

2011-2014 Three Year Plan – Strategy Action Plan



Strategy:	Develop a formal principal mentorship program to support leadership within the jurisdiction.
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Goal 4: Learning environments enable the acquisition of 21st. Century competencies.

Outcome 4: Leadership capacity is built across the jurisdiction.

Performance Measures: (AE) Overall percentage of teachers, parents and students indicating that their school and schools in their jurisdiction have improved or stayed the same the last three years.

MRP	John Burger
Resource Person(s)	Manny F.

FIRST QUARTER

Sept. 1 – Nov. 15	Action Steps	Deliverables
	<ol style="list-style-type: none"> 1. Discuss with Manny F. potential linkages with the ALP programs. 2. Identify with HR, former or retired RVS principals and survey this sample re: their suggestions, interest and availability for a mentor program. 3. With HR define experience pattern of existing RVS principals. 	<ul style="list-style-type: none"> ▪ Survey Results
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken		
<ul style="list-style-type: none"> ▪ Survey historical and current principal resources. 		
Communication Tactics		
<ul style="list-style-type: none"> ▪ Alert Leadership Team to Schools Department work on this strategy. 		

SECOND QUARTER

Nov. 16 - Feb. 15	Action Steps	Deliverables
	<ol style="list-style-type: none"> 4. Meet with Dr. Bob Garneau re: his suggestions for a mentor program linked to the Principal Quality Guidelines. 5. Meet with Dr. Shelly Ann Scott of the U of C to discuss the potential for a mentor/leadership course at the U of Calgary. 6. Interview a sample of current RVS principals re: their suggestions and response to a draft mentor program model, including the potential for senior principals to be mentors. 	<ul style="list-style-type: none"> ▪ Interview Summaries
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken		
<ul style="list-style-type: none"> ▪ Expert interviews 		
Communication Tactics		
<ul style="list-style-type: none"> ▪ Interview Summary 		

THIRD QUARTER

Feb. 16 – May 15	Action Steps	Deliverables
	7. Write a draft mentoring program plan based on previous findings. 8. Table draft for response at a Leadership Teams meeting.	<ul style="list-style-type: none"> ▪ Draft Mentoring Plan
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken Writing with feedback.		
Communication Tactics <ul style="list-style-type: none"> ▪ None at this time. 		

FOURTH QUARTER

May 16 – Aug. 30	Action Steps	Deliverables
	9. Adjust draft based on feedback and finalize plan. 10. Table with Executive for approval and implementation.	<ul style="list-style-type: none"> ▪ Mentorship Plan
Qualitative/Quantitative Analysis/Process Evaluation to Be Undertaken <ul style="list-style-type: none"> ▪ Writing 		
Communication Tactics <ul style="list-style-type: none"> ▪ Summary in OnTrack noting key recommendations for implementation in 2012-13. 		

BUDGET PROJECTION

Costs <ul style="list-style-type: none"> ▪ In-house.
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