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## QUESTION 6

What advice do you have for us in terms of the goals, priorities, and tactics that we set as we venture into this next phase of the work?

### Responses

- U **U** We have done an excellent job of putting leadership at the forefront of our work in education. We need to capitalize more on the capacity and motivation of district leaders.
- U **S** Support innovation and focus on coherence – they are the “enablers”.
- U **P** Pay attention to the Personal Leadership Resources in the Ontario Leadership Framework – these attributes explain why some practices are enacted well while some are not enacted at all.

“If you could put all three of the psychological resources in one person -- resilience, optimism, and self-efficacy -- you would have an unbeatable combination. People with these qualities can provide energy and focus on work that needs to be done in a way that becomes highly contagious for others. These people will persist in the face of challenges until they are successful.”

Ken Leithwood

“Sometimes people refer to the cognitive resources as the 'hard skills' and to the social resources as