

Report on the 2009 Annual General Meeting

By **Nelly Kelders**, Member Services Director

The Catholic Principals' Council of Ontario held its annual general meeting on May 2, 2009 at the DoubleTree hotel in Toronto. The executive council and 70 delegates representing local principals and vice-principals from across the province met to receive reports, vote on the annual budget and resolutions, as

well as to elect the executive council for 2009-10. Delegates and members had an opportunity to review all reports and supporting documents, which were made available on the CPCO website two weeks prior to the AGM.



2009-10 CPCO Executive Council

Back row left to right:

Dan Tighe, interim executive director, CPCO staff; Joe Czackowski, president-elect (elementary), Thunder Bay CDSB; David Giroux, elementary councillor, Renfrew CDSB; Jim Minello, vice-president (secondary), Windsor Essex CDSB; Bill Beaucage, elementary councillor, Superior North CDSB; John Ulicny, secondary councillor, Windsor Essex CDSB; Glenn Miller, secondary councillor, Bruce-Grey CDSB

Front row left to right:

Joan Duckitt, past-president, London DCSB; Paul Lacalamita, president, Waterloo CDSB; Clara Pitoscia, deputy-director, CPCO staff; Carole Allen, treasurer, Simcoe Muskoka CDSB

Highlights from the President's Report

President Joan Duckitt began her remarks by congratulating the Dufferin-Peel principals and vice-principals on hosting a successful conference on April 30 and May 1, 2009. She noted that her report would be a record of the great work that has been accomplished by CPCO and its members this year.

- CPCO values input at the grassroots level. Consultation 2008 and the two council of district representative meetings allowed authentic discussion to take place on issues impacting local associations as well as those of provincial importance.
- Members continue to value: CPCO legal services; professional learning; employment services seminars; communications through the website, magazine, e-zine and surveys; the CPCO Long Term Disability (LTD) Plan;

CDR meetings; the president's visit; and the individual and personal support received from CPCO.

- Member concerns included increased workload due to ministry initiatives, job protection for school administrators and clearly articulated funding for principals and vice-principals.
- CPCO has applied to the Ontario Teachers' Pension Plan for de-designation status as an employer.
- CPCO has been very active in providing input and feedback to the Ministry on the *Ontario Leadership Strategy*, *Principal Performance Appraisal*, terms and conditions of employment, job security and conditions for return to teaching. These have been priorities.
- Submissions to the Ministry included declining enrolment, education funding, school board governance and safe schools legislation.

Highlights from the Interim Executive Director's Report

Interim Executive Director Dan Tighe opened his remarks with comments regarding the succession process following the retirement of Lou Rocha as executive director in October 2008. The succession has been relatively seamless thanks to the work of the professional and support staff in the provincial office. The August 2009 meeting of the executive council will be devoted to succession planning. Clara Pitoscia has been appointed as the deputy director and the member services director's contract has been extended to provide for a smooth transition.

- The progress of action items in the five-year Strategic Plan was updated. Many of the action items have been achieved.
- Advocacy continues to be an important part of the work CPCO does. Friends and Advocates of Catholic Education (FACE) project leader, Lou Rocha has addressed the executive council on several occasions to help define CPCO's role leading into the next election.
- The ministry's Good Faith Bargaining memo was welcomed by CPCO but it still falls short of what members need.
- A member support team for non-legal issues has been created. Nine councillors will be available to mentor members on issues they face in their communities. A Legal Benefits Review Committee has also been established to oversee the legal services provided to members.
- The accounting and reporting practices of the association have been reviewed with changes being made in the reporting categories and the elimination of negative expenditures.

Highlights from the Member Services Director's Report

Member Services Director Nelly Kelders reviewed the progress of services provided to members through communications and group benefits. Many of the goals for the year were directly linked to the action items in the Strategic Plan.

- A member handbook was created and mailed out to members in March 2009. It is also available on the CPCO website.
- More than 1,500 members responded to a census survey sent out in January. The data has been compiled into a report, which is available on the CPCO website.
- CPCO is in the process of re-developing its website. It will be launched in June. Members will be able to create a personal web page that highlights their favourite links. E-commerce will be upgraded and social networking tools added in the fall 2009.
- CPCO's Benefits Plan was reviewed. There will be no increase in fees for 2009-10.

Highlights from the Professional Learning Staff's Report

Professional Learning Director Barbara McMorro and Program Director Patty Orecchio highlighted some of the activities in their department. They noted that there is a growing interest in the professional learning offered by CPCO. All professional learning is rooted in research, scholarship, gospel values and is job-embedded.

- The summer institute 2008 and winter institute 2009 were very successful. The 2009 summer institute is sold-out.
- Professional learning staff influence provincial initiatives and policies through their participation on multiple provincial committees.
- The *Catholic Leadership Framework* that was presented in 28 boards this year will continue to evolve.
- The Principal's Qualification Program was revised to reflect the Framework. Some universities are willing to give credit for PQP courses in their master's programs. CPCO continues to explore these possibilities.

Highlights from the Treasurer's Report

Carole Allen presented the auditor's report and the draft budget for 2009-10. The finance committee provided the executive council with their recommendations on how to balance the annual budget. The council of district representatives was also consulted on a number of changes to the budget.

- The auditor's report and financial statements indicate that CPCO meets the generally accepted accounting principles standard for financial practices.
- The draft budget reflects the financial priorities of the association.
- Revenues and expenditures are based on the actual number of members in CPCO.
- Professional learning revenue was previously reported as a negative line. This has been revised for greater clarity.
- Membership in the Canadian Association of Principals (CAP) has been terminated.
- Association fees to the Institute for Catholic Education (ICE) and the Catholic Curriculum Corporation have been reduced.
- The Employment Services Seminar for 2009-10 has been suspended, as most association contracts will be settled for a 4-year period in 2008-09.
- Principal/vice-principal association rebates have been eliminated.
- CPCO will be able to meet its obligations as outlined in the budget without increasing fees to members in 2009-10.

Amendments to the Constitution

- Delegates ratified 12 amendments to the constitution.
- Most of the amendments allowed for more consistency and clarity in language in the constitution.
- A resolution to direct the executive council to implement a plan to provide a voice and a role for retired associate members in CPCO to participate in the affairs of the association was defeated. A subsequent motion was ruled out-of-order.

Standing Committee Reports

- The standing committees provide the executive council with grassroots input on matters of importance to members.
- The chairs of the five standing committees delivered their annual reports to the delegates: Paul Clinton (constitution), Gretchen Schuler (finance), Glenn Miller (member security), Terry Slack (political action) and Mike Bethune (professional services).