

ALCDSB Principal and Vice-Principal Annual Growth Plan



SCHOOL _____ ADMINISTRATOR NAME _____ YEAR _____ ROLE ____ P ____ VP

Vision	Mission	Our Values
We imagine a world where all are empowered to reach their full potential through faith and service.	The ALCDSB builds faith-filled learning communities where each member is loved, inspired, and successful.	<ul style="list-style-type: none"> • Our Catholic faith and the joy that comes from living Christ-centered lives • Responsibility and Stewardship • Equity and Well-being • Individual Success and Accomplishment

Instructions

The focus of the Annual Growth Plan is the development of the leadership practices in the [Ontario Catholic ‘School-Level’ Leadership Framework](#) and the competencies derived from it.

In an evaluation year, the P/VP is to use the *Annual Growth Plan* to assist in attaining the goals stated in the *Performance Plan*. In a non-evaluation year, the P/VP refers to the results and recommendations from the most recent performance appraisal in reviewing or updating the *Annual Growth Plan*. See the following [tip sheet](#) on goal setting.

Some guiding questions:

- Is there a clear reason “why” in the goals you are setting?
- Have you determined the growth strategies/supports needed to meet your goals?
- Have you reflected on your personal leadership style and looked for areas of growth?
- Do the areas for growth, growth strategies/supports, and target dates support the goals in your next performance plan (at evaluation year)?

“Leadership is the exercise of influence on organizational members and diverse stakeholders toward the identification and achievement of the organization’s vision and goals.” Ontario Catholic Leadership Framework (2013)

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Principal’s or Vice-Principal’s Areas for Growth

The following five Catholic leadership competency domains are derived from the leadership practices identified in the [Ontario Catholic ‘School-Level’ Leadership Framework](#):

- Setting directions.
- Building relationships and developing people.
- Developing the organization to support desired practices.
- Improving the instructional program.
- Securing Accountability.

Also consider the Personal Leadership Resources identified in the framework: Cognitive, Social and Psychological.

Growth Strategies, Actions and Supports (How will I do it?)

(ways of acquiring skills – learning networks, mentoring, coaching, job-shadowing, resources, professional development)

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Target Dates for Completion (When will I do it?)

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Evidence and Suggested Growth Plan for Next Year (How will I know it's done?)

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Signatures: Appraiser _____ Appraisee (P/VP) _____ Date _____

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