



PSAANS-ELCNS Merger: Strengthening Educational Leadership in Nova Scotia



A Unified Vision for Growth and Impact

PSAANS (Public School Administrators Association of Nova Scotia) is integrating ELCNS (Educational Leadership Consortium of Nova Scotia) to create a unified, streamlined hub for educational leadership development. This strategic merger eliminates duplication, enhances professional learning opportunities, and strengthens advocacy for educational leaders across the province.

At the heart of this transition is a commitment to supporting and advancing the Nova Scotia Educational Leadership Standards, ensuring all educational leaders have access to professional learning that aligns with best practices in leadership development.

Core Values and Guiding Beliefs

This merger is founded on shared principles of collaboration, equity, and excellence in leadership development. The integration ensures that both organizations continue to champion professional learning that is accessible, inclusive, and responsive to the needs of educational leaders across Nova Scotia.

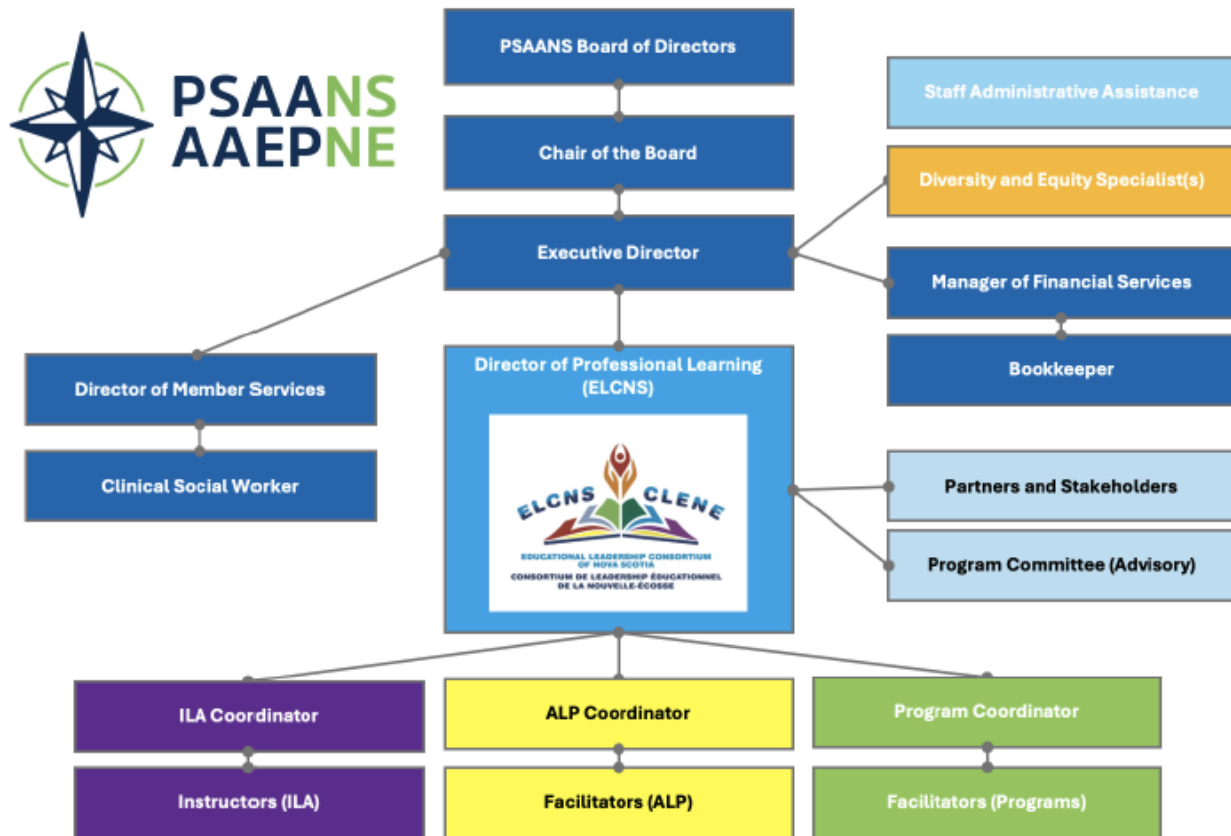
Partnerships That Will Continue and Expand

One of the defining strengths of this merger is the commitment to sustaining and amplifying critical partnerships that have shaped educational leadership in Nova Scotia. These include:

- **Department of Education and Early Childhood Development (DEECD):** Continued alignment with provincial leadership priorities.
- **Regional Centres for Education (RCEs) & CSAP:** Strengthening the connection between leadership development and operational needs.
- **Post-Secondary Institutions:** Collaborating with universities and colleges to enhance leadership training and professional learning pathways.
- **Equity-Focused Organizations:** Deepening relationships with the Black Educators Association (BEA), Mi'kmaw Kina'matnewey (MK), Delmore Buddy Daye Learning Institute, and other key advocacy groups.

- **Professional Associations:** Strengthening ties with NSTU, APSEA, and national leadership networks to ensure that Nova Scotia’s education system remains at the forefront of leadership development.

Proposed Organizational Structure



Key Benefits of the Merger

- **Stronger Professional Learning:** Unified programs and new opportunities for leadership growth.
- **Sustained & Expanded Partnerships:** Amplified engagement with DEECD, RCEs, CSAP, and post-secondary institutions.
- **Expansion of Flagship Programs:** The Aspiring Leaders Program (ALP) and the Instructional Leadership Academy (ILA) will remain intact, with plans for growth and increased accessibility across the province.
- **Inclusive Access:** Non-PSAANS members continue to access leadership programs without disruption.
- **Sustainable Growth:** Long-term stability and increased professional learning opportunities.
- **Commitment to Equity:** Expansion of leadership cohorts for African Nova Scotian and Indigenous educators.

Timeline for Implementation

- December 2024: PSAANS and ELCNS Boards vote on the merger.
- January–July 2025: Transition planning, staffing alignment, and integration framework development.
- August 1, 2025: Official asset transfer and operational start within PSAANS.
- August–December 2025: Seamless continuation of programs, evaluation of integration success.
- 2026 and Beyond: Expansion of leadership development initiatives and program reach.

Next Steps

PSAANS and ELCNS are both committed to transparent communication and engagement throughout this transition. A detailed vision document is available for those seeking additional information.

For more details, consult the vision document attached below....

[PSAANS/ELCNS Vision Document](#)