

**Professional Growth Plan
2013 – 2014**

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This Professional Growth Plan is based on the Principal Quality Standards as outlined by Alberta Education. I want to thank George Couros for his blog, [*Principal of Change*](#). It gave me a place to start!

Goal 1: To Foster Effective Relationships

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), an effective principal “**builds trust and fosters positive working relationships, on the basis of appropriate values and ethical foundations, within the school community — students, teachers and other staff, parents, school council and others who have an interest in the school.**”

- Continue to support and guide staff and students at Springbank High to achieve their greatest success
- Continue to have conversations that are positive and forward-thinking
- Continue with mentoring conversations with Leslie Collings and Margo Guillot
- Continue to ‘have fun’ with students whether that is participating in the Tail Gate Party or supervising at various school events, as well as in my classroom
- Continue to build relationships with parents through School Council, technology assistance, PowerSchool, communication technologies, and Advisory
- Create the atmosphere through relationship building where teachers all have an open door policy where they understand that their classrooms are no longer private spaces but quite public ones

Goal 2: Embodying Visionary Leadership

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal that embodies visionary leadership “**collaboratively involves the school community in creating and sustaining shared school values, vision, mission and goals.**”

- I believe that my job as a leader is to help guide others to be the best that they can be
- Working with students, parents, and staff to clarify the vision of the school
- Continue to use the [*21st Century Learning Environments*](#) paper as a foundation for the vision and direction of SCHS
- I believe that through focusing on *building relationships* with all stakeholders first, I can ultimately work to ensure that these same stakeholders can become leaders in our school community.
- It is important to communicate in a variety of ways and means the vision and mission of the school. I will continue to contribute to the weekly bulletins, school newsletters,

communication technologies and Twitter as a means to communicate a consistent messaging about the schools mission and vision.

Goal 3: Leading a Learning Community

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal that leads a learning community **"nurtures and sustains a school culture that values and supports learning."**

- Continuing to lead and facilitate the [*Beginning Teachers Community of Practice*](#)
- Continue to lead and facilitate professional learning for all staff at SCHS
- Continue to help teachers to embed research into their practice through Action Research

Goal 4: Providing Instructional Leadership

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal that provides instructional leadership **"ensures that all students have ongoing access to quality teaching and learning opportunities to meet the provincial goals of education."**

- Continue to build my own Personal Learning Network (PLN) through the effective use of Social Media, which can help with the learning of our entire staff. Through the use of Twitter (@hfansher) I have had many opportunities to share and learn from others all over the world. This has given me the opportunity to share learning with my staff, while also empowering others to build their own PLN's.
- Participate in the [*Principal by Design*](#) and the Instructional Leadership Academy workshops with leaders and administrators throughout the world
- Participate in Learning Walks as a way to learn about effective classroom practice and provide and facilitate feedback to teachers
- Present at various conferences (Hawaii International Conference on Education – January 5-8, 2014) and publish an article outlining the strategies and successes of the [*Beginning Teachers Community of Practice*](#)

Goal 5: Developing and Facilitating Leadership

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal that develops and facilitate leadership **"promotes the development of leadership capacity within the school community — students, teachers and other staff, parents, school council for the overall benefit of the school community and education system."**

- When you build effective relationships with staff, parents, and students, it is often possible to see the 'diamond in the rough.' Sometimes it only takes a tap on the shoulder to encourage someone to take a leadership role. It is providing the support and encouragement to these leaders that builds leadership capacity.

Goal 6: Managing School Operations and Resources

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal that effectively manages school operations and resources will **“ensure a safe and caring, and effective learning environment.”**

- Understand the daily routines and organic nature of the school by living the day-to-day experience as an administrator
- Read the Policies as outlined by [*Rockyview Schools*](#) as it relates to scenarios that come up in the day-to-day operations of the school
- Participate in the Policy Development Committee and the Superintendent's Working Committee on Human Resources
- Effectively use our school budget to ensure a safe environment, while also being able to effectively support learning initiatives within our school
- Work with our Technologist to build a comprehensive and easy to navigate school website and provide the necessary supports to students, staff and parents for technology integration
- Participate in the timetabling and hiring processes

Goal 7: Understanding and Responding to the Larger Societal Context

As discussed in Alberta Education's document on the [*Principal Quality Standard*](#), a principal **“understands and responds appropriately to the political, social, economic, legal and cultural contexts impacting the school.”**

- Begin to understand the complexities of the Springbank High school community
- Visit feeder schools (Banded Peak, Springbank Middle, and the elementary schools)
- Look at the results from the various surveys (APORI, Tell them from me, etc) to get a better sense of the demographic and social nature of the school community
- Complete data analysis on each of the above surveys to develop not only the School Annual Results Report but also the School Education Plan
- Remain connected to the social implications of education policy in not only Alberta but trends in the world as well through social media and educational reading