



LEADERSHIP

SUPPORT STAFF LEARNING ASSEMBLY

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LEADERSHIP DEFINED

- LEADERSHIP IS THE EXERCISE OF INFLUENCE ON OTHERS TOWARD THE ACHIEVEMENT OF VISION AND GOALS
- YOU HAVE INFLUENCE THROUGH YOUR INTERACTIONS WITH OTHERS
- POSITIVE INTERACTIONS RELY ON UNDERSTANDING SELF, SELF IN RELATION TO OTHERS, AND THE CONTEXT (THE VISION AND GOALS)

ONTARIO LEADERSHIP FRAMEWORK

- RESEARCH BASED
- LEADING ON PURPOSE – FROM PURPOSE TO PRACTICE
- PERSONAL LEADERSHIP RESOURCES
- FIVE CORE LEADERSHIP CAPACITIES
- FIVE DOMAINS OF PRACTICE

PERSONAL LEADERSHIP RESOURCES

- **SELF – PSYCHOLOGICAL RESOURCES**
- **SELF AND OTHERS – SOCIAL CULTURAL RESOURCES**
- **SELF IN THE ENVIRONMENT – COGNITIVE RESOURCES**

REFLECTION

- **NATURE AND PURPOSE OF REFLECTION**
- **STRATEGIES FOR REFLECTION**
- **MIND BODY HEART AND SOUL**

PSYCHOLOGICAL RESOURCES (SELF)

OPTIMISM

- EXPECTING POSITIVE RESULTS FROM OUR EFFORTS
- RECOGNIZING WHERE WE HAVE, AND DO NOT HAVE, OPPORTUNITIES FOR DIRECT INFLUENCE ON LEARNING OF OTHERS
- SEEKING AND SEEING THE GOOD IN PEOPLE AND SITUATIONS

PSYCHOLOGICAL RESOURCES (SELF)

SELF-EFFICACY

- BELIEVING IN OUR OWN ABILITY TO PERFORM A TASK OR ACHIEVE A GOAL
- TAKING RESPONSIBLE RISKS, EXPENDING SUBSTANTIAL EFFORT, AND PERSEVERING IN THE FACE OF CHALLENGES

PSYCHOLOGICAL RESOURCES (SELF)

RESILIENCE

- BEING ABLE TO RECOVER FROM, OR ADJUST EASILY TO CHANGE OR MISFORTUNE
- BEING ABLE TO SEE AND ACT UPON THE POTENTIAL WITHIN CHALLENGING SITUATIONS
- DRAWING ON A NETWORK OF SUPPORT TO SUSTAIN ENERGY AND FOCUS

PSYCHOLOGICAL RESOURCES (SELF)

PROACTIVITY

- BEING ABLE TO STIMULATE AND EFFECTIVELY MANAGE CHANGE ON A LARGE SCALE UNDER COMPLEX CIRCUMSTANCES
- SHOWING INITIATIVE AND PERSEVERANCE IN BRINGING ABOUT MEANINGFUL CHANGE

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SOCIAL CULTURAL RESOURCES SELF AND OTHERS

PERCEIVE EMOTIONS

- RECOGNIZING OUR OWN EMOTIONAL RESPONSES
- DISCERNING EMOTIONAL RESPONSES IN OTHERS THROUGH VERBAL, NON-VERBAL, AND BEHAVIORAL CUES

SOCIAL CULTURAL RESOURCES SELF AND OTHERS

MANAGE EMOTIONS

- REFLECTING ON OUR OWN EMOTIONAL RESPONSES AND THEIR POTENTIAL CONSEQUENCES
- COACHING OTHERS TO REFLECT ON THEIR RESPONSES

SOCIAL CULTURAL RESOURCES SELF AND OTHERS

ACT IN EMOTIONALLY APPROPRIATE WAYS

- BEING ABLE TO DETERMINE WHICH EMOTIONS BEST GUIDE OUR ACTIONS IN DIFFERENT CIRCUMSTANCES
- BEING ABLE TO HELP OTHERS ACT ON EMOTIONS THAT BEST SERVE THEIR BEST INTERESTS
- BEING ABLE TO CREATE A SAFE AND SUPPORTIVE SPACE FOR EMOTIONAL RESPONSES
- BEING ABLE TO MAINTAIN AND RESTORE THE DIGNITY OF ANOTHER

SOCIAL CULTURAL RESOURCES SELF AND OTHERS

ETHICAL STANCE

- ACCEPTING RESPONSIBILITY
- ACTING WITH INTEGRITY
- BEING ACCOUNTABLE

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COGNITIVE RESOURCES SELF IN THE ENVIRONMENT

EXPERTISE IN PROBLEM-ANALYSIS AND SHARED SOLUTION FINDING

- UNDERSTANDING/INTERPRETING ISSUES AND SITUATIONS
- IDENTIFYING COMMON AND DISTINCT GOALS
- ACTING UPON ETHICAL PRINCIPLES AND VALUES
- IDENTIFYING CONSTRAINTS
- DEVELOPING SOLUTION PROCESSES
- DRAWING ON RESOURCES WHEN FACED WITH CHALLENGES

COGNITIVE RESOURCES SELF IN THE ENVIRONMENT

KNOWLEDGE ABOUT SCHOOL AND CLASSROOM CONDITIONS WITH DIRECT EFFECTS ON STUDENT LEARNING

- IDENTIFYING TECHNICAL/RATIONAL CONDITIONS (I.E., GOVERNMENT & DISTRICT POLICIES AND SOCIAL TRENDS)
- RECOGNIZING EMOTIONAL CONDITIONS (I.E., MOTIVATION, SELF-EFFICACY)
- FACILITATING ORGANIZATIONAL CONDITIONS
- UNDERSTANDING AND MEDIATING FAMILY CONDITIONS
- DEVELOPING A SOLUTION-FOCUSED APPROACH TO STUDENT AND CLASS PROFILES

COGNITIVE RESOURCES SELF IN THE ENVIRONMENT

SYSTEMS THINKING

- BEING ABLE TO UNDERSTAND THE DENSE, COMPLEX AND RECIPROCAL CONNECTIONS AMONG DIFFERENT ELEMENTS OF THE ORGANIZATION
- HAVING FORESIGHT TO ENGAGE THE ORGANIZATION IN LIKELY FUTURES AND CONSEQUENCES FOR ACTION

REFLECTION

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- **STRATEGIES FOR REFLECTION**
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PERSONAL LEADERSHIP RESOURCES A FRAMEWORK FOR GROWTH

- **SELF – PSYCHOLOGICAL RESOURCES**
 - OPTIMISM, EFFICACY, RESILIENCE, PROACTIVITY
- **SELF AND OTHERS – SOCIAL CULTURAL RESOURCES**
 - PERCEIVE, MANAGE, ACT ON EMOTIONS, ETHICAL STANCE
- **SELF IN THE ENVIRONMENT – COGNITIVE RESOURCES**
 - ANALYSIS/SOLUTION FINDING, KNOWLEDGE, SYSTEMS THINKING



LEADERSHIP

YOU HAVE INFLUENCE THROUGH YOUR
INTERACTIONS WITH OTHERS