



# The Leader in You

## ***Leadership***

*A desire to...*

*Make a difference to the lives of others*

*Enable genuine, respectful, open trusting relationships*

*Learn about the impact of your actions*

*Have the courage to challenge current practices*

*Be committed to inquiry and innovation*

(Ann McIntyre, UBC TELP Seminar 2020)

In SD43(Coquitlam) we believe in the leadership capacity of all our staff. Whether your role has you working directly with children in a school, or in one of the many positions that support our schools and programs, your work and your leadership matters. Collectively, we help create the future for our students.

As a district, our vision is Increasing Success in Life for All (Directions 2025). Modelling and supporting a professional and leadership culture enable this core work and common goal of educational excellence to occur. Our district provides opportunities for staff to grow and develop in their leadership potential.

We know that personal inquiry and on-going self assessment builds and strengthens leadership and learning. Whether you are wanting to develop your learning leader skills as they apply to your classroom teaching, your support role, or in the role of a school leader, your ongoing learning and growth contributes to SD43 (Coquitlam).

If you are at a point where you are inquiring into the role of a Vice Principal or Principal, the information in this brochure will help you with your journey. The SD43 Leadership Framework (2020) outlines 4 Dimensions and 14 Key Competencies that work together to create the conditions for mindful and effective leadership. Like Directions 2025, the Leadership Framework is designed to be both inspirational and aspirational, and outlines pathways and progressions that leaders develop over their career.

Some of the very attributes that we are aiming to develop in our young people – creativity, collaboration, compassion, calculated risk taking, reasoned problem solving, and the capacity to learn from experience to face the next challenge, are the same qualities that we are looking for in our school leaders. If the possibilities of creating the conditions to make this happen in a school-based leadership position of Vice Principal or Principal excites you, then we look forward to receiving your application.

*Patricia Gartland*  
Superintendent/CEO

## SD43 Leadership Framework: 4 Dimensions, 14 Key Competencies

### *What our Leaders Know, Understand and Do*



SD43 Principals and Vice Principals have demonstrated strengths as Ethical Leaders, Relationship Builders, System Leaders and Leaders for Learning. The **Leadership Framework** describes each of the fourteen competencies, highlights the [personal attributes](#) that leaders bring into play, outlines specific [leadership actions](#) related to each competency and offers [reflective questions](#) that leads to intentional, professional growth as Principals and Vice Principals continue to learn and develop over their careers.

# DIMENSIONS AND KEY COMPETENCIES

## AT A GLANCE

SD43 Principals and Vice Principals have demonstrated strengths in the following areas:

<p><b>Dimension 1: Ethical Leaders</b></p> <p><b>Key Competencies:</b></p> <ol style="list-style-type: none"><li>1. Moral Purpose</li><li>2. Inclusion of All Partners</li><li>3. Cycle of School Improvement</li><li>4. Decision Making based on Moral and Ethical Purpose</li></ol>	<p><b>Dimension 2: Relationship Builders</b></p> <p><b>Key Competencies:</b></p> <ol style="list-style-type: none"><li>5. Self-Reflection and Self-Assessment</li><li>6. Communication and Interpersonal Skills</li><li>7. Leading the Development of Culture and Community</li><li>8. Leading through Change, Challenges and Crisis</li></ol>
<p><b>Dimension 3: System Leaders</b></p> <p><b>Key Competencies:</b></p> <ol style="list-style-type: none"><li>9. Management</li><li>10. Organization and Planning</li><li>11. Applied Data Literacy</li></ol>	<p><b>Dimension 4: Leaders for Learning</b></p> <p><b>Key Competencies:</b></p> <ol style="list-style-type: none"><li>12. Deep Understanding of Pedagogy</li><li>13. Learner Focused Culture</li><li>14. Education Technology to Enhance Learning</li></ol>

# GROWING THE LEADER IN YOU

<p style="text-align: center;">For Teachers, Support Staff and District Staff</p> <p style="text-align: center;"><b>Building Leadership Capacity Series</b></p>	<p style="text-align: center;">For SD43 Administrators</p> <p style="text-align: center;"><b>Learning Conversations and Coaching/Mentoring</b></p>	<p style="text-align: center;">For SD43 Administrators</p> <p style="text-align: center;"><b>Building and Sharing Your Leadership Toolbox</b></p>
<p><b>BLC I: Leading Inquiry</b> The purpose of BLC 1 is for each participant to develop their leadership capabilities and mindsets.</p> <p><b>BLC II: Developing Your Leadership Profile &amp; Portfolio</b> Building Leadership Capacity II (BLC II) is a program designed for anyone who may want to explore an administrative position or lead district position where you would be managing people.</p> <p><b>BLC III: Leadership for Equity:</b> Leadership for Equity has been designed as a space to explore equity within our system.</p> <p><b>February Pro D Day</b></p> <p><b>District Focus Days</b></p> <p><b>Teacher Mentorship Program</b> This program pairs new teachers with experienced teacher mentors.</p>	<p><b>Cognitive Coaching</b> The Cognitive Coaching Foundation Seminar presents the conversational skills and structures to produce self-directed learners and leaders.</p> <p><b>Intentionally Growing Leaders Network Series</b> This coaching/mentoring opportunity provides principals and vice principals personalized leadership support through a Learning Team format as they create pathways of innovations at their schools:</p> <ul style="list-style-type: none"> <li>• <b>Transitions 1.0-</b> for VPs new to administration and for new Principals and Vice- Principals joining the district</li> <li>• <b>Leaders Leading Leaders 2.0-</b> for Principals with VPs</li> <li>• <b>Leadership Framework 3.0-</b> for interested Principals and Vice- Principals exploring their own professional growth</li> </ul> <p><b>BCPVPA UBC Short Course II: Igniting Midcareer School Leaders</b></p> <p><b>Introductory Opportunities</b></p> <ul style="list-style-type: none"> <li>• District sponsored workshops for administrators</li> <li>• BCPVPA UBC Short Course I for Newly Appointed Principals and Vice Principals</li> </ul>	<p><b>Adaptive Schools</b> The Adaptive Schools Foundation Seminars present a productive, practical set of ideas and tools for developing collaborative groups in becoming effective and better equipped to resolve complex issues around student learning.</p> <p><b>CPVPA</b></p> <ul style="list-style-type: none"> <li>• Book Club</li> <li>• Fall Leadership Conference</li> <li>• Professional Learning Dinners</li> </ul> <p><b>BCPVPA Leading in a Culture of Learning, Level 1 and 2</b></p> <p><b>District Structures for School Leaders</b></p> <ul style="list-style-type: none"> <li>• Learning without Boundaries</li> <li>• Families of Schools</li> <li>• Focus Groups</li> <li>• Levels Meetings</li> </ul>

# THE LEADER IN YOU-NEXT STEPS

## Application Process for Principals and Vice Principals

<p><i>I define a leader as anyone who takes responsibility for finding the potential in people and processes, and who has the courage to develop that potential.</i></p> <p>– Brene Brown</p> <p><b>Are you ready to grow and develop the ‘Leader in You’?</b></p>	<p><i>Cultivating a growth mindset (C. Dweck) is key to learning at any age, and key to leading a team, a school, or a whole system.</i></p> <p>– Kaser and Halbert</p> <p><b>Is learning more about leadership an area of focus for you?</b></p>
<p><i>Leaders are connectors. They connect activities, ideas and people, in and out of school. Their connections include partnerships in the community, with other schools, and with organizations at a distance.</i></p> <p>– OECD</p> <p><b>Are you a connected learner?</b></p>	<p><i>In a learning organization, leaders are designers, stewards and teachers. They are responsible for building organizations where people continually expand their capabilities to understand complexity, clarify vision, and improve shared mental models – that is, they are responsible for learning.</i></p> <p>– Peter Senge</p> <p><b>Are you curious about School District 43 (Coquitlam) leadership opportunities as a Vice Principal or Principal?</b></p>

Generally, SD43 seeks applications for Principals and Vice-Principals early in the school year and sometimes in late Spring.

Details are posted at [sd43.bc.ca/careers](http://sd43.bc.ca/careers)