



Back row L to R: Dr. Brian O'Sullivan - Secondary Councillor, York CDSB; Paul Lacalamita - President-elect, Waterloo CDSB; Jim Minello - Secondary Councillor, Windsor-Essex CDSB; Bill Beaucage - Elementary Councillor, Superior North CDSB; David Giroux - Elementary Councillor, Renfrew CDSB; Lou Rocha - Executive Director
Front row L to R: Joe Czaczkowski - Vice-president, Thunder Bay CDSB; Carole Allen - Treasurer, Simcoe Muskoka CDSB; Joan Duckitt - President, London DCSB; Dan Tighe - Past-president, St. Clair CDSB

2008

Annual General Meeting

The CPCO 10th Annual General Meeting took place on April 19, 2008 at the London Convention Centre. The Executive Council joined 70 delegates from across the province. All reports and documents pertaining to the meeting were made available to delegates and the general membership two weeks prior to the AGM on the CPCO website at <http://www.cpco.on.ca/AGM/Annualgeneralmeeting/Documents.aspx>. Following are some highlights from the reports of the president, executive director and treasurer.

Highlights from the President's Report

President Dan Tighe began his report by thanking members for their hospitality, support and shared vision. He went on to say, "Together we have made a difference. While the names and faces of individual principals and presidents fade over time, the recognition and respect that CPCO as an organization has garnered will live on."

- Members value CPCO legal services, communications, surveys, professional development opportunities, the CPCO LTD program, employment services and the personal availability of the president and professional staff.
- A succession plan for professional staff positions has been included in the CPCO five-year strategic plan initiative. A five-year staffing model based on secondments has been adopted.
- Principal/vice-principal succession and sustainability is of concern and it will be incumbent upon CPCO and its Catholic partners to address this looming crisis.
- Workload was identified by members as their number one item of concern. CPCO's strategy was to educate, advocate and offer concrete alternatives to the status quo. Other

issues such as Bill 212, vice-principal allocation, the School Effectiveness Framework and principal performance appraisal have also warranted advocacy efforts on behalf of the membership.

- CPCO continues in its efforts to protect the employment of its members as a result of the Charney arbitration decision, ensuring that the Legal Protection Plan is serving the needs of our members and following up with the Ontario College of Teachers regarding complaints against principals and vice-principals.
- The importance of building relationships with our partners in Catholic education, government and other principal associations was highlighted.

Highlights from the Executive Director's Report

Lou Rocha dedicated his annual report to those people who played an important role in the formation of the Catholic Principals' Council of Ontario. He noted that almost one thousand people have engaged in this association in a wide variety of capacities. The staff and Executive Council were given special distinction for their services to the membership.

- The Executive Council approved a new five-year strategic plan for 2007-12, covering eight categories with 30 goals and 80 action items.
- The Legal Protection Services annual update provided by STERLON Underwriting Managers was reviewed. It was noted that there has been an increase in the severity of the claims. Files relate to Human Rights, Ontario College of Teachers complaints and employment issues including union grievances, decisions made under duress and interpretation of terms and conditions.
- The Professional Learning report highlighted the many services and resources available to members through projects with the Ministry and other partner groups.
- CPCO has started the process of reviewing the various types of communications it produces. Strengthening CPCO's branding, regular research and communication as a strategic approach have been recommended.
- Employment Services are delivered in a number of key areas: annual Employment Services Seminar, legal analyses, Contract Manager Web Information Service, support for local associations and support for individual members.
- The CPCO Group Benefits Plan is monitored by a Benefits Advisory Committee including staff and members of CPCO. The committee works with Johnson Inc. to review LTD claims, discuss plan design and cost, and to plan refresher and recruitment presentations.
- Staffing and innovations in the area of Information Technology were highlighted for the delegates including a number of significant initiatives within CPCO and with partner groups.

Highlights from the Treasurer's Report

- Carole Allen presented the auditor's report and the draft budget for 2008-09.
- The auditor's report and financial statements indicate that CPCO meets the generally accepted accounting principles (GAAP) standard for financial practices.
- The draft budget for 2008-09 is directly aligned with the new five-year strategic plan.
- The draft budget includes additional revenues and additional services.
- The Executive Council and the Finance Committee have reduced or re-allocated funds in a number of budget lines.
- Increases in member services include the legal expense insurance plan, legal plan for civil matters, legal opinions, contract services and IT services.
- After much discussion the delegates voted to continue membership in the Canadian Association of Principals by reinstating \$29,000 in the budget.
- The seven standing committees will be consolidated into five committees and the Executive Council will reduce its schedule by two meetings.
- To meet the obligations outlined in the budget the membership fees to CPCO will increase to \$1185 in 2008-09.

Amendments to the Constitution

- The delegates ratified 36 amendments to the constitution. An updated copy is now available on the CPCO website.
- The amendments covered a number of categories including the addition of the deputy director position to the Executive Council, definitions for directors and officers, the role of the AGM steering committee and dealing with vacancies on the Executive Council.
- There were some changes and additions to the standard procedures for the Annual General Meeting including new protocols for the AGM.

Standing Committee Reports

- The chairs of the seven standing committees delivered their annual reports: Mike Bethune (Communications), Bill Beaucage (Constitution), Gretchen Schuler (Finance), Jim Martin (Issues in Catholic Education), Glenn Miller (Member Security), Theresa Slack (Policy Research) and Pat Mulvihill (Professional Learning).
- The seven committees will be consolidated into five committees beginning next year: Constitution, Finance, Member Security, Political Action (formerly Issues in Catholic Education and Policy Research) and Professional Services (formerly Communications and Professional Learning).