



ST. CLAIR CATHOLIC
DISTRICT SCHOOL BOARD
Lighting the Way ~ Rejoicing in Our Journey

APPLICATION FOR PRINCIPAL/VICE PRINCIPAL ELIGIBILITY POOL

Leadership Candidate Profile

THIS PROFILE IS TO BE COMPLETED BY THE CANDIDATE’S CURRENT PRINCIPAL OR SUPERVISOR.



Candidate’s Name: _____

School/Location: _____

Current Assignment: _____

Principal’s/Supervisor’s Name: _____

Supervisory Officer’s Name: _____

Leadership Indicators

The candidate’s demonstrated readiness for the selection process for vice principals/principals should be considered by the principal/supervisor based on the five competencies areas as they relate to classroom, school, and system-wide activities. The principal/supervisor is encouraged to reflect on the following look-fors in assessing the candidates readiness to apply for the vice-principal pool.

Still Developing	Evident

A. SETTING DIRECTIONS

- The leader builds a shared vision for a model learning community that is distinctively Catholic, provides exceptional education, and nurtures the call to love and serve as a people of faith.
- The leader models and encourages a commitment to life-long learning, and an openness to new ideas.
- The leader helps establish and foster a culture of continuous improvement, the acceptance of group goals, and communicates and monitors high performance expectations.
- The leader demonstrates a belief that all students are created in the image of God, and that all students can learn.
- The leader demonstrates a commitment to the Board’s vision and values in everyday work and practice.
- The leader ensures creativity, innovation and the equitable use of appropriate technologies to achieve excellence.
- The leader demonstrates a commitment to an inclusive, respectful, compassionate, equitable school culture based on Gospel values.
- The leader is committed to engaging the staff in a shared responsibility to life-long learning and openness to new ideas.

Strengths/Next Steps:

Still Developing	Evident

B. BUILDING RELATIONSHIPS AND DEVELOPING PEOPLE

- The leader acts with openness and integrity, and strives to foster trusting and collaborative relationships with all staff, parents, and all members of the broader school community.
- Guided by gospel values, the leader demonstrates a commitment to effective and respectful working relationships, and teamwork with students, families, and communities.
- The leader acknowledges and celebrates the achievements of individuals and teams.
- The leader communicates effectively with all staff, parents, and all members of the broader school community.
- The leader manages conflict respectfully and effectively. The leader listens with empathy and demonstrates cultural competency.
- The leader promotes openness and integrity in interpersonal relationships, while fostering adult learning and continuing professional growth.
- The leader demonstrates knowledge and understanding about the process of change and the impact that change has on organizations and individuals.

Strengths/Next Steps:

Still Developing	Evident

C. DEVELOPING THE ORGANIZATION

- The leader demonstrates an acceptance of responsibility for school climate and student outcomes, and works to establish a culture of shared responsibility that empowers all staff to effectively contribute to a positive school climate supporting high levels of success for all students.
- The leader has a transformation style of leadership which reflects Catholic discipleship, personal and professional integrity, and a commitment to serving the needs of others.
- The leader contributes to a school ethos which promotes a shared knowledge and a shared responsibility for outcomes.
- The leader empowers all staff to contribute to a positive school climate supporting high levels of success for all students.
- The leader is engaged in contributing to and sustaining a Catholic professional learning community that encourages focused dialogue.
- The leader demonstrates personal and professional integrity and a commitment to serving the needs of others.

Strengths/Next Steps:

Still Developing	Evident

D. IMPROVING THE INSTRUCTIONAL PROGRAM

- The leader is committed to ensuring success for each student, celebrating the inherent dignity of each human being, fostering a culture of inclusion while responding to the diverse needs of each student.
- The leader is knowledgeable and effective in supporting school improvement planning processes. The leader accepts responsibility for upholding human rights, and sustaining a safe, secure and healthy school environment.
- The leader is committed to a consistent and continuous school-wide focus on student achievement and to collecting and using data to monitor progress in order to understand the strengths and needs of the school.
- The leader demonstrates a deep understanding of current curriculum, instruction and assessment practices infused with the Catholic Graduate Expectations.
- The leader demonstrates knowledge about new and emerging technologies to support teaching and learning.
- In responding to the diverse learning needs of each student, the leader recognizes the inherent dignity of each human being and fosters a culture of inclusion.

Strengths/Next Steps:

Still Developing	Evident

E. SECURING ACCOUNTABILITY

- The leader is committed to the success of the Catholic student, accepts personal responsibility, and nurtures a culture of individual, team, and whole school accountability for student outcomes.
- The leader nurtures a culture of shared accountability for student achievement.
- The leader is committed to personal self-evaluation and reflection.
- The leader is committed to and accepts responsibility for school improvement.
- The leader demonstrates knowledge of the use of a range of evidence to support, monitor, evaluate, and improve aspects of school performance.

Strengths/Next Steps:

LEADERSHIP CANDIDATE SUMMARY

I have served for _____ year(s) as this candidate’s immediate supervisor.

The Candidate has demonstrated the necessary competencies to move to the next step in the selection process:
 Yes ___ No ___

SIGNATURE OF PRINCIPAL/SUPERVISOR: _____ DATE: _____

SIGNATURE OF SUPERVISORY OFFICER: _____ DATE: _____

CANDIDATE SIGNATURE: _____ DATE: _____



Note: In accordance with the Municipal Freedom of Information and Protection of Privacy Act, a copy of this document will be given to the candidate upon request.