Administrative Guidelines

EDUCATION: PROGRAMS

Policy 512.14.1-G (previously 602.14.1-G)

Leadership Guidelines

Introduction

positively influence the lives of others and the environment around us. Specifically, leaders model the way, inspire a shared vision, innovate and create, enable others to act, and

are needed to create a culture where everyone shows leadership, takes responsibility for

relationships amongst our students, staff, parents, and community partners to transform our shared vision into actions.

Effective Leadership Practices at the District Level

- Empower the Richmond Sustainability Action Team to develop and implement the 5-year dynamic District Sustainability Action Plan
- Empower School and site based Green Teams to create a brief statement of purpose and plans of action that align with the Environmental Stewardship Policy and the District Sustainability Action Plan
- Develop a three year action plan to enhance environmental stewardship leadership development
- Create networking opportunities for staff, students, community partners to share effective best practices in order to inspire, celebrate, educate, and plan for succession
- Ensure there is District environmental stewardship staff to develop, coordinate, and implement Environmental Stewardship initiatives in the various Guidelines of Effective Practice and District Sustainability Action Plan
- Inspire students, parents, staff, stakeholders, and community to become environmental stewards

Effective Leadership Practices in School/Site

Collaboration

- Invite, involve, and collaborate with students, teachers, support staff/custodians, administrators, parents, and community groups to build ownership and shared responsibility and to develop a shared purpose and plans of action
- Develop and agree on the guidelines for effective collaboration e.g. mutual respect, activate all voices, active listening, trust, shared responsibility for results, commitment to continuous improvement, regular meetings
- Liaise and collaborate with the District Environmental Sustainability Action Team

Continuous Improvement

- Commit to a Plan-Do-Study-Act model to continuous improvement with a goal of leading to consistent and behavioural changes in two areas: leadership development and green development
- Begin by collecting baseline data on leadership development and green development

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through regular updates at staff and departmental meetings, student council meetings, PAC meetings, athletic events, school-wide assemblies, local and global conferences, electronic message boards, etc.

- Document student environmental stewardship learning in electronic portfolios and course credit as well as leadership/volunteerism commitments in service hours
- Organize cross district networking opportunities to share on two levels: effective practices for supporting Green Teams and successes and challenges of green projects

Project Plan for Developing A Green Team

Developing a successful Site Green Team takes time and begins with a plan. Remember that

patient as your Green Team evolves and develops over time.

Step 1: Form your Green Team by inviting interested students, staff, parents, and community members to join. Use teambuilding strategies to create a safe, supportive, caring, trusting, creative, and inspiring environment that values all members and activates all voices.

Step 2: Create a shared vision/statement of purpose as aligned to the Environmental Stewardship Policy.

Step 3: Assess and determine focus by using the Eco-Wise Assessment Tool to help identify

Step 4: Collaborate, innovate, develop and implement two Plans of Action. Develop one plan to support Green Team Development and one plan to support Green Project Development

Step 5: Assess and revise the two Plans of Action: Green Team Development and Green Project Development

Step 6: Celebrate successes and extend appreciation

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Appendix 1 - Practical Actions for Leadership Development

- Create awards to give to school/site Green Team Champions
- Establish secondary-elementary feeder school partnerships
- Establish succession and mentorship opportunities
- Organize end-of-

Lead school-wide campaigns with performance targets at the classroom and school levels:

- Meatless Monday
- o Trashless Tuesday
- Walk to School Wednesday
- Paperless Thursday
- Triple Sweater Friday

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