

Patricia Manson



## Challenging Times Ahead

The next few years will be an interesting time for Catholic education. The election in the fall, the changing economy and demographics will prove challenging. Future principals and vice-principals will require 21<sup>st</sup> century skills to deal with these changes. We must begin to prepare now! Catholic leadership is about to enter a period of intense change. Results from the 2011 member survey indicate that 25 per cent of our members will be eligible to retire by the end of 2012. By 2017 another 25 per cent of our members will have retired. CPCO will lead the way in this transition process.

One of the ways that CPCO will help to prepare new administrators to take on new and various leadership challenges is through the Catholic Principal's Qualification Program (PQP). The Catholic PQP is not just an additional qualification, but plays an integral role in the development of aspiring Catholic leaders. Every Catholic teacher interested in leadership should have access to the Catholic PQP. CPCO is working in partnership with Catholic school boards across Ontario to offer the Catholic PQP course at a time and location preferable to Catholic teachers in their local area. We are confident that these partnerships will prepare teachers for the challenges associated with Catholic leadership. Providing a Catholic PQP must be a priority for the Catholic community.

Another way in which we are supporting leadership development is through our new Education Leadership Coaching program (ELC). Building on the success of the mentoring workshop offered for the past two summers, CPCO has launched the ELC. The theoretically based ELC provides strategies for expert coaching. Led by internationally trained coaches, participants will improve their coaching skills to better serve the newly appointed administrators they are mentoring in their boards. The course involves a two-day session in the fall and monthly teleconference training sessions throughout the year. At the completion of the program, participants will receive credit towards their certification as a coach. Ask your board about participation in the ELC.

CPCO is also responding to the suggestions made by our members in the recent member services survey. CPCO is developing webinars and just-in-time professional learning sessions to better meet the needs of our members. Look for these webinars and just-in-time learning opportunities on our website in 2011-12.

As well, the 2012 CPCO conference will reflect member feedback on the type of learning opportunities that will enhance their 21<sup>st</sup> century skills. Mark your calendar and join us from April 26-28, 2012 in Toronto.

In addition, our website includes both public and private member sections packed with information. Member services, protective services, professional learning, law and resource libraries, links to school boards and other partners, and career opportunities can be found in the public site. In the Members' Private site a description of the legal benefits program, Contract Manager, executive council minutes, the CPCO constitution and policies can be found. I would encourage you to take the time to become familiar with the content available in this resource. I would also encourage you to read the electronic magazine, *Catholic Principals' Connection*, which is delivered to your email every Wednesday afternoon. The ezine is designed to inform you about the business of CPCO; issues in education; and resources to assist you in your daily work.

CPCO has been working hard this year to support negotiations required under PPM 152. At the time of this publication, only two associations remain without an agreement. The implementation of PPM 152 was a success! The next round of negotiations will be concerned with salary and working conditions. In preparation, local associations should have frank discussions with senior management about the role of school leadership. As these discussions are occurring between your association and your board, your provincial executive will continue to dialogue with all provincial parties about principal leadership during the upcoming election.

CPCO has also made some changes to our legal services of which you should be aware. On June 1, 2011, CPCO moved from an insurance-based legal service to an in-house model. Through the management of our protective legal services, CPCO will provide a variety of services from counselling to legal support. We recognize that there is a range of legal support required to assist principals and vice-principals, and our new in-house model will allow us to better serve your needs.

I hope to see many of you at the International Confederation of Principals Convention being held in Toronto at the Metro Toronto Convention Centre, August 15-19, 2011. It will be a wonderful opportunity for us to meet our colleagues from other Catholic and public education communities in our international network as well as to re-connect with friends from across our province of Ontario.

As I review this edition of *Principal Connections*, one thing stands out. CPCO is an organization that has come of age at a time when support will be a priority for new members. As we move into the future, CPCO will continue to respond to the needs of our members. I wish all CPCO members a restful and relaxing summer to restore your energy and your soul!