

2017-2018 ANNUAL REPORT



Table of Contents

Ontario Principals' Council (OPC)	4
2017-18 in Review	5
Executive and Provincial Council	5
Key Actions	5
Protective Services Team (PST)/Benefits	6
Communications and Advocacy	9
Professional Learning and Development	10
Professional Learning Year in Review	12
2017-18 Financial Report	16

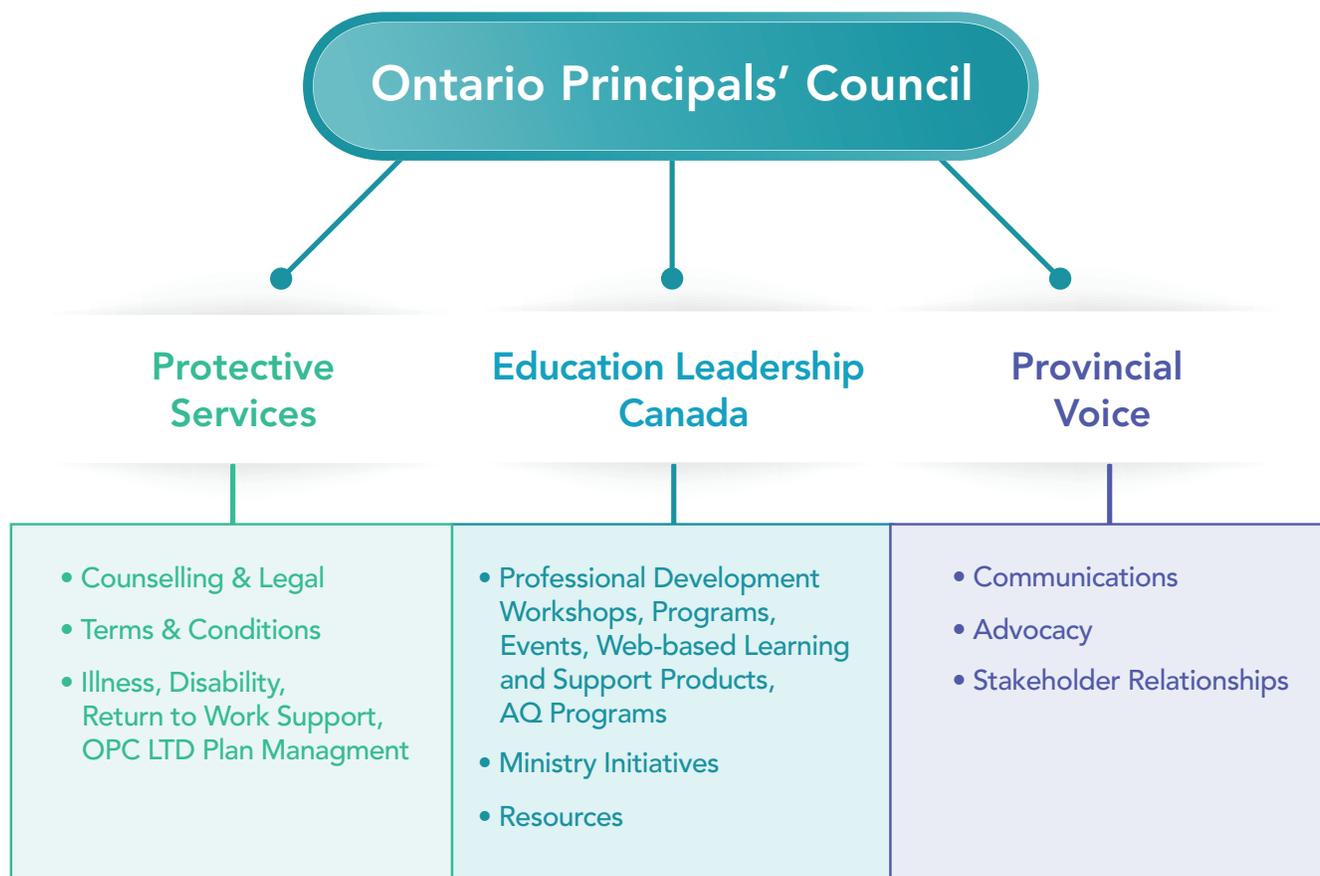
Ontario Principals' Council (OPC)

In 2018, we celebrated the 20th anniversary of the OPC. We continue to develop and refine the range of supports and services provided to our Members.

We are a voluntary, professional association representing principals and vice-principals employed in Ontario's publicly funded elementary and secondary schools. As of January 1, 2018, we had 6,094 Members and Associates (5,255 Members, 774 Associates, 65 Term Members).

Our **Provincial Executive** includes the President, Past-President, President-Elect, two Vice-Presidents, two elected Members-at-Large, up to two appointed Members-at-Large and the Executive Director (ex officio).

Our **Provincial Council** is made up of 69 Councillors, with a minimum of two representatives from each duly recognized OPC District, elected locally. Districts with 250 or more Members are entitled to elect one additional representative and districts with 750 or more Members are entitled to elect two additional representatives. The Council acts as our Board of Directors and meets in person three times per year, with additional webcasts as required.



2017-2018 in Review

Over the past year, we have embarked upon a number of new projects.

- We moved into a new office at 20 Queen Street West.
- Executive Director Ian McFarlane retired and Allyson Otten moved into the role.
- After 18 years Faye Drennan retired and is now one of our employee trustee representatives on ONE-T.
- We initiated a strategic planning process that will be the focus of our 18-19 fiscal.
- We hosted an international professional learning Forum, attended by over 400 school leaders from Ontario and other countries. The Forum looked at effective practice in equity, pedagogical leadership, mental well-being and technology-enabled learning.
- A governance review examined our constitution core policies and processes to ensure that they maximize our ability to serve Members. Both the Executive and Council were engaged in this process.
- **ONE-T**, the new provincial health benefits trust for principals and vice-principals, started operating in April. It is now being managed by a Board of Trustees. It provides health, extended health and dental benefits, along with life insurance and AD&D coverage.
- During the June 2018 Provincial Election, we released a **policy paper** to all political parties calling for the government to focus on the safety and well-being of students, the revocation of Regulation 274 and the panel pay equity issue.

Executive and Provincial Council

Under the leadership of President Mary Linton, we continued to focus on “3 big ideas” that would be our priority issues and specific implementation goals to carry them out. Our goals for 2018 centered on

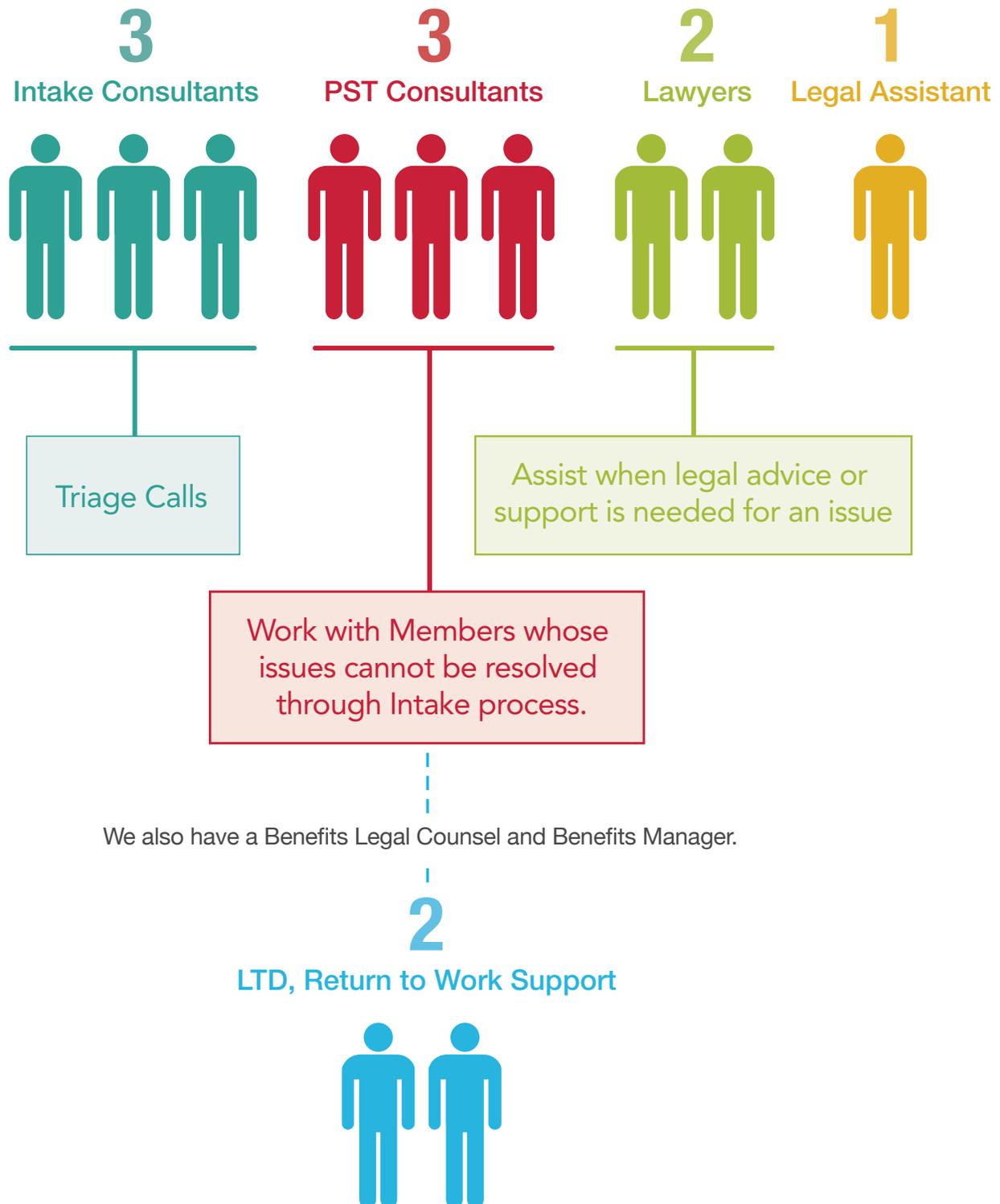
- Engaging Members, local executives and Councillors to build leadership capacity for representation and advocacy for the role of the P/VP and for the organization
- Using the influential relationships with government, partners, stakeholders and others to advocate, communicate and represent the significant impact of school leadership on student well-being, learning and achievement in a mutually respectful and beneficial manner and
- Informing and directing the OPC on key issues.

Key Actions

- Initiated HRTO application to pursue panel pay equity
- **Negotiated remedy payment** to compensate all P/VPs working in 2012-13 and/or 2013-14 for charter rights violations
- Approved updated **constitution**, related policies and procedures.

2017-2018 Protective Services Team (PST)/Benefits

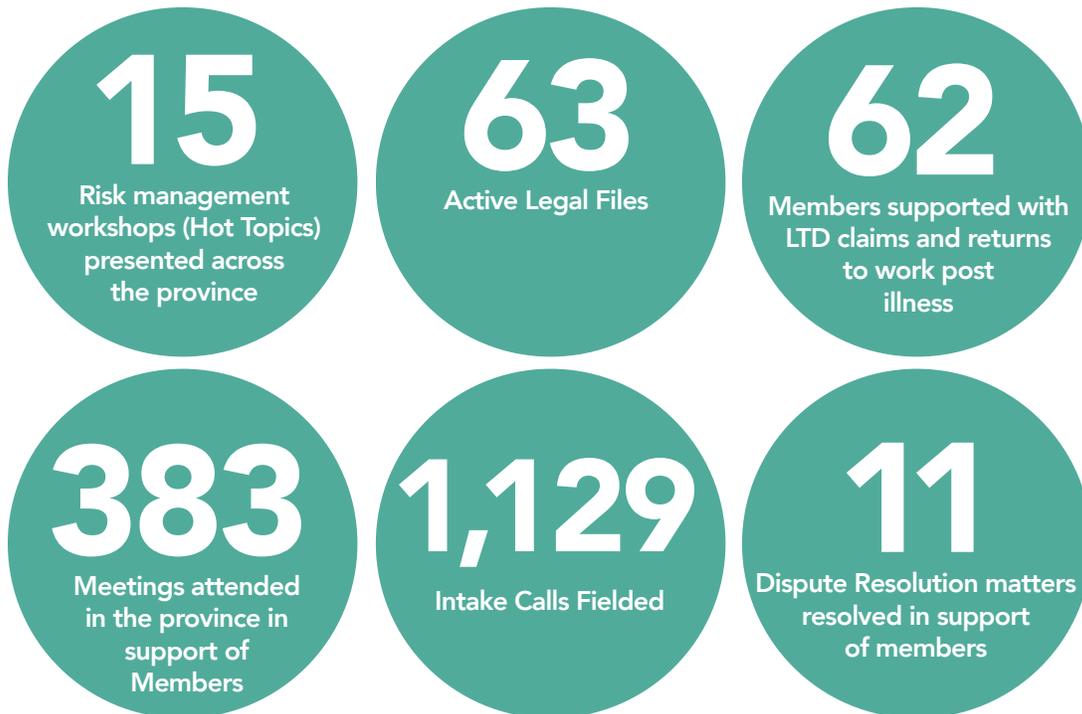
Our **Protective Services Team (PST)** is made up of Intake Consultants (experienced principals), Protective Services Consultants (experienced principals), lawyers (General Counsel and Legal Counsel) and a legal assistant.



Services Provided by the PST and Benefits

- Professional advice to Members through the **PST policy**
- Representation of and advocacy for Members
- Advice and support related to illness, disability, LTD applications and accommodation requirements in return-to-work situations
- Development and delivery of Hot Topics (risk management) workshops focused on current legislation and challenges in the principalship
- Development of legal articles for *The Register* on current issues affecting Members
- Resource for the OPC President and Executive, focus groups or work groups
- **Advice on legal matters** relevant to education policy, collective bargaining, Member legal service and legislative/regulatory changes in the sector
- Representation on committees with other education stakeholders
- When needed, direct legal assistance to Members in matters such as complaints to the Ontario College of Teachers, mediation/arbitration related to discipline imposed by district school boards, defence of Members in other judicial or quasi-judicial proceedings
- Negotiation and implementation of local terms and conditions of employment
- Negotiation of provincial terms and conditions of employment for principals and vice-principals
- Advice and support to Members under the **OPC LTD Plan** and school board LTD plans in matters related to illness, disability, LTD applications and accommodation requirements in return-to-work situations.

Key Statistics for 2017-2018



The common issues that Members seek support from the PST are...

School Board Relations

Supervision

Disability

Conflict

**Harassment,
Human Rights
Complaints**

**Ontario
College of
Teachers**

Communications and Advocacy

Communications remains a key priority, both internally and externally. We provide Members with

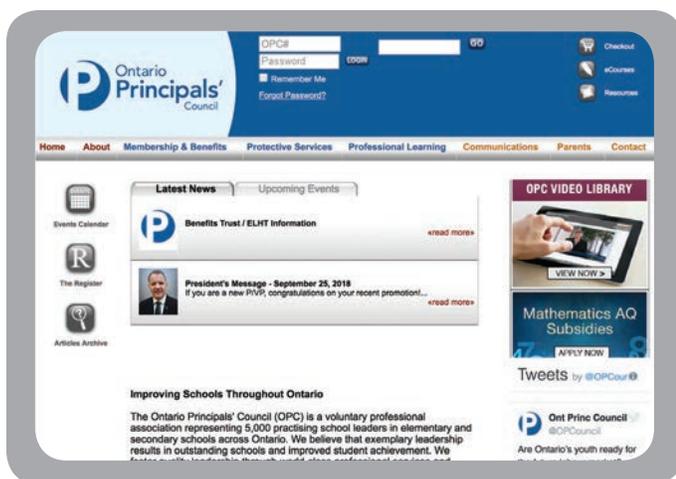
- Regular updates through weekly President's Messages and the **OPC website**
- **The Register**, our award-winning, in-house professional magazine focusing on issues relevant to the day-to-day role of principals and vice-principals
- Social media accounts including our **Facebook** page, **Twitter**, **Instagram** and **LinkedIn** accounts
- **Lead Learners**, our blog for professional support
- Assistance with the development of communication materials such as news releases, newsletters, backgrounders, fact sheets and letters to parents
- The OPC Communicator, offering assistance on issues specifically related to ongoing communications with your school community

- Statistics on various education-related issues, gathered through internal and external polling
- Workshops to assist with developing public relations plans, preparing for media interviews and communicating during a crisis.

Externally, we continue to engage as a credible, non-partisan, professional voice in education by

- Organizing an annual Principal's Day at Queen's Park to lobby MPPs from all parties
- Serving on liaison committees made up of representatives from all education stakeholder groups in the province
- Communicating regularly with stakeholder groups of teachers, school boards, supervisory officers, directors and trustees
- Conducting media relations provincially
- Raising issues of provincial significance for Members and Ontario schools.

The OPC Website



The OPC Blog



@OPCouncil

Professional Learning and Development



Education Leadership Canada® (ELC), our professional development unit, identifies, designs, develops and delivers the learning and support needs of our Members and colleagues.

Support can be customized to the learning needs of a district school board, a cohort of principals and vice-principals in a local region or to individuals.

Full or part day workshops, web-based learning, consultations or small group planning sessions are just a few of the delivery modes offered through ELC.

We recognize the value of job-embedded learning, sharing effective practices and the distributed leadership model of principals sharing with principals.

Workshop Courses and Participant Numbers



“ This program surpassed my expectations - I was pushed, stretched and felt like I really grew in my thinking. ”

Our Additional Qualification courses and how many school leaders took part in each

Special Education
for Administrators

131

Supervisory Officer's
Qualification Program

270

Principal's
Qualification
Program

729

Education Law
Qualification
Program

40

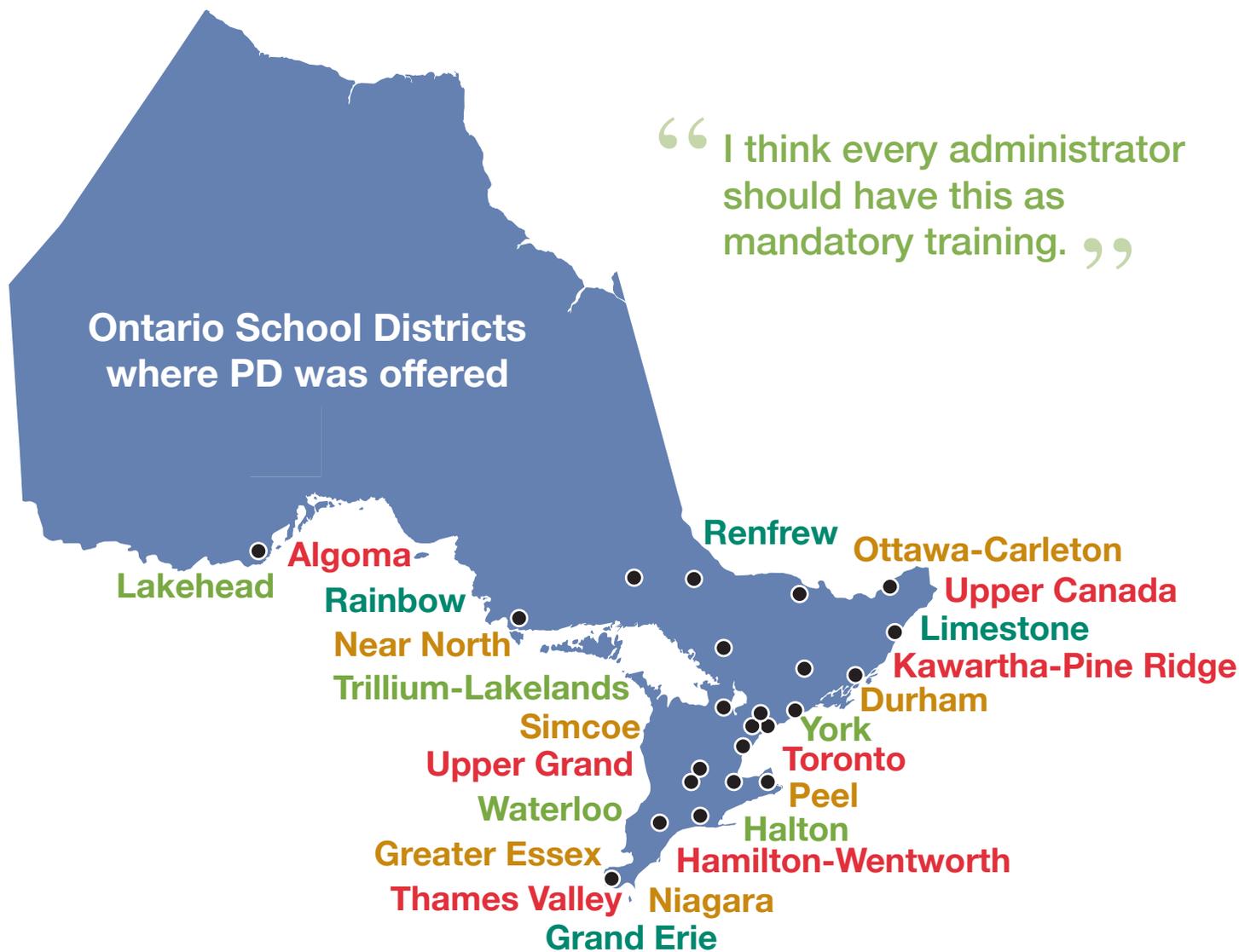
Mentoring
Qualification
Program

56

Principal's
Development
Course

100

Professional Learning Year in Review



“ I think every administrator should have this as mandatory training. ”

“ I have appreciated the learning and opportunities to practise. As well, for me, the course has had many applications in other spaces: with staff, parents, my personal relationships which went beyond my original expectations. Thank you. ”

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“ I am grateful for the opportunity to participate in this training, on a personal level, but more importantly for the organization as it will help us improve education for the students we serve. ”

Visible Learning Institute 229

Symposium with Michael Fullan 312

“ This conference has re-energized me in my work. I appreciated the organization and work that went into the fine details, and congratulate the organizers on such a well-run event. ”

“ Oh my God - what to say? The event was engaging, moving and empowering. I left feeling drained and energized at the same time! ”

PRINCIPAL ASSOCIATION PROJECTS

Principal Association Projects (PAP) is a stand-alone, not-for-profit entity and a service partner to the OPC for the delivery of Ministry of Education projects.

The object of the PAP is to develop and deliver professional learning courses and programs supported by the Government of Ontario to school principals in Ontario.

“ Over the years that I have had the opportunity to participate in the LSA symposium I have been able to be in the forefront of education changes. The sessions have reinforced my concerns and have expanded my thinking and ability to make changes. It has increased learning for students, teachers and parents. Thank you! ”

68 Supporting Principal Leadership in Mathematics

225 Well-being

Math AQ Subsidies **71**

Leading Student Achievement (LSA) **367**

Combatting Systemic Racism
and Breaking Down Barriers **104**

System Leaders
with Steven Katz **107**

103 Technology-Enabled
Leading and Learning

Achieving Excellence
in Applied Courses **248**

“ This is the best learning for me. I take something back from each session and apply it almost immediately. ”



INTERNATIONAL SCHOOL LEADERSHIP

International School Leadership (ISL) is a for-profit entity with the OPC as its sole shareholder. ISL is a separate corporate entity from the OPC that provides professional consulting services and training and certification programs to K-12 school and system leaders around the world.

International School Leadership Programs Delivered in



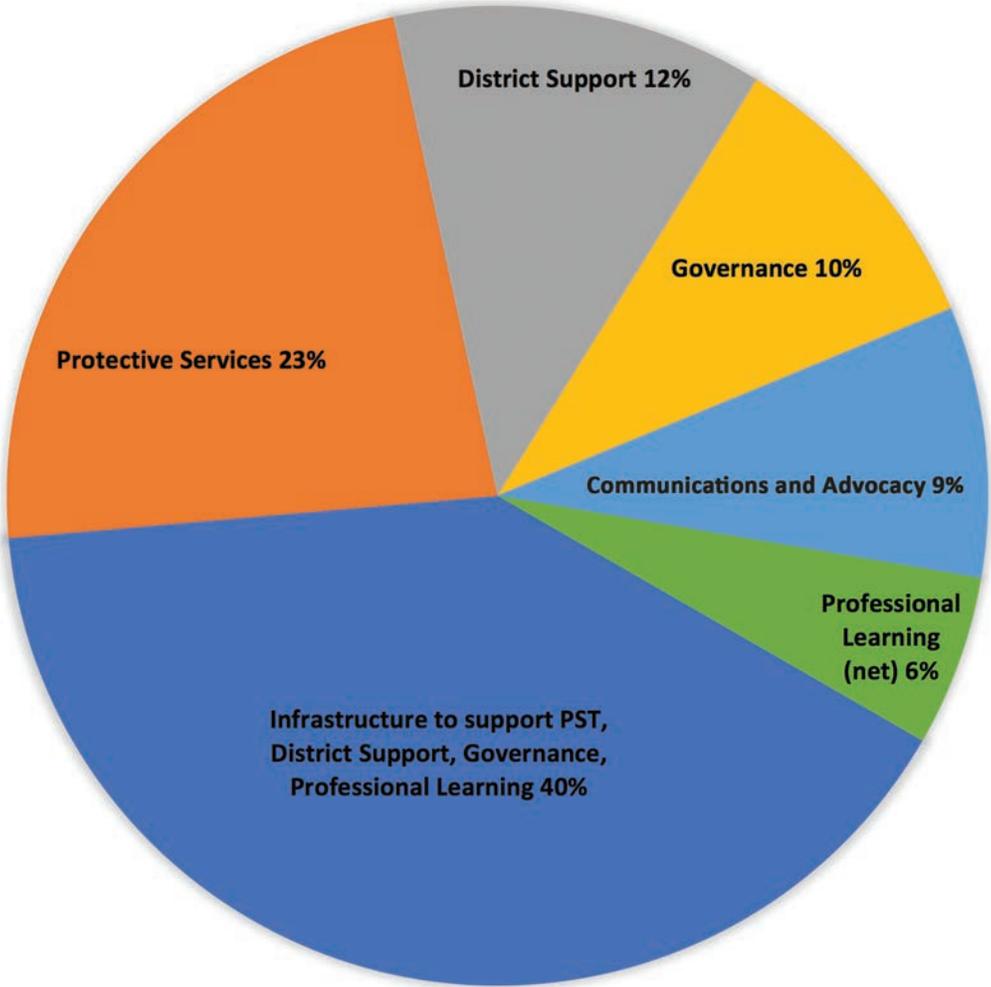
“ The interactive training pattern enabled us to communicate with our counterparts. The successful organization of the host guaranteed the effect of the learning and deeply impressed us. Thank you for all that you have done for the development of global education. ”

2017-18 Financial Report

Highlights

- We concluded our fiscal year 2017-18 (FY 2018) with total assets of \$8.3 million and net assets of \$3.9 million
- Total revenues in FY 2018 were \$17.6 million and expenses of \$17.1 million, resulting in \$506,000 surplus (addition to net assets)
- Compared to the previous year, revenue from membership and professional learning remained stable, while it was lower in PAP, Benefits Plan and ISL
- The drop in revenue was offset by a greater reduction in expenses as a result of cost management initiatives and staffing transitions
- Audited financials for fiscal year 2018 were submitted and approved by the Executive and Council.

Your Membership Fees at Work (\$6.3 Million)



The Ontario Principals' Council continues to promote the interests of principals and vice-principals throughout the province. The needs of Members are continually monitored and new services are being developed and refined. We are a world-class professional association in support of principals and vice-principals in Ontario for the benefit of our students.



Larry O'Malley
President



Allyson Otten
Executive Director

Celebrating 20 Years of Exemplary Leadership 1998 - 2018



First Meeting of the Ontario Principals' Council in 1997



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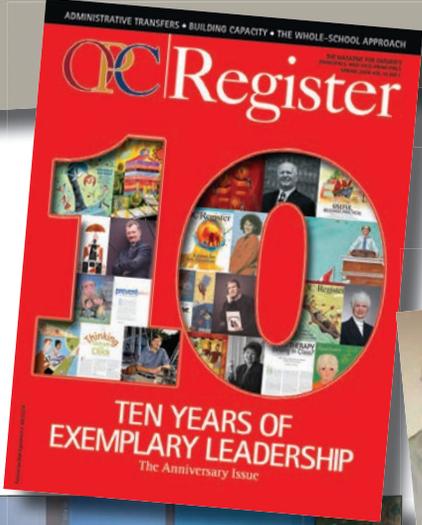
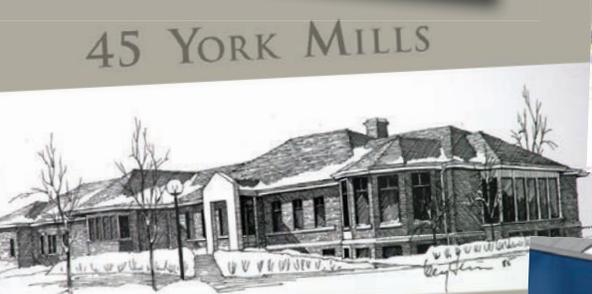
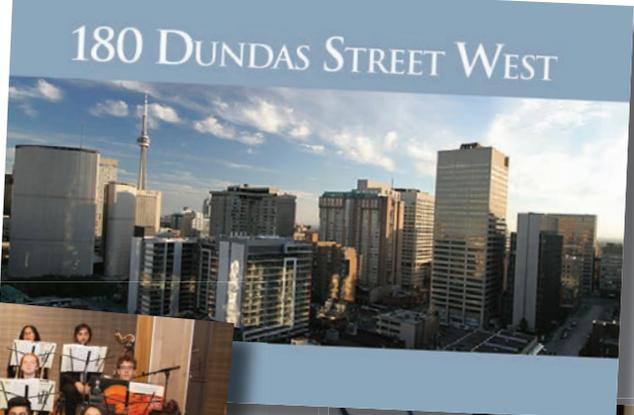
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