

**LEAP Action Learning Report 2012**

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| Topic area  (The What) | The role of the SED/Superintendent in building teacher capacity and supporting school improvement. |
| Context  (The Where and When) | Visited with recently retired Superintendent of the Toronto District School Board Anne Kerr. Since retirement early in 2012 Anne has started working as a coordinator with a not for profit organisation, The Learning Partnership where she manages an additional school counsellor program for identified schools in the Toronto area. This role keeps her in direct contact with schools and education. |
| Research methods  (The How) | Interviews and School visits |
| Initial major findings  (preferably in dot-point form) | The role of the Superintendent and the School Education Director is remarkably similar – both roles support principals on a daily basis in their work with the school community, in supporting planning and in delivering professional learning.  Leadership skills development is an area of considerable importance in both systems however the study visits indicated a more systematic approach to formal leadership training in the Toronto context. Eligibility for appointment to a leadership position; Vice Principal, Principal or Superintendent, is directly linked to the successful completion of a formal leadership development program. Aspiring leaders are fully aware of the requirements for completion of this professional obligation and those interviewed consistently described how valuable the professional learning had been in preparing them for successful transition into their first leadership position. In particular the team aspect of the programing and the opportunity to build solid relationships with likeminded colleagues was seen as invaluable network building. Experienced principals indicated that they remained in contact with colleagues they had worked with during their leadership training and used these networks when they faced new challenges in their current work situation.  Leadership preparation programs are conducted by the university sector or private providers, the OPC (Ontario Principals Council) is one of the most popular choices for aspirant leaders when seeking to access a Principals Preparation Program. |
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