



## Academic Leadership Pathway Model

**School Level Leadership:** Positions of leadership appointed at the school level.

<p style="text-align: center;"><b>Divisional Chair (elementary)</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Religious Education Part 1</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> </ul>	<p style="text-align: center;"><b>Emergency Contact Teacher</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Religious Education Part 1</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> </ul>	<p style="text-align: center;"><b>New Teacher Induction Program Mentor</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Religious Education Part 1</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> </ul>
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**Position of Added Responsibility:** Positions of responsibility determined through a selection process as per OECTAs Collective Agreement

<p style="text-align: center;"><b>Special Assignment Teacher</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Current Pastoral Reference</li> <li>Religious Education Part 1</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> <li>Special Education Part 1 (specific roles)</li> <li>Math Additional Qualification (specific roles)</li> <li>SMHO – <a href="#">Mental Health in Action for Educators</a></li> </ul>	<p style="text-align: center;"><b>Secondary Department Head</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Current Pastoral Reference</li> <li>Religious Education Part 1</li> <li>Specialist or Honours Specialist with subject specific qualifications or advanced degree</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> <li>SMHO – <a href="#">Mental Health in Action for Educators</a></li> </ul>	<p style="text-align: center;"><b>Coordinator</b></p> <p><b>Qualifications/Requirements:</b></p> <ul style="list-style-type: none"> <li>Current Pastoral Reference</li> <li>Religious Education Part 1</li> </ul> <p><b>Desired Assets:</b></p> <ul style="list-style-type: none"> <li>Aspiring Catholic Leadership Part 1</li> <li>Special Education Part 1</li> <li>Role specific qualifications and/or experience</li> <li>SMHO – <a href="#">Mental Health in Action for Educators</a></li> </ul>
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**Administrative Leadership:** Positions that are determined by a selection process determined by Human Resource/Leadership Services

**Vice-Principal**

**Qualifications/Requirements:**

- Current Pastoral Reference
- Religious Education Part 1
- Principal's Qualification Part 1

**Desired Assets:**

- Religious Education Part 2
- Aspiring Catholic Leadership Part 1
- Special Education Part 1
- Participation in System Committees or Projects
- SMHO – [Mental Health in Action for School Leaders.](#)
- Dyadic Developmental Psychotherapy (DDP) or other Trauma-informed practice Training

**Principal**

**Qualifications/Requirements:**

- Current Pastoral Reference
- Religious Education Part 1 & 2
- Principal's Qualification Part 1 & 2

**Desired Assets:**

- Aspiring Catholic Leadership Parts 1 & 2
- Special Education Parts 1 & 2
- SEA for Administrators AQ
- Participation in System level committees/projects
- SMHO – [Mental Health in Action for School Leaders.](#)
- Dyadic Developmental Psychotherapy (DDP) or other Trauma-informed practice Training
- CPCO Principal Development Course (PDC) AQ

**System Level Leadership:** Positions that are determined by a selection process determined by Human Resources/Leadership Services

**Superintendent of Education**

**Qualifications/Requirements:**

- Supervisory Officer's Qualifications
- Master's degree

**Desired Assets:**

- Religious Education (Specialist)
- Special Education (Specialist)
- Aspiring Catholic Leadership Parts 1 and 2
- Community/Parish Involvement
- SMHO – [Mental Health in Action for School Leaders.](#)
- Dyadic Developmental Psychotherapy (DDP) or other Trauma-informed practice Training
- CPCO Principal Development Course (PDC) AQ

***Building communities of faith, service, and life-long learning.***