

Succession Planning and Talent Development Grant Funding and Expenditure Parameters

In order to receive funding to support the effective implementation of the Ontario Leadership Strategy, the following parameters must be followed in allocating funds from the Succession Planning and Talent Development Grant. The Grant will be allocated using a formula based on the number of schools in each board (approximately \$600 per school) and must be used by March, 2010.

School Board Expenditure Parameters

The first priority for expenditure of the Succession Planning and Talent Development Grant is to support boards in the development of their succession and talent development plans; specifically the initial three areas of focus that have been identified in the Succession Planning and Talent Development: Expectations and Implementation Continuum. Some examples of using the grant could include:

- Tailoring the Leadership Self-Review Tool (for LRST please click on <http://www.edu.gov.on.ca/eng/policyfunding/leadership/systems.html>) to the board's context, administering the LRST to leaders across the board and developing reports on leadership gaps so that the board executive team can develop the succession plan (example of Data Collection focus in the continuum).
- Planning, developing and implementing orientation, induction and professional learning programs or resources for potential leaders or current school and system leaders who will be taking on more senior roles (similar to the New Teacher Induction Program) (example of Skills and Competencies and Professional Learning focus in the continuum)
- Developing and/or implementing succession planning tools or resources such as a survey for aspirants to the role to determine their readiness for the position and/or areas of professional learning that they need (example of Skills and Competencies focus in the continuum).
- Purchase expertise and resources to support development of the succession planning and talent development plan (example of Data Collection, Skills and Competencies and Professional Learning focus in the continuum).

If boards already have well established succession plans that meet many of the expectations in the Implementation Continuum, they can then use the Succession Planning and Talent Development Grant to:

1. Develop and administer gap analysis tools and provide capacity building mechanisms to close gaps in leadership development
2. Provide professional learning to support superintendents, principals and vice-principals in the implementation of principal and vice-principal appraisal (e.g. goal-setting, appraisal interviews, learning plans)
3. Provide professional learning opportunities and/or resources for superintendents to enhance their understanding of effective practices for dealing with boards of trustees and governance issues
4. Provide professional learning opportunities and/or resources for principals to understand and develop competencies and practices outlined in the Ontario Leadership Framework that will support their work on specific ministry initiatives (e.g. School Effectiveness Framework, inclusive education initiatives etc.) that lead to increased student achievement.