

**NATIONAL COLLEGE FOR EDUCATIONAL LEADERSHIP**

**INTRODUCTION**

Members are being asked to note that the Ministry of Education (MoE), through the National College for Educational Leadership (NCEL), is taking the necessary steps to address the gaps in leadership from the pre-primary to secondary levels of public schools.

**BACKGROUND**

Some gaps in leadership include:

- Limited use of data to inform policy and practice
- Inability to use a systems approach to leadership
- Poor conceptual understanding of roles and responsibilities
- Weak Management of performance
- Weak instructional leadership
- Limited understanding of financial and procurement guidelines.

NCEL's training programmes are informed by standards for leadership as espoused by the Jamaica Teaching Council and aligned with the Commonwealth Framework for Professional Standards [CFFPS] as well as six capabilities as reflected in the literature on school leadership. Training is competency based in nature and so is facilitated by school leadership practitioners with proven expertise.

**HIGHLIGHTS OF ACHIEVEMENTS**

The following are some of NCEL's achievements;

- ✓ NCEL has awarded forty (40) fellowships to individuals who currently serve at all levels of the education system to pursue the Aspiring Principals' Programme, delivered by the University of the West Indies, Mona. The cohort, which is on an accelerated pathway, will complete the programme in September 2014. The second cohort will be assembled in November 2014.

- ✓ In the last financial year, some three hundred and twenty five (325)

Principals and Education Officers were exposed to Round 1 of the Effective Principals' Training Programme. Modules covered included:

- Financial Management
  - Human Resource Management
  - Improving Boys' Education
  - Preparation for the New School Year
  - Quality Educational Leadership
  - Roles and Responsibilities of the Principal
  - School Planning & Data Management
  - Towards a Service - Oriented School
- ✓ Twenty five (25) Principals who lead schools in volatile communities across the country were supported in a *Leadership of Place Workshop*. A follow-up session was done on April 30 and May 1, 2014.
- ✓ Two hundred and twelve (212) school leaders [52 Primary and 74 High School Principals, 80 Heads of Department and Education Officers] participated in a *Leadership of Math Workshop* which was delivered in partnership with the National Math Team. Sessions focused on *The Principal's Role in the Learning of Mathematics; The Head of Department's Role in Leading the Learning of Mathematics; Facilitating and Maintaining a Culture of Improvement; Mathematics Curriculum Management, Planning and Delivery as well as Supporting Effective Mathematics Assessment Practices*.
- ✓ Seventy four (74) school leaders [18 Education Officers, 16 Board Chairs and 40 Principals] successfully completed a three day *'Mind Set Change Workshop'* delivered by the College on behalf of the e-Learning Company of Jamaica Ltd. The module, developed for administrators of institutions on the Tablets in Schools Project, was designed to equip school leaders with the competencies needed to fully integrate technology into all aspects of school operations.

## PROJECTIONS

Major initiatives to be undertaken by NCEL during 2014/2015 include the following:

- ✓ Training of an additional three hundred (300) Principals under the Effective Principals' Training Programme
- ✓ Facilitating the intake of several additional cohorts to the Aspiring Principals' Programme subsequent to the necessary summative evaluations
- ✓ Introduction of a School Business Management Programme for Bursars, Assistant Bursars and Clerical Assistants. The programme will feature modules that support compliance with the Financial Audit and Administration (FAA) Act, Government Procurement Guidelines and other Government regulations.
- ✓ Develop and deliver a training programme for Vice Principals and all Teachers with Posts of Responsibility. This programme will expose them to modules that focus on the fundamentals of school leadership.

Additionally, NCEL is also now packaging its programmes for delivery to the Jamaica Independent Schools' Association as well as some of our neighbouring countries in the Caribbean.

## FINANCIAL IMPLICATIONS

J\$23.86 M was spent on training during the last financial year. J\$25M has been earmarked for the 2014/2015 Financial Year.



Ronald Thwaites, MP

Minister

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