

Welcome 2015!!!

Career Planning.... Building a Bridge?? Are they the same or different?

Have you thought about how many times you will change roles in a lifetime? If you are like most people, you will change roles and/or careers *at least* several times over the course of your life. The success of those transitions is often at least partially contributed to the amount of career planning and preparation you have done in advance of these moves.

An important factor in the success or failure of position changes involves you stepping away from the day-to-day activities of your current position and spending some dedicated time reflecting on your career and working on a plan for the future. Have you been thinking about where you would go next at KPR? Is there a position to which you aspire? This amounts to building a bridge from your current role/job/career to the next role/job/career. Without this kind of reflection it's very easy to lose track of where you are headed, or where you want to go. The bridge gives you much needed direction and makes it clear where you see yourself in future.

In his article, *Developing a Strategic Vision for Your Career Plan*, Dr. Randall S. Hansen explains, "...long-term career planning usually involves a planning window of five years or longer and involves a broader set of guidelines and preparation.... Long-range career planning should be more about identifying and developing core skills that employers will always value while developing your personal and career goals in broad strokes." [Source](#)

Interestingly, the "core workplace skills" highlighted by Dr. Randall are the very same skills which are reflected in the [KPR's Leadership Profile](#). Career planning begins with a look at your strengths and those areas that you would like to further develop. It makes you aware of your strengths and growth opportunities and the skills and knowledge that are required to achieve your goals in the future.

The links below can be useful tools and resources which are intended to enhance your career planning experience at KPR:

- **Virtual Career Fair** – Looking for additional KPR role specific information? You can explore various leadership positions with this amazing resource. [Click here](#) to find out more about various KPR leadership roles
- **Leadership Programs at KPR** – [Click here](#) to explore programs offered through the Leadership department, which can assist you in developing your leadership skills
- **Career Assessment Tools** – A collection of self-assessment tools designed to give you a better idea of your personal aptitudes and interests as they relate to possible career choices - [click here](#)
- **Tracking and Leveraging Your Accomplishments** – A great article written to help you understand the importance of focusing on your work-related accomplishments - [click here](#)

Laura Evegroen

Leadership and Staff Development Officer



*Career Carousels – Next Info
Session February 3, 2015!*

Thinking about the next steps you need to take in your career planning? Then you should plan on attending the *Career Carousels for Aspiring Consultants, Coaches, Head Custodians & Head Secretaries*, coming up in February. For more information on this upcoming session, please [click here](#) and register soon.

*Day in the Life of a Head
Custodian/Head Secretary*

Considering a Head Custodian or Head Secretary role? Have you ever wondered what a typical day might look like? Here is your opportunity to find out - Attend the *Day in the Life of a Head Custodian/Head Secretary*. *You must meet certain criteria to attend.* [Click here](#) for more information.

Preparing for the Interview

Audience: All Employees

Date: January 30, 2015, 9:00 a.m. – 12:00 p.m.

Location: Education Centre, Fishbowl

PD In-service # 6566

The interview is a two-way exchange of information. You are marketing your skills, knowledge, and personal qualities. This in-service will help you understand interviews and prepare for them. We will discuss sample interview questions, interview etiquette and you will be given an opportunity to practice a “mock” group interview and more. For more information on this session, please [click here](#)

“Leaders ... should influence others ... in such a way that it builds people up, encourages and edifies them so they can duplicate this attitude in others.”

~Bob Goshen

Mentoring Matters Certificate Program

Audience: All Employees

EVENING SESSIONS STARTING FEBRUARY 2015!!!

Mentoring is a vital component of our leadership programming. This certificate program has been designed to support those individuals providing this very important service to our employees. **All employee groups** are invited to register on PD place for any upcoming sessions.

IMPORTANT: All participants are required to complete a short online video “Introduction to Mentoring” **prior to attending their first session**. It will only take approximately 15 minutes to complete. During the end of the last slide, you will be prompted to print a certificate. Please send a copy of this certificate to Leadership and Staff Development at the board office. To access the online video you can [click here](#).

Preparing for a Trusting and Understanding Relationship between You and Your Learning Partner

Date: February 5, 2015, 4:30 p.m. – 6:30 p.m.

Location: Port Hope High School, Library

In-service # 6509

Description: This interactive session will focus on understanding the importance of communication and reflective conversations and will guide the mentor in developing strategies for building and maintaining trust within their relationship with their learning partner.

For more information on this session, please [click here](#),

Expedition Coaching Certificate Program Starting February 2015

Audience: For those having completed at least half of the Mentoring Matters Certificate Program (or are registered to complete by June 2015), consider registering for the upcoming *Expedition Coaching Program*.

This Program consists of eight 2-3 hour modules. **There is an expectation for participants to attend all sessions, so please check your availability for the dates listed before registering.**

Description: This leadership program is designed to enhance the coaching, communication and change leadership skills of people in today's workplace in order to achieve results and contribute to organizational success.

Not sure if this is for you? To see how Barb Shaw benefited from the Expedition Coaching Training program, [click here](#) for her video testimonial!

For more information and a list of all in-service dates, please [click here](#)

New School Leaders Mentoring Program (NSLMP)

Audience: Any interested P/VP's looking for a refresher, as well as first and second-year P's and VP's

Don't miss these PD Opportunities in January and early February, which are part of the NSLMP.

Title: Improving Student Achievement through Parent and Community Involvement

Date: January 15, 2015, 9:00 a.m. – 12:00 p.m.

Location: Conference Room, Port Hope High School

PD In-service # 6502

Description: Taking into consideration the diversity of our parent communities, and the many resources available, what strategies can we use to help parents help their children to feel better about school and achieve more at school? How can we access the resources people in our communities to support student learning?

Title: Improving Assessment for Learning Practices through Instructional Rounds

Date: February 11, 2015, 9:00 a.m. – 12:00 p.m.

NEW: Two locations to choose from:

1. James Strath Public School (PD In-service #6517)
2. Westmount Public School (PD In-service #6577)

Description: This half day session will focus on using a modified instructional rounds model of monitoring a School Improvement Plan that has an assessment for learning focus.

For more information on these sessions and the New School Leaders Mentoring Program, please [click here](#).

Building Leadership Capacity Program (BLC)

Audience: All Employees

The BLC program is focused on the foundational aspects of leadership and provides staff with the softer skills necessary to interact with staff, students and the community while reflecting the values of the Board.

The following sessions will be held in late January:

Title: Time Management and Organization

Date: January 28, 2015, 4:30 p.m. – 7:30 p.m.

Location: Education Centre, Rm. 158

PD In-service # 6504

Description: Time...is it your friend or foe? Managing one's time both professionally and personally can often be a challenge.

IMPORTANT: If you haven't already heard, new this year, registration for Summer Institute opened September 2, 2014! If you are planning on attending the BLC sessions in July 2015 – be sure to register now, as seats are filling up, with some sessions already being full. For more information on the Building Leadership Capacity program and all upcoming sessions, [click here](#)

FEATURE:

Getting to Know the KPR Leadership Profile

As you are aware, we launched our new newsletter feature in our October edition highlighting one or two of the KPR Character attributes, which are the foundation of the Board and Leadership Department's programs.

In our first two issues we highlighted the four foundational leadership attributes of *Character Development*, *Resiliency*, *Self-Awareness* and *Equity and Inclusion*. This time, we are looking at the next level of attributes, which begins with "Sets Direction".

✓ 1. Sets Direction

"A leader has the vision and conviction that a dream can be achieved. He inspires the power and energy to get it done."

– Ralph Lauren

This domain captures the practices associated with problem solving, planning, and one's ability to research, analyze, and make well-thought-out decisions which are aligned with the organization's direction.

What does this mean? Want to learn more?

- **Description & Suggested Development Activities**, [click here](#)
- **Programs Supporting the Leadership Domain**, [click here](#)
- **Resources and further learning**, [click here](#)

Employees, regardless of the position they hold, can play a significant role in improved student achievement and well-being through the demonstration of effective leadership.

Leadership in the Kawartha Pine Ridge District School Board is defined through the KPR Leadership Profile, which is the central element that connects succession planning and talent development activities and is essential in fostering high-quality leadership throughout the organization.

The KPR Leadership Profile has been developed to help all employees' articulate common messages using a shared leadership language, and to create clear, transparent processes. This profile incorporates the Ontario Leadership Framework competencies along with KPR's own leadership requirements including effective communications and the knowledge and skills required of specific positions within the Board.

*"I am not a teacher,
but an awakener."*

~Robert Frost



If you have questions about any of the information in this newsletter, please feel free to contact one of us in the Leadership Development and Staff Training Services department at the Education Centre.

Steve Girardi

Superintendent of Education: Student Achievement, ext. 2014

Tracy Vandenberg

Manager – Leadership, Staff & Organizational Development, ext. 2132

Laura Evegroen

Leadership & Staff Development Officer, ext. 2002

Bev Robertson

Leadership Development & Staff Training Assistant, ext. 2152

NEWS RELEASE



MARKETING & COMMUNICATIONS OFFICE

1600 West Bank Drive
Peterborough, ON K9J 7B8

FOR IMMEDIATE RELEASE

New Masters in Educational Studies Program Now Accepting Applications

***First class of M.Ed. students will begin July 2015;
Application deadline February 1***

Wednesday, December 17, 2014, Peterborough

The application period for Trent University's new Masters of Educational Studies (M.Ed.) program – the only program of its kind in the region – is now open and all interested future M.Ed. candidates are encouraged to apply to become part of the inaugural class, which begins in July 2015.

"We have a strong faculty who are eager to begin working with our first cohort of students," said Dr. Cathy Bruce, director of the Masters in Educational Studies program. "In the program we have faculty from a range of disciplines across Trent. With this wide range of expertise, we can offer students many personalized options and possibilities to study educational contexts and curricula both broadly and deeply."

"As the only program of its kind in the Peterborough and Kawarthas region, the new M.Ed. program will help meet the demands of entire community, appealing to nurses, psychologists, as well as educators and many others interested in education," added Dr. Jacqueline Muldoon, dean of the School of Education and Professional Learning at Trent. "The program is part time and will be attractive to people who have work, home and community responsibilities and who are interested in furthering their education."

The M.Ed. program plans to take up to 25 students in this first cohort. The portal for applications is now open and closes on February 1, 2015 and applications are already coming in.

Petra LeDuc, a full time educational consultant, has expressed her interest in the program: "I have heard that Trent's master's program will have core courses to set the foundation, and then I am able to customize the program to my needs. As a curriculum leader, this is a great fit for me and I am prepping my application over the December break."

Visit www.trentu.ca/masters/education to learn more and to apply online.

- 30 -

For more information contact:

Dr. Cathy Bruce, director, Masters of Educational Studies, Trent University, 705-748-1011 x7500 or cathybruce@trentu.ca

If you no longer wish to receive news releases and advisories from Trent University, please email communications@trentu.ca to unsubscribe.