turning its focus to the next three- year PD framework. leadership development is the probable focus for the next three years. The committee plans to meet on June 1 to continue this discussion, and on June 12 with the Board to prepare the 2019/2020 Annual Report.

Recommendations/Goals:

1. To proceed with joint presentations to administrators and staff reps
2. To continue dialogue and feedback with administrators and staff reps
3. To continue to seek and welcome ideas and feedback from teachers and administrators interested in leadership
4. To continue to make more explicit the leadership practices of all teachers and administrators and to emphasize leadership as action rather than position
5. To continue to make recommendations for PD opportunities for all of those teachers and administrators exercising or interested in leadership
6. To continue to promote reflection and dialogue on the collaborative culture of leadership we would like to build
7. To distribute the annual report of Appendix P Educational Leadership and wellness to all TSU members and senior staff as per the terms of reference.
8. Implement the next three phase PD plan related to terms of reference
9. Produce next phase of PD incorporating and seeking further feedback

Terms of Reference: (Cont.)

The objectives are: to enhance opportunities for Catholic School leadership formation for secondary teachers, to support succession planning and to support wellness in the workplace. The functions of the Committee shall be to:

- (i) identify and communicate leadership opportunities for secondary teachers in schools/workplaces that serve to enhance leadership;
- (ii) identify and address needs and concerns through processes informed by relevant statistical data, surveys and feedback;
- (iii) identify the impact of leadership initiatives on wellness in school communities and workplaces;
- (iv) recommend professional development activities and training to the Joint Professional Development Committee and the Board Leadership Development Strategy Committee in relation to key leadership competencies including interpersonal, communication and conflict management skills;
- (v) promote the delivery and evaluation of the initiatives, professional development activities and training programs;
- (vi) conduct an annual audit on the effectiveness of program development and make recommendations for the next year; and annually review and update a list of leadership skills and opportunities that support wellness

We would like to express gratitude to the many teachers and administrators who have joined this dialogue with professional depth and openness. This year the Annual report in June will be the fourth report; we recommend members watch for it and join in the conversation. Feedback is always welcome.

Prepared by: Sheila Gatensby, Co Chair (St. John Henry Newman)