

PRINCIPAL PROFILE

Hopewell Avenue Public School

The following profile outlines criteria that the Hopewell Avenue Public School Council considers to be key in the successful administration of our school and the development of all learners:

SCHOOL PROFILE

Hopewell Avenue Public School (hereinafter referred to as Hopewell) is a unique JK to Grade 8 community school providing a full range of programs offered by the Ottawa Carleton District School Board (OCDSB) (ENG, EFI, MFI and BIP). The school has approximately 865 students and is currently above capacity. The majority of students are enrolled in the EFI program. A community daycare program (Glebe Parents' Daycare) currently occupies space at Hopewell.

Hopewell is a safe, caring and inclusive school where all students are encouraged to strive for academic excellence, physical fitness, an appreciation for the arts, respect for all persons and the environment. Hopewell provides a learning environment where dedicated staff, parents/guardians, students and the community work cooperatively to support the development and best interests of students. School Council is actively engaged in the life of Hopewell, with the capacity to mobilize significant funds to enhance the educational experience of students.

Hopewell would benefit from an accomplished Principal who has extensive experience leading a school similar to Hopewell in size, program and age range. Since Hopewell has seen a change in leadership multiple times over the past five years, the ideal candidate will be in a position to remain at Hopewell for an extended period of time.

PRINCIPAL PROFILE

General Profile

The Principal is an experienced, bilingual, enthusiastic and caring individual who inspires respect and communicates effectively, with a good sense of humour. The Principal is an active participant in all facets of school life; students and staff know that their Principal is committed to their success. The Principal actively embraces diversity and strives to ensure an inclusive and respectful sense of community at Hopewell.

Leadership Skills

The Principal has the demonstrated ability to generate a collective education vision, manage the day-to-day operational needs of the school and implement strategic plans. The Principal has demonstrated excellent instructional practices and experience in motivating and mentoring staff and students, and clearly articulates the goals so that these are easily understood by all.

The Principal maintains a high degree of visibility within the school, fostering a positive working and learning environment. She/he builds a cohesive and effective educational team and integrates School Council and parents/guardians into the life of the school. The Principal promotes the best interests of the school to students, staff, the community and the OCDSB.

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Advocate for Learners

The Principal has demonstrated commitment to early and ongoing identification of student needs and promotes the ideal that all students are treated fairly, equitably and with dignity. The Principal has experience with supporting differentiation in curriculum instruction and evaluation to meet the needs of individual learners, including provision of Individualized Education Plans, as appropriate. The Principal has a demonstrated knowledge of and experience in the delivery of the full range of programs, services and technologies available to learners.

Administrative - Planning, Organization and Management - Skills

The Principal has demonstrated an ability to manage school resources efficiently and effectively, allocating funds that support continued school enrichment, teachers' skill development and student educational achievement. The Principal works with students, staff, School Council and the community to identify and address needs at Hopewell, as well as student and School Council-led initiatives reaching under-served schools in the OCDSB.

Staff Supervision / Relationship with Staff

The Principal demonstrates commitment to working with staff and maintaining a work environment that promotes a sense of team, professional development, individual growth and school improvement. The Principal recognizes the importance of supervision of staff as a primary activity and effectively shares knowledge in regards to effective teaching methods and learning. Opportunities for staff to share in decision-making processes and professional development activities are created and maintained. The Principal recognizes the importance of creating a cohesive team of educators and recruits accordingly.

Program Supervision

The Principal is experienced in the delivery, review and improvement of all four programs offered at Hopewell and strives to balance, and foster stability, for all four programs. The Principal will ensure student outcomes through the optimal use of curriculum and available technologies, in line with Ministry and Board Policies.

Communication

The Principal is an effective communicator and is approachable to all members of the community. The Principal listens actively to staff, students and parent/guardian input and partners with all to ensure students' success. The Principal manages challenging situations with discretion and respect, maximizing the dignity of all parties.

Safe, Caring and Inclusive School

The Principal prioritizes a strong commitment to creating and maintaining a safe and inclusive environment for all students, staff and members of the school community. The Principal leads a culture of respect that encourages conflict resolution, including a policy on discipline that is consistent, fair and clearly articulated to student, staff and the community.

Community Relations

The Principal has a strong track record working cooperatively with the community and recognizes that this relationship should be mutually reinforcing. The Principal maintains an open door policy for parents/guardians and works openly and collaboratively with School Council to foster an inviting environment for parents/guardians, volunteers and other members of the community.