



Leadership Framework (OLF), a resource introduced in 2008 by the Ontario Institute for Education Leadership, which provides a common language for school and system leaders on their professional practice. The classroom, school and system leadership practices identified by these teachers clearly aligned with the OLF domains. There were leadership opportunities identified in the OLF that would enable teachers to develop the skills, knowledge and attitudes identified in the Ontario Leadership Framework.

The development of the Self Assessment Tool for Principals and Vice-Principals began with a review of a resource designed by York Region DSB. Carol and Stew then gathered further input from principals and vice- principals from their board to further specify the leadership practices outlined in the Ontario Leadership Framework.

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represented because of the consultative and collaborative process used.”

Once the tools had been adapted and revised, Carol presented these to the Institute for Education Leadership (IEL). The IEL adopted the tools, distributed to all school boards and posted the PDF versions as well as the interactive versions on their website. These can be found at [www.education-leadership-ontario.ca](http://www.education-leadership-ontario.ca)

“This has been a tremendous opportunity for school board personnel and ministry staff to work together to design a resource with authentic input from the client base that will be the primary user of the tool,” commented Kenneth Bain, a member on the IEL, and Associate Director of Hamilton Wentworth DSB”.

Hamilton Wentworth DSB is using the Self Assessment Tools in a variety of ways. Director, John Malloy explains, "Self Assessment is a necessary first step in any process or discussion about leadership development. Our Board will be using these tools to support leaders to reflect on their experience, determine strengths and areas for further development, and create Annual Growth Plans that are meaningful."

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