



Date: **January 28, 2025**
Prepared by: **James Duff, Executive Manager - Human Resource Services**
Subject: **Vice Principal Leadership Pool Appointments**

Background

The St. Clair Catholic District School Board's Leadership Discernment Program provided the following supports for educators discerning future leadership opportunities:

1. Leadership discernment evenings were held under the theme of "Shepherding & Serving: Journey WITH Us."
 - Principal Panel: A Spring 2024 session featured a panel of new and experienced administrators sharing reflections on their leadership journeys, rewards, and insights to inspire future leaders.
 - Habits of Effective Catholic Leaders: A Fall 2024 session, facilitated by George Consitt, CPCO, focused on the "Habits of Effective Catholic Leaders."
 - Emotional Intelligence in Leadership: A Winter Session, facilitated by Bruno Pullara, CPCO emphasized the importance of "Emotional Intelligence in Leadership."
2. Individual conversations offered to candidates by Superintendent Chris Kehoe to explore leadership aspirations, qualifications, and timelines.

On January 9, 2025, candidates were interviewed for admission into the Vice Principal Leadership Pool. Candidates were assessed on the following components:

1. An interview.
2. A case study.

Additionally, candidates submitted an application letter, resumé, pastoral recommendation, philosophy of Catholic Education, and letters of support from colleagues.

The VP Pool selection committee comprised the following members:

- Scott Johnson, Director of Education
- Lisa Demers, Superintendent of Education
- Chris Kehoe, Superintendent of Education
- Michelle Sawa, Superintendent of Education
- James Duff, Executive Manager – Human Resource Services



The VP Pool selection committee is pleased to confirm the following new appointments to the Vice Principal Leadership Pool:

Donna DeGurse (internal), *Elementary Classroom Teacher at St. Anne, Sarnia*

Michelle Salisbury (internal), *Elementary Program Resource Teacher at St. Philip, Petrolia and St. Matthew, Sarnia*

Danielle Restivo (internal), *Elementary Program Resource Teacher at Holy Rosary and St. Michael, Bright's Grove.*

Tricia vandenEnden (internal), *Elementary Classroom Teacher at St. Teresa of Calcutta*

Recommendations

That the St. Clair Catholic District School Board receive the report: *Vice Principal Leadership Pool Appointments*, for information.