

**LEAP Action Learning Report 2012**

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| Topic area | Leadership capacity building of classroom teachers |
| Context | Toronto District School Board, Ontario, Canada.September 2012 |
| Research methods | Interviews with Superintendent, Principal and POR |
| Initial major findings(preferably in dot-point form) | * Leadership development in Ontario is a very structured progression. Principals must have been a VP (similar to DP) and have engaged in formal qualifications (completed to qualify as VP).
* All administrators have completed a contract as POR (position of responsibility). This is a 3 year contract, selected by Principal internally. Process of selection can be quite subjective based on the school and degree of interest from staff.
* POR assists the Principal and receives a small wage increase and about 40 mins admin time.
* POR :
* Will manage small disciple issues, relieves for a day if required, runs PD, liaises with Principal re school plans, acts as a go between for staff and principal.
* Often invited by principal to attend Family of School events and receive additional PD.
* Is a pathway for instructional leaders as well as guidance etc.
* Is seen to be a first step to promotion (Similar to ET position)

**Conclusion**POR forms a useful step for capacity building of classroom teachers. It allows CT to experience leadership in a known setting, for a set period of time. It provides an opportunity for the CT to assess whether this is a pathway they would choose to take. Whilst there are numerous opportunities provided in the POR, there is no formal structure of PD; it is dependent on the Principal and available opportunities. The fact that it is recognised as a pathway to leadership results in it being a powerful capacity builder.**Application for the Australian setting**Principals could create this opportunity, in agreement with all staff (without pay etc) to recognise those who wish to put themselves forward for leadership as an opportunity for development.POR provides recognition of those seeking opportunities, Currently Sydney Region developing a mentoring program for class teachers who are aspiring leaders. It has limited capacity at this pilot stage but could be the foundation of a more formal process. |
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