

December 2, 2019

Dr. Kathy Witherow
Associate Director
Leadership, Learning and School Improvement

Dear Kathy,

During the 2019-20 school year, I would ask you to focus on the following key areas while fulfilling all of the duties of your position:

- Oversee the implementation of our system commitment to creating more inclusive learning environments for our students with Special Education needs;
- Facilitate the implementation of a system mathematics plan that focuses on the capacity building of educators in the schools identified as needing differentiated math support to ensure all students develop strong skills in mathematics;
- Provide leadership in the implementation of global competencies as foundational tools to high expectations in literacy and mathematics and creating learning cultures that transform student learning in our classrooms through the creation of a Deep Learning Network of schools
- Implement and monitor an effective leadership capacity plan that addresses a system focus on succession planning and support for aspiring, newly appointed, and experienced leaders
- Provide leadership and oversight in the development of a knowledge mobilization strategy to ensure effective monitoring and knowledge building of the goals in the MYSP

I would ask you to work collaboratively with the Associate Director of Equity, Wellbeing, Engagement and School Improvement to provide effective leadership to Executive Superintendents in Learning Centres 1 and 4 by sharing responsibility to:

- Ensure effective implementation of school improvement working directly with Learning Centre Executive Superintendents, Superintendents of Education, and centrally assigned Learning Centre staff;
- Create coherence and alignment in learning structures across Learning Centres, and
- Implement our system commitment to challenge streaming and to have the majority of our students successfully studying at the academic level program of study in compulsory courses in Grade 9 and 10.

- As well, you will work closely with Associate Director Manon Gardner to plan and support future secondary programs that will come out of the secondary area program review.

Thank you for your continued executive leadership in TDSB.

Sincerely,

A handwritten signature in black ink, appearing to read "John Malloy".

John Malloy
Director of Education