



SD 43 Admin Leadership Framework

4 Dimensions and 14 Key Competencies

Ethical Leaders

Competency 1: Moral Purpose

Principals and Vice Principals are determined to optimize opportunities to facilitate student growth, achievement, and meaningful learning, that captures every learner.

Competency 2: Inclusion of All Partners

Principals and Vice Principals understand the importance of creating a culture of care. They work with their staff, students, community, and colleagues, giving voice to multiple perspectives, to maximize the learning environment for each learner and building a strong school culture.

Competency 3: Cycle of School Improvement

Based on shared values, Principals and Vice Principals lead cultural change through the development, review, and implementation of the collective common purpose, goals, and mission for their school community.

Competency 4: Decision Making based on Moral and Ethical Purposes

Principals and Vice Principals use an ethical framework of decision making based on moral purposes.

Relationship Builders

Competency 5: Self Reflection and Self Awareness

Through reflective practice, Principals and Vice Principals develop and refine the qualities and attributes of a mindful, effective leader.

Competency 6: Communication and Interpersonal Skills

Based on personal integrity and grounded in trust, Principals and Vice Principals have a strong profile of productive communication and interpersonal skills.

Competency 7: Leading the Development of Culture and Community

Through collaboration and a vision of “Learners at the Center”, Principals and Vice Principals empower the leadership capacity of others to create a dynamic school culture and enhance learning.

Competency 8: Leading through Change, Challenges and Crisis

Principals and Vice Principals model calm, confident leadership and understand the need to act in an efficient, timely, knowledgeable, and effective manner to address challenges that impact the school or greater community.

System Leaders

Competency 9: Management

Principals and Vice Principals oversee the “Big Picture” of running a school to create a safe, caring, and positive school culture, and learning environment.

Competency 10: Organization and Planning

Principals and Vice Principals intentionally organize and strategically plan for effective school organization which ensures a safe, caring, and positive learning environment.

Competency 11: Applied Data Literacy – Principals and Vice Principals utilize technology as a tool to collect data, sort, interpret, and analyse, to implement key actions for student learning and school culture.

Leaders for Learning

Dimension 12: Deep Understanding of Pedagogy

Principals and Vice Principals have a skill set that reflects how students and adults learn, and that incorporates learning theory, current curriculum, instruction and assessment practices, and diverse learner needs.

Competency 13: Learner Focused Culture

Principals and Vice Principals create an inclusive and collaborative learning culture for students and the adult community. An inquiry stance and approach allow for learning-oriented design and innovation.

Competency 14: Education Technology to Enhance Learning

Principals and Vice Principals advance a shared vision that cultivates the use of technology to impact teaching and learning purposefully, mindfully, and positively.