

School Statement of Need – Bowmore Road Public School 2020/21

School & Community Needs (placed in rank order)	Comments
<p>1. Administrators at Bowmore Road Public School work with stakeholders to create and foster a respectful, safe, and equity - informed learning environment. Ensure a safe, orderly environment that encourages students to take responsibility for behaviour and create high morale among Staff and Students. Lead by example with high ethical and professional standards. Are committed to providing stable, long-term Principal leadership for Bowmore.</p>	<p>The ability of the Administration to work collaboratively with the School Council, Caretaking Staff, Eco-Schools, Safe and Caring schools, and other Programs is part of what makes Bowmore Road Public School a great school. The Principal supervises in a fair and consistent manner with effective progressive discipline standards that are consistent with the philosophy, values, and mission of the school.</p>
<p>2. Confidence, Knowledge, and Skills to guide a complex K-8 school that supports special programs (e.g., Gifted, Learning Disabilities, Extended French, French Immersion, multiple entry points - Transitions) and successfully prioritizes inclusion of students with special needs. Ensure the Principal has experience with the challenges of managing a large school or student cohort. Ability to promote the achievements of Bowmore’s Students and Staff (academics, athletics, music, film, and technology) to the TDSB and local communities.</p>	<p>A Bowmore Principal effectively communicates with Administration, Office Staff, Teachers, School Council, and school-community members to build a strong inclusive community. He/She shares that community vision widely through meetings, newsletters, and websites. Promotion of Bowmore achievements is important for maintaining Student and Teacher engagement in academic and co-curricular programs. Understands the challenges surrounding integration. With >1000 students Bowmore needs an experienced Principal who can manage additional challenges based on size and complexities in programming.</p>
<p>3. Ability to form meaningful connections with students, parents, and staff. Recognizes and embraces the cultural and socio-economic diversity of the Bowmore Community. Ability to work collaboratively with partners within the Bowmore Road Public School Community including, but not limited to, Pool, Two Childcare Centres (private and Extended Day Program) , the Fairmount Community Centre, local municipal officials, and local community groups.</p>	<p>A Bowmore Principal needs to be visible and engaged with the Bowmore Community. Meaningful connections with students, parents, and staff increase the potential for student success. A Principal must be highly aware that Bowmore is a Community School and he/she must work with all stakeholders to foster and build on that community expertise for the benefit of everyone. Supports ongoing emphasis of Bowmore Road Public School as a Community hub.</p>
<p>4. Extremely strong organizational skills to support effective coordination and implementation of:</p> <ul style="list-style-type: none"> ● Staffing K-8 School ● Timetabling & Supervision for Primary, Junior, and Intermediate School ● Special Education Programs ● Safe School Procedures ● A large school (>1000 students) 	<p>A Principal that has these skills will work to ensure a caring and safe learning environment; one that runs smoothly and minimizes transitions so learning time is optimized for everyone. A Principal creates a nurturing, cohesive environment between primary, junior, and intermediate schools and all Staff and Students, through inclusion and collaboration.</p>

<p>5. A Principal that is committed to ongoing School Improvement Planning. Has the knowledge and skills to identify, implement, and support effective literacy and numeracy programs and promote/adopt technology in the classroom. Carefully monitors and reports on student progress with the wider school community. Is committed to high academic standards and the equity of outcomes for all. Provides long-term planning for academics, technology, and infrastructure.</p>	<p>The ability of the Principal to work with Vice Principals, Teachers, Staff, as well as the community, is essential. Ongoing communication with the parent community regarding teaching and learning in the classroom is critical. The Principal is capable of achieving academic excellence by promoting high standards and expectations for the student body. Establishes procedures for evaluation as well as selection of instructional materials and supporting technologies.</p>
<p>6. A Principal will be committed to promoting a safe, inclusive, and caring learning culture. He/she is visible, friendly and outgoing. Is fair, consistent, and approachable. A Principal will work to build relationships with students and members of the school community. Establishes a professional rapport with students and staff. Establishes an environment of mutual respect. Displays the highest ethical and professional standards when working with students, parents, and school personnel.</p>	<p>A Principal at Bowmore Road Public School is actively involved in the life of the school community. A Principal intentionally works with Staff, Students and Council to encourage good citizenship and social justice initiatives, enrichment opportunities, and extracurricular activities. His/her enthusiasm for Bowmore Road Public School is regularly communicated through words and actions. Serves as a role model for students, demonstrating the importance and relevance of learning, accepting responsibility, and demonstrating pride in the education profession. Encourages all teachers to do the same.</p>