

Nepean High School Council

Principal's Profile

April 2007

What is NHS's Mission? Nepean High School will support its students in reaching their full academic potential and will encourage them to explore their interests through extracurricular activities in a welcoming, open and safe environment.

What makes our school unique?

- A focus on student health and well being – physical, mental and social
- A combination of courses and programs that meet the needs of our school community:
 - French immersion program: 32% of NHS students took French immersion courses in 2006 – of particular importance for a school in the National Capital Region
 - Enrichment is offered in courses that include languages, geography, maths and sciences.
 - Advanced Placement (AP): 74% of the 39 students who wrote 45 AP exams in 2006 received level 4 or 5, and the remaining 26% received level 3.
 - Leadership courses, FUSE (student mentoring program)
 - Good selection of courses at the applied level
 - Non-academic programs (house building)
- NHS has a extensive and diverse sport program and these teams are some of the best in the city
- NHS has a strong music program – bands, choirs, musicals, and a strong drama program – Children's Theatre, Shakespeare on the Platform program, Improv and CAPPIES.
- Many extracurricular activities and clubs

What makes our principal unique?

- Our principal has a combination of personal, instructional, interpersonal and operational leadership qualities that address the unique needs of our school community.

Personal Leadership

Our principal:

- Is effective as the `ceremonial leader` of the school – he/she reflects the pride that the NHS community has in the school and its heritage and achievements.
- Makes him/herself visible not just within school but within the community as well, including local streets, parks and recreation centre.
- Has a vision for the school (i.e., IB certification, AP program, co-op program) and puts processes, teams and procedures in place that reinforce the vision.
- Fosters excellent communication between students and teachers, administrators and support staff (i.e., between teachers, guidance councilors and health practitioner). Listens to and empathizes with concerns and has the training, skills and resources to work towards resolving such concerns.
- Is accessible, and approachable. Maintains an “open door” policy with staff, students and parents.
- Creates and promotes a positive climate and a safe and caring environment for students, parents and staff where all want to participate and work effectively together.
- Emphasizes high expectations and excellence for each student and creates an environment in which all students have the opportunity to experience success in academics, sports, arts and music.
- Acknowledges and communicates the high level of achievements of both staff and students within and outside the school, including promotion via the local media when appropriate.
- Demonstrates a high level of respect for the school community (students, teachers, support staff, administrators and parents). Supports an environment where students feel that they can speak freely.
- Identifies and prioritizes fiscal needs (both human and physical) as they relate to the school plan.
- Involves appropriate people in fiscal decision making (staff, students, school council and the community).
- Is a strong leader, motivator and team builder.

Instructional Leadership

Our principal:

- Provides staff with the opportunity to share their expertise, knowledge and resources with the school community in order to maintain existing programs and develop new ones.
- Constantly strives to elevate the standards of various school programs.
- Recognizes instructional opportunities that advance student achievement
 - AP/enriched courses

- Leadership courses
- Single gender classes
- Pairing with other schools – R.G. McCrae, Woodroffe, Notre Dame
- Recognizes the importance of a curriculum that also includes arts (music, visual and dramatic arts), athletics and non-academic programs.
- Is knowledgeable and supportive of the area of special education.
- Encourages and enables mentoring of teachers
 - By principal – training
 - Within teaching groups – i.e., Phys Ed teachers very supportive of each other, so are tech teachers.
- Recognizes that our country, our city and our school are becoming increasingly multicultural, and our attitudes and programs and extracurricular clubs should reflect this.
- Is able to establish and maintain Nepean HS as the best school for the community in order to attract new students and excellent teachers through high standards in academic programs as well as to promote unique and innovative programs

Interpersonal Leadership

Our principal:

- Advocates for school with Board, feeder schools (Broadview, Woodroffe) and the private sector
- Is aware and acknowledges the relationship between the community and the school and deals effectively with community groups, representatives and politicians
- Supports and is committed to the notion of a community school that meets the programming requirements of the community
- Recognizes and draws from the assets of the community (such as technology expertise) and of the region (such as government and private sector resources) to enrich and enhance the school's programs and activities
- Is an innovator and a visionary with the ability to direct the school towards meeting the future educational requirements imposed by governmental policies, society, community and population changes.
- Leadership awareness:
 - Interprets board and ministry policy
 - Understands system responsibilities as they relate to the school
 - Applies current education research
 - Manages the development of a school plan, balancing school, board and ministry objectives
 - Recognizes when a group needs direction
 - Is accountable for the objectives contained in the school plan
- Provides leadership and promotes high standards for his/her staff.
- Applies discipline to accommodate age and situation, in recognition and understanding of differences in developmental levels.

Operational Leadership

Our principal:

- Is committed to continual monitoring, evaluation and improvement of the school learning environment
 - Ensuring that new assessment and evaluation tools are available to teachers and that appropriate practices are put into place which ensure successful learning outcomes for each student
 - Advocates for and ensures that sufficient resources are available for staff and the learning experience of students including coaching and mentoring opportunities for staff
- Meets regularly with the Chair(s) of the School Council, and the Student Council.
- Appraises the School Council on relevant issues and concerns and welcomes input from the School Council and considers the Council's views in decision making
- Establishes a safe, secure, orderly and healthy environment that enhances learning.
- Manages crises while ensuring the efficient and effective operation of the school
- Demonstrates fiscal accountability and responsibility.
- Prepares and administers the School Budget process in consultation with the School Council