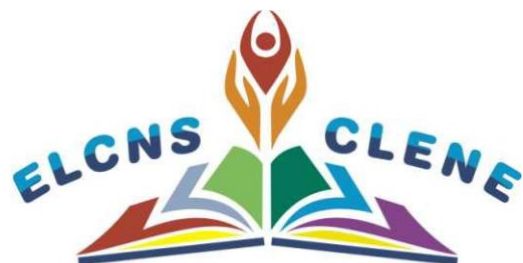


Department of Education and Early Childhood Development

Aspiring Leaders Program

2025 - 2026



EDUCATIONAL LEADERSHIP CONSORTIUM
OF NOVA SCOTIA
CONSORTIUM DE LEADERSHIP ÉDUCATIONNEL
DE LA NOUVELLE-ÉCOSSE

*A leader is one who
knows the way, goes the way
and shows the way.*

- John C. Maxwell

What is the Aspiring Leaders Program?

The Aspiring Leaders Program (ALP) is offered by the Nova Scotia Department of Education and Early Childhood Development in partnership with the Educational Leadership Consortium of Nova Scotia (ELCNS) and school regions. The goal of the Program is to provide leadership training and skill development to aspiring school administrators. The ALP extends over 14 months and leads to a certificate. The certificate is granted by the Department of Education and Early Childhood Development in partnership with the ELCNS and regional centres/boards.

Who is the target audience?

The Nova Scotia Aspiring Leaders Program is designed for teachers, mentors, department heads, and regional centre/ board consultants who are interested in becoming school principals and/or vice principals.



What are the Components of the Aspiring Leaders Program?

Summer Institute #1: August 11&12, 2025:

- *Day 1- Program orientation and Insights Discovery*
- *Day 2 - ELCNS Summer Leadership Conference*

Friday/Saturday Seminars:

1. School Culture and Building Relationships (September TBD, 2025)
 2. Communication Skills (October TBD, 2025)
 3. School Management (November TBD, 2025) *
 4. Instructional Leadership (January TBD, 2026) *
 5. Leading Change (February TBD, 2026) *
 6. Diversity and Social Justice (April TBD, 2026)
 7. Leading Professional Learning (May TBD, 2026)
- *On-line

Summer Institute #2: August TBD, 2026

- *Student Services*

Please Note: Dates of Seminars to be confirmed by the end of May 2025

Residency Program: Eight Days

The Residency Program, offered September to September, incorporates the learning and skills from each of the seven Seminars and Summer Institutes.

Culminating Assessment Fall 2026:

A Culminating Assessment, providing the proteges an opportunity to demonstrate what they know and have learned, will be conducted in Fall of 2025, and must be successfully completed.

Where and when?

Summer Institute #1 will be held in Dartmouth, August 12-13, 2025

Seminars will be held with Friday sessions starting at 1:00 pm and full-day Saturday sessions.

Seminars will be held in the following months:

September, October, November*, January*, February*, April and May.

*On-line

In-person seminar locations will be rotated around the province.

Summer Institute #2 will be held on August TBD, 2026.

Residency Programs will be held within individual school regions/boards.



How do I apply?

Apply on-line on your region's/board's website or contact the region's/board's ALP contact for information.

Applicants must provide three professional, work-related references that include their current supervisor. Regional centre/board staff will review applications and make selections based on identified criteria. All applicants will be notified following the selection process.

Short-listed, screened-in applicants will be interviewed by a panel of region/board personnel. The interview may include a series of questions, a presentation and/or a performance task. The interview panel will make the final selection of successful candidates.

Debriefing opportunities for unsuccessful applicants are available upon request. All applicants will be considered based on quality of the application, references, and in response to the Region's/Board's identified needs.

*Leadership is never given
on a silver platter.
One must earn it.*

- Ellen Johnson Sirleaf



What is the cost?

The cost of the program per participant is \$2,115 + HST for the two summer institutes and the seven seminars. Participants must also pay for and attend the *ELCNS Summer Leadership* conference.

Is funding available?

Please check with your ALP Regional Centre/Board contact for this information.

How can I get more information?

There is an ALP contact person in each region/board. Please contact your HR department to determine who it is in your region/board.

You may also contact ELCNS's ALP Coordinator, Gordon Walters at gwalters@elcns.ca

Application Quick Steps:

1. Access an application through your region/board website or contact your region's/board's ALP contact for information on how to apply.
2. Complete the online application.
3. Submit by April 25, 2025.