

2018–2019

ANNUAL REPORT



Table of Contents

Ontario Principals' Council	1
2018–19 in Review	2
Protective Services Team/Benefits	3
Communications and Advocacy	5
Professional Learning	6
Professional Learning Year in Review	7
Principal Association Projects	8
International School Leadership	9
2018–19 Fiscal Year Summary	10

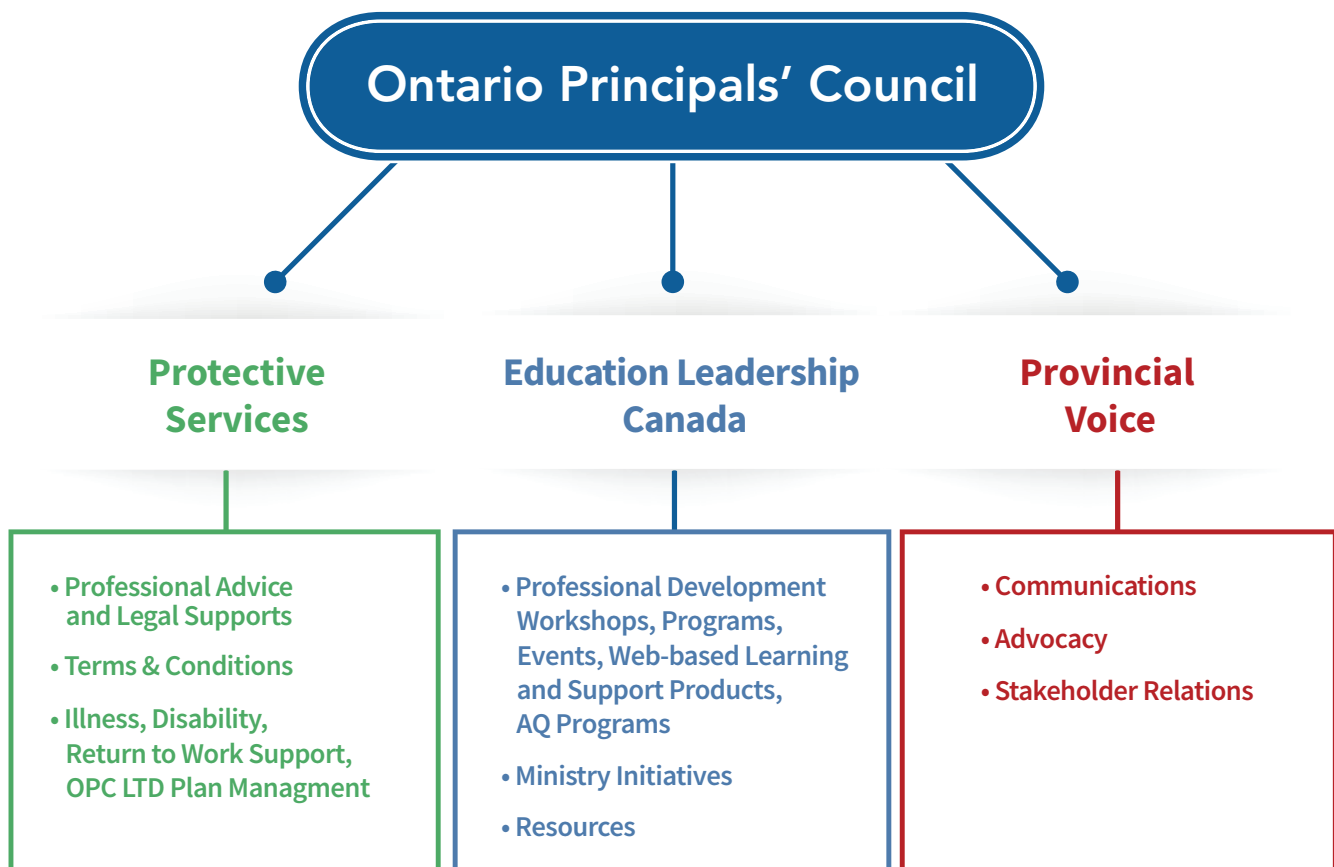
Ontario Principals' Council

Each year, the Ontario Principals' Council continues 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, 2019, we had 6,127 Members and Associates (5,307 Members, 742 Associates, 78 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.



2018–2019 in Review

Over the past year, we have



**Ontario
Human Rights Commission**
Commission ontarienne des
droits de la personne

Engaged in a mediation to resolve our **Ontario Human Rights Commission** application to address the gender wage discrimination case; pleadings are now closed and the matter is proceeding



Participated in the government's education consultation process by submitting papers on Regulation 274, class sizes, life skills, Parents' Bill of Rights, skilled trades, standardized testing, STEM and supervision

Developed and launched our **Strategic Plan** focusing on four priorities: Member Support, Advocacy, Professional Learning and Member Engagement



Launched our podcast **The Principal's Voice**

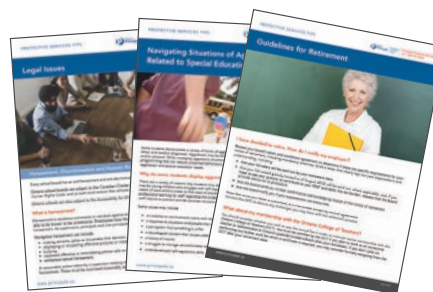


Won the bid to host the **International Confederation of Principals World Convention**, to be held in Toronto August 16–19, 2021

Participated in a working group with school boards to minimize the costs of long-term disability (LTD) insurance for Members



Transferred the **OPC Benefits plan** from Manulife to Great-West Life effective September 1, 2018 with guaranteed rates to August 2020



Updated and re-launched our website and added numerous **tip sheets** in support of Members

Provided input and recommendations to the government on Autism Spectrum Disorder and Violence in Schools

Began facilitated discussions among Members and senior board staff to prepare for **possible labour action in 2019**



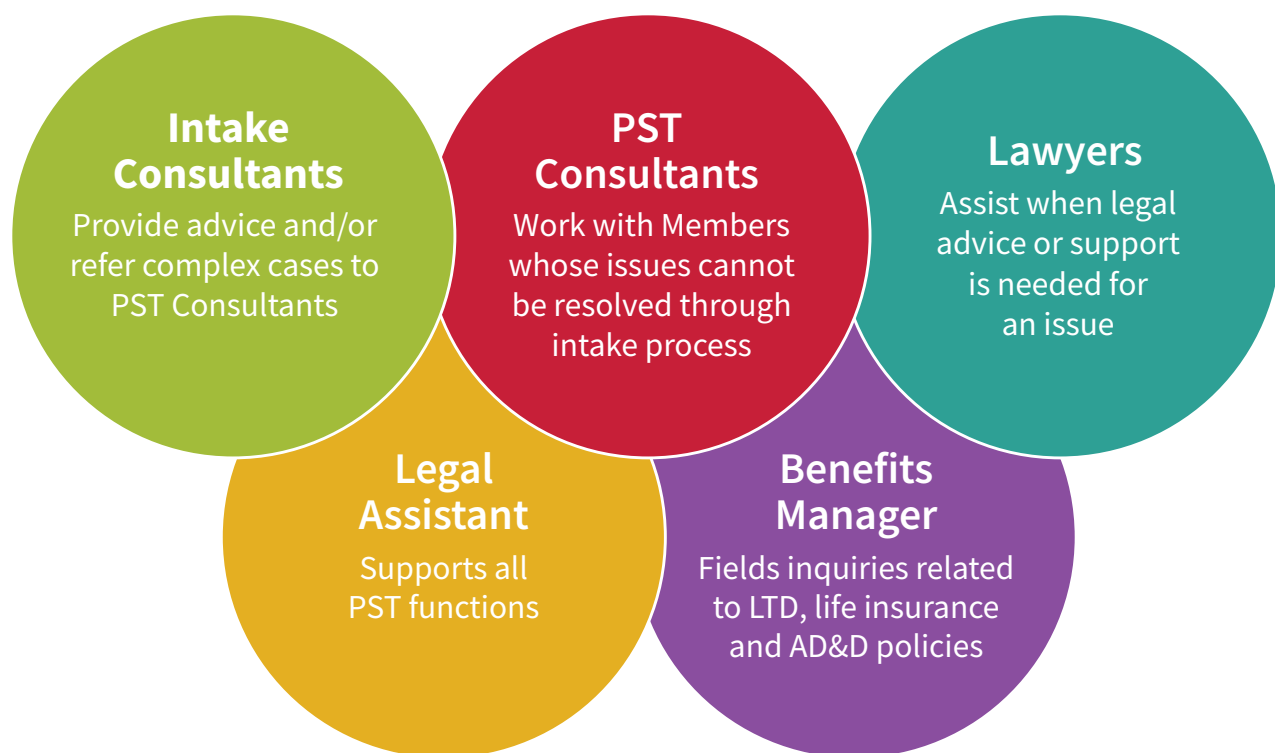
Partnered with **Starling Minds** to provide a mental health program to our Members and their families



Welcomed Members from Durham to our LTD plan

2018-2019 Protective Services Team/Benefits

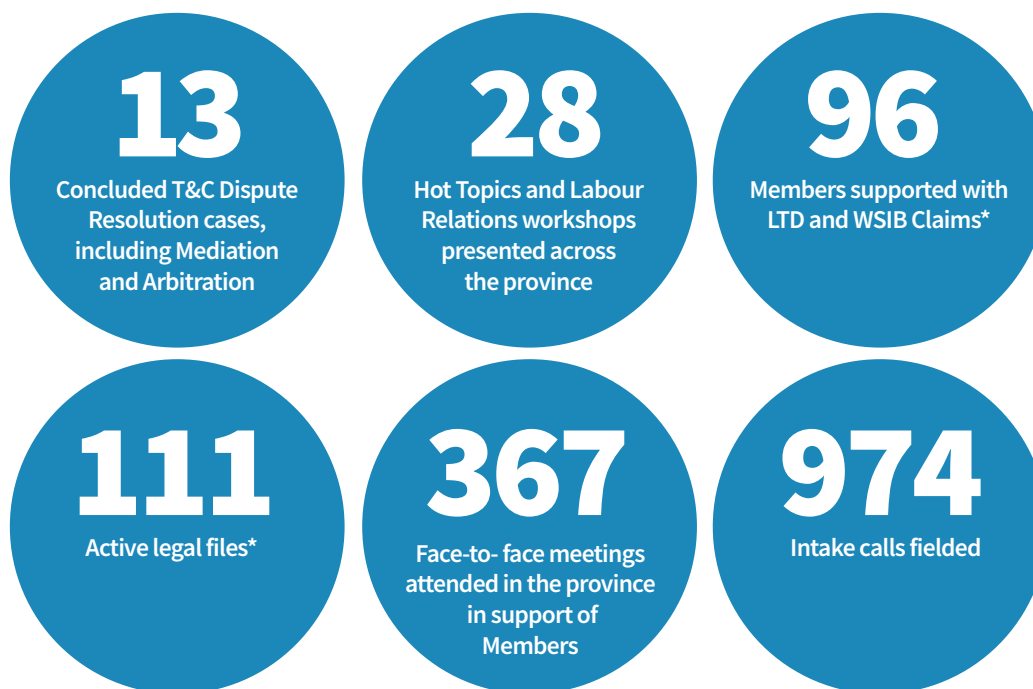
Our **Protective Services Team (PST)** is made up of Intake Consultants (experienced principals), Protective Services Consultants (experienced principals), lawyers (General Counsel and Legal Counsel) and a legal assistant.



Services Provided by the PST and Benefits

- Professional advice to Members
- Representation of and advocacy for Members in employment matters
- Advice and support related to illness, disability, WSIB, 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 **tip sheets and advisory 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 related to employment
- Negotiation and implementation of local terms and conditions of employment
- Negotiation of provincial terms and conditions of employment for principals and vice-principals

Key Statistics for 2018–2019



*some of these files were counted in both categories

The common issues for which Members seek support from the PST are ...



Communications and Advocacy

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

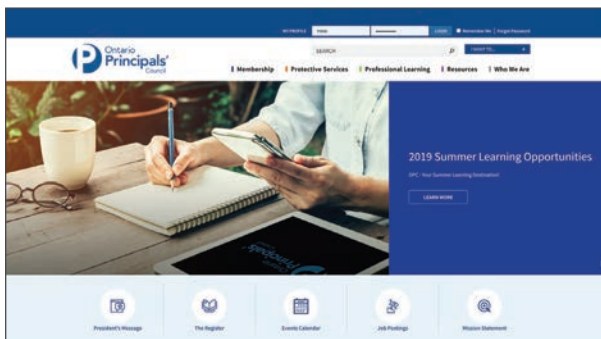
- Regular updates through weekly **President's Messages** and the **OPC website**
- **The Register**, our award-winning, in-house professional magazine focusing on issues relevant to the day-to-day role of principals and vice-principals, now available online
- Social media accounts including our **Facebook** page, **Twitter**, **Instagram**, **YouTube** and **LinkedIn** accounts
- **Lead Learners**, our blog for professional support
- **The Principal's Voice**, our OPC podcast
- 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



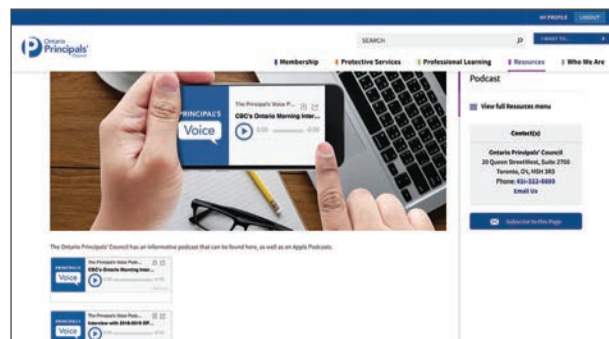
The OPC Blog



OPC Twitter (@OPCCouncil)



The Principal's Voice Podcast



Professional Learning



Education Leadership Canada® (ELC), our professional learning unit, identifies, designs, develops and delivers the learning to support the 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.

Learning Sessions and Participant Numbers



Additional Qualification Programs and Participant Numbers

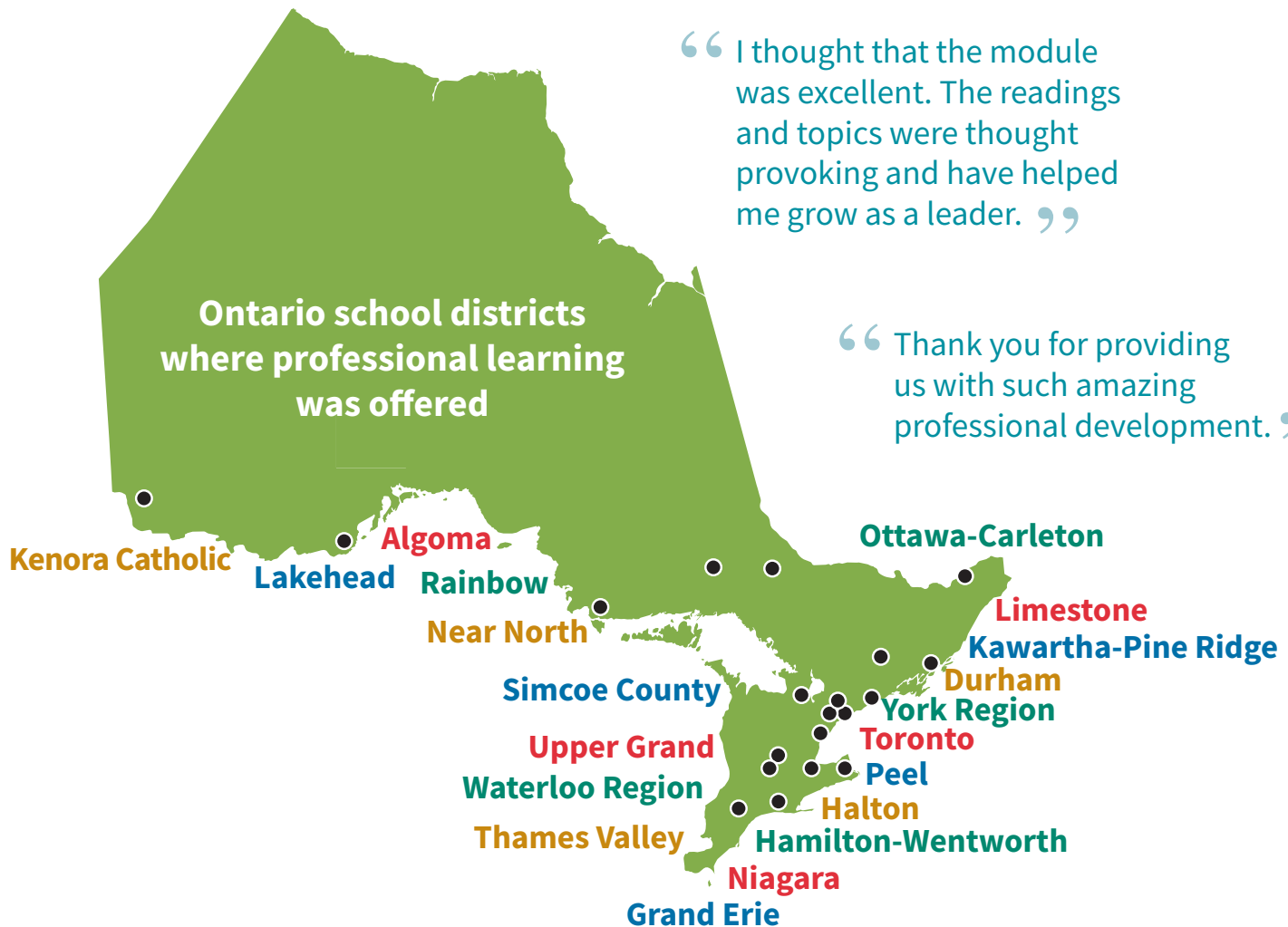


Professional Learning Year in Review

“ A sincere thank you for the amazing learning — what an incredible journey this had been for me personally & professionally. I must share, this has been the best PD of my career! ”

“ I thought that the module was excellent. The readings and topics were thought provoking and have helped me grow as a leader. ”

“ Thank you for providing us with such amazing professional development. ”



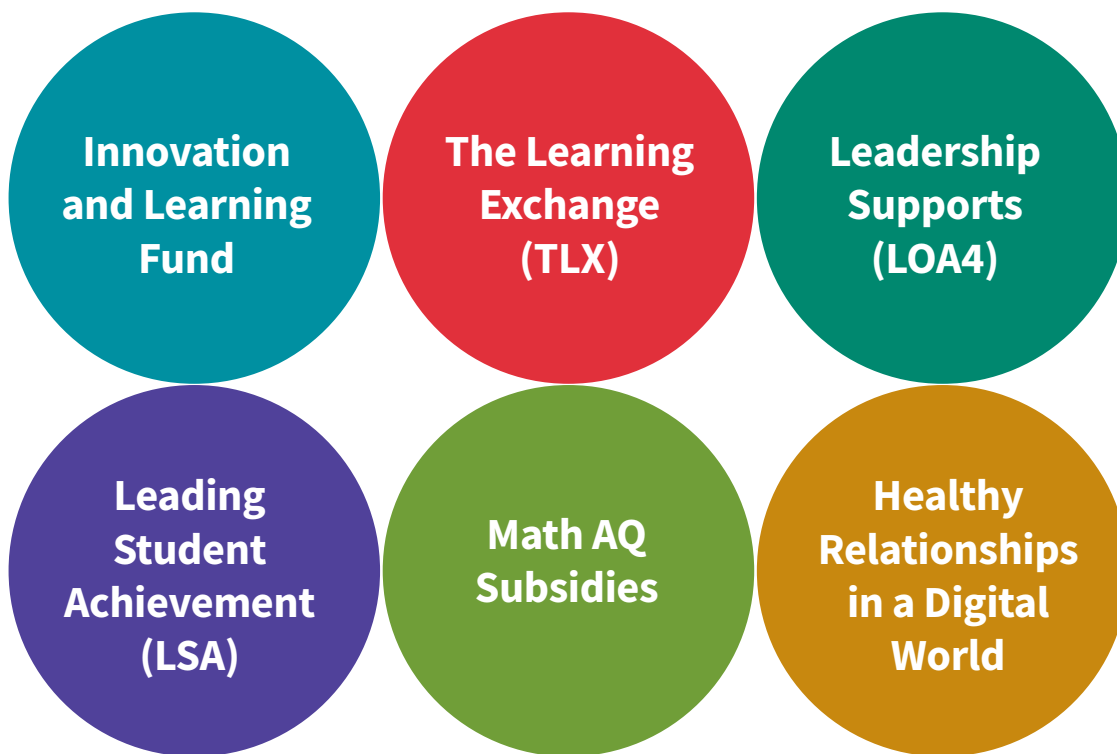
“ I greatly appreciate the work of the course facilitators to offer such an engaging and thought-provoking course! The course work was highly relevant to my work in a public elementary school and helped frame many of the key decisions I make as a principal. ”

“ Of all the online courses I have taken over the years, this has by far been the most engaging. I feel like I learned more in the past week than I do in some 4 month long courses. All the information presented was relevant for the topic. This was a great experience! ”

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 objective of the PAP is to develop and deliver professional learning offerings supported by the Government of Ontario to school leaders in Ontario.



“ This professional learning opportunity supports me in my role by providing me with new learning and new skills and practices that I can incorporate into my own practice as a facilitator. ”

“ The workshop provided more ideas to share with participants with strategies around problem solving and coaching/mentoring teachers. ”

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 professional learning to K-12 school and system leaders around the world.

International School Leadership Programs Delivered in



Projects and Services

- **International School Leadership Certificate Program**
- **International School System Leadership Certificate Program**
- **Education Study Tours**
- **University Partnerships**
- **Consulting Services**
 - Online Training Development Program (Mott MacDonald, Australia)
 - Professional Learning Needs and Impact Assessment Study (Municipality of Malmö, Sweden)
 - Professional Development and Career Pathways of Schools' Principals (UNESCO and Ministry of Ed. Peru)
 - Development of a Mentoring Program for Coordinators of Educational Networks (UNESCO and Ministry of Education Peru)

“ My focus will shift to what the students are learning and the impact the teacher have on the students. ”

“ Three wonderful, inspiring days of professional input, cooperation and reflection, fantastic! ”

“ After the knowledge and newly found direction obtained in the course, myself, together with my leadership team, will redirect focus of teaching to students' needs. Teachers and leadership should be aware of the needs of students within the classrooms and also the gaps that are present ... the effects of this topic was so great that I even day dream about it because of its impact on me this time around. ”

2018–19 Fiscal Year Summary

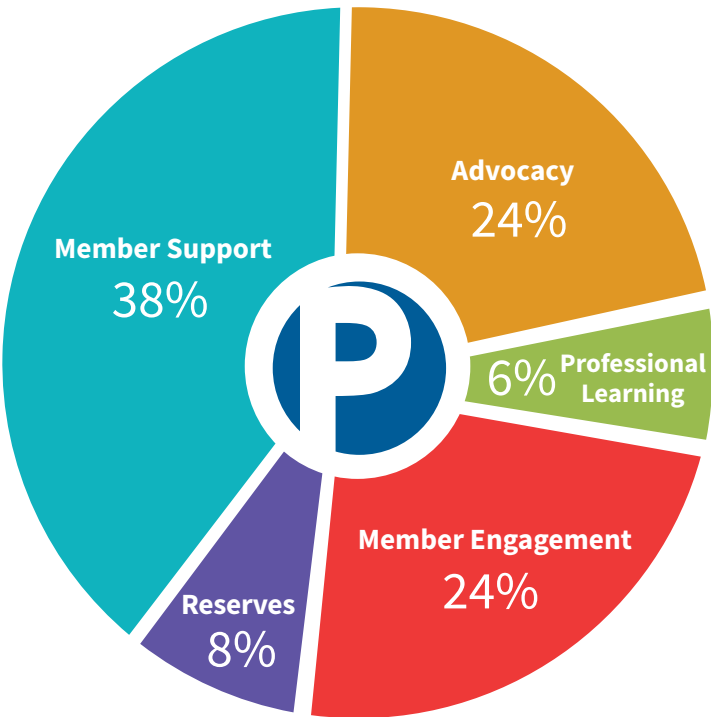
Highlights

The OPC concluded its fiscal year 2018–19 (FY 2019) with total assets of \$8.7M and net assets of \$5.6M. In FY 2019 revenues totalled \$17.2M and expenses were \$15.5M, resulting in a \$1.7M increase in net assets. Council has approved a Resources Policy, setting goals for reserves for general operating purposes, reserves for fundamental changes in association operations and reserves for specific strategic opportunities. A total reserve range of \$5M – \$7M has been established. To date the OPC has accumulated \$4.6M.

Your Membership Fees at Work (\$6.3 Million)

Membership fees (\$6.3M) were used as follows based on our 3-year Strategic Plan:

- **\$2.4M Member Support**
(PST, Membership)
- **\$1.5M Advocacy**
(Executive, Council, Executive Office)
- **\$0.4M Professional Learning**
(\$2.2M in costs offset by \$1.8M recouped from fees charged for the offered programs)
- **\$1.5M Member Engagement**
(Communications, Register, External Liaison, Rebates, Scholarships)
- **\$0.5M added to OPC reserves**
- **Infrastructure and Support expenses of \$1.3M**
(Rent, IT Systems, Accounting, Insurance, Amortization) were allocated to each Strategic Plan priority in equal portion



The financial statements for 2019, which were audited by RSM Canada LLP, are available to Members in the **Finances** section of our website.

The OPC 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.

Nancy Brady
President

Allyson Otten
Executive Director



Culturally Responsive Leadership

Supporting diversity, equity and inclusion

► RESPECTING BOUNDARIES ► SQUARE PEGS, ROUND HOLES ► LANGUAGE MATTERS





Ontario Principals' Council

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