

Learning Opportunities for Catholic School Leaders

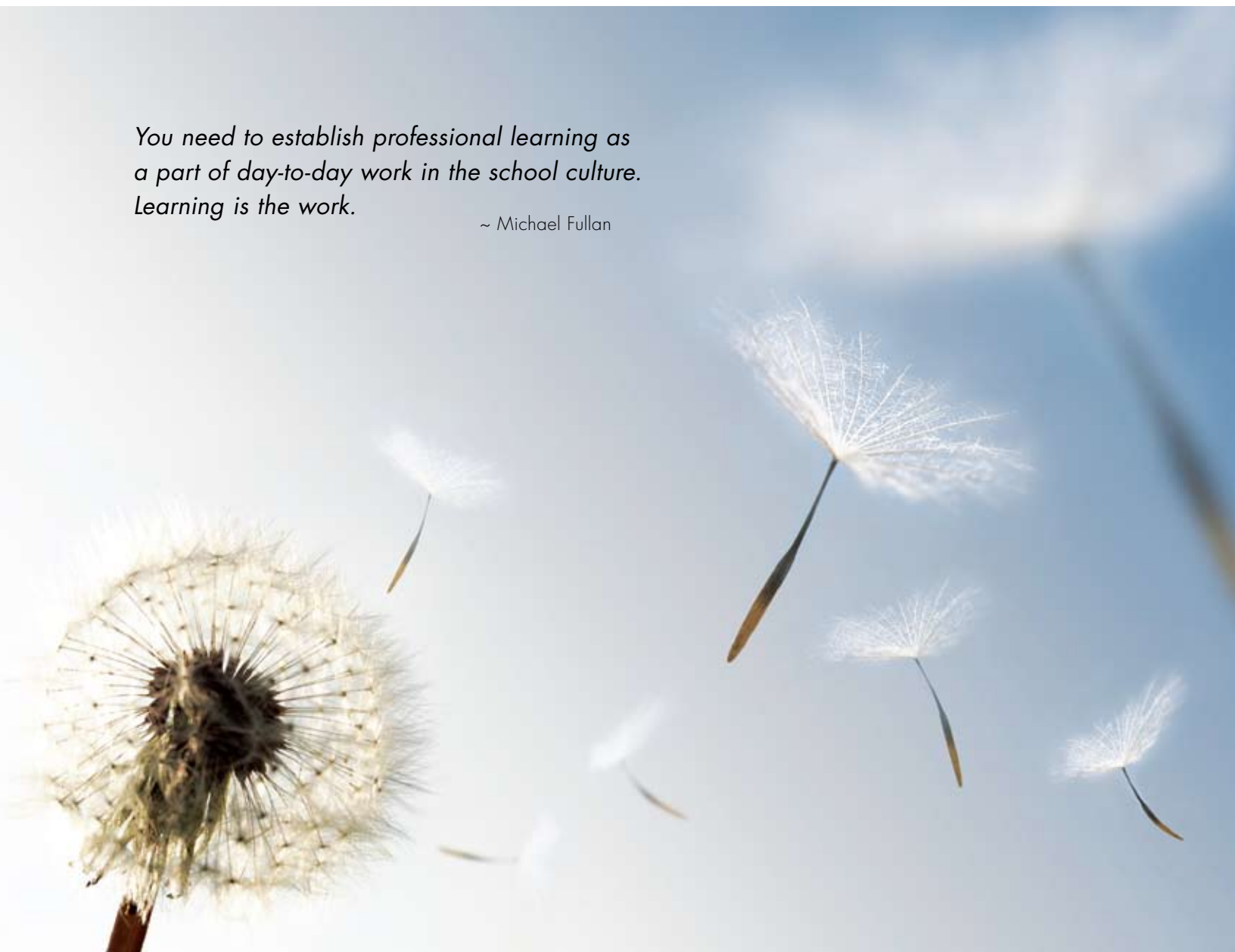
2009-10



THE CATHOLIC
PRINCIPALS' COUNCIL
OF ONTARIO

*You need to establish professional learning as
a part of day-to-day work in the school culture.
Learning is the work.*

~ Michael Fullan



CPCO Mission Statement

The Catholic Principals' Council of Ontario is called to leadership in Catholic education through service and advocacy with a commitment to gospel values.

CPCO Professional Learning is:

- Rooted in our Gospel values
- Reflective of the Catholic Leadership Framework and the Ontario Catholic School Graduate Expectations
- Grounded in evidence-based research and scholarship
- Focused on proven job-embedded strategies to develop leadership
- Skilled in using technology to support dialogue and learning networks
- Dedicated to excellence in Catholic education through the continuous improvement of teaching and learning

Partners

CPCO collaborates with a variety of partners to foster educational leadership development. Partners in the research, development and the delivery of learning opportunities for Catholic school leaders include local principal and vice-principal associations, Catholic district school boards, the Ministry of Education, Catholic and public school partners, universities, community and corporate organizations.

Development and Delivery

CPCO is a non-profit organization. Many of the learning opportunities can be funded through ministry initiatives.

Programs are:

- Developed and delivered by practicing principals, vice-principals, scholars and experts.
- Customized to meet the job-embedded needs of school and system leaders.

Program delivery includes:

- Practicing principal/visiting expert
- Speaker series
- Summer and Winter institutes
- Annual CPCO Conference
- Project specific symposia
- Small group consultation
- Workshop facilitation
- Web conferences and e-learning

Contact Information

For information on CPCO learning opportunities and services contact:

Barbara McMorrow

Professional Learning Director

Phone: 416 483 1556

Toll Free: 1 888 621 9190 x 37

E-mail: bmcmorrow@cpco.on.ca

For information on the development of programs contact:

Patty Orecchio

Program Director

Phone: 416 483 1556

Toll Free: 1 888 621 9190 x 29

E-mail: porecchio@cpco.on.ca

To order products contact:

Vanessa Kellow

Professional Learning Assistant

Phone: 416 483 1556

Toll Free: 1 888 621 9190 x 31

E-mail: vkellow@cpco.on.ca

Visit the CPCO website for updates and news:

www.cpco.on.ca/professionaldevelopment

The Catholic Principals' Council of Ontario
400 - 161 Eglinton Ave. East
Toronto, ON M4P 1J5

Phone: 416 483 1556

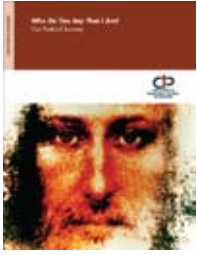
Toll Free: 1 888 621 9190

Fax: 416 483 2554

E-mail: admin@cpco.on.ca

www.cpco.on.ca

Catholic Faith, Community and Culture



“Who Do You Say That I Am?”

- A spiritual retreat to support the pastoral role of school leaders within the Catholic Community, Faith and Culture Domain
- Self-reflection is used as a tool for deepening our understanding of self and other
- Building relationships and developing people within our Catholic schools



Living Parables: Sowing Seeds



- Jesus as Master Teacher uses the parables to teach and lead
- Explore the principal’s vital role as pastoral leader
- Reflect on the meaningful connection between leadership style and nurturing school communities to live the Gospel values
- Adaptable for meaningful faith formation celebrations for school staffs

Leading the Instructional Program



Catholic Professional Learning Communities: Deepening Our Understanding



- A collaborative, collegial, caring learning community is essential to improving student achievement
- Exploring strategies for implementing effective learning teams and ensuring a common vision rooted in our moral purpose
- Building the capacity of a Catholic Professional Learning Community with the support of the School Effectiveness Framework



Differentiated Instruction



- Defining and recognizing differentiated instruction and its positive impact on student achievement
- Understanding relevant and high yield strategies for engaging students at all levels and abilities
- Developing a school culture that is personalized and responsive to individual student needs



Supporting Mathematics Education: The Principal’s Role



- Develop a sound understanding of the most effective, research based strategies for student success
- Enhance instructional knowledge to assist teachers in developing excellence in numeracy instruction
- Customized to meet the needs of both elementary and secondary school principals

Building Relationships & Developing People



Mentoring and Coaching for Catholic School and System Leaders

- A comprehensive approach to formal mentoring and coaching
- Explores a variety of structures from one-on-one to team mentoring
- Develops awareness of the foundational skills of coaching for school and system leaders



Emotional Intelligence and Catholic School Leaders

- Explore the vital role emotional intelligence plays in the development of interpersonal and interpersonal skills
- Confidential Emotional Intelligence Inventory
- Strategies to guide principals in their own personal growth and development



NEW

The Ontario Catholic School Leadership Framework

As an active member of the Institute for Education Leadership, CPCO offers a workshop on the Leadership Framework and Leadership Strategy. This highly interactive learning opportunity will highlight the domains of leadership for Catholic school leaders and familiarize participants with the role of the Institute for Education Leadership. It gives participants an opportunity to reflect on the capacity within themselves, their school and district.

- Catholic Faith Community and Culture
- Setting Direction
- Building Relationships and Developing People
- Developing the Organization, and
- Leading the Instructional Program



REVISED

Engaging Parents: Improving Student Achievement

- Developed collaboratively by the partners in Catholic education
- Strategies for enhancing all types of parental involvement that benefit student achievement
- Tools for developing more fully the role of an active, inclusive Catholic school council
- Articulate the distinctiveness of Catholic education
- Facilitated by triad team of parent, teacher, principal



REVISED

Conflict Partnering

- A new approach to conflict resolution based on the work of Mark Gerzon and Sister Donna Markham
- Understanding the role of mediation in leadership
- Practical tools and strategies for managing conflict effectively

Leading the Instructional Program



Using Data for School Improvement



- A highly interactive workshop rooted in assessment literacy practice customized to utilize local school and board data
- A process for collaborative assessment of student work
- Strategies to manage qualitative and quantitative data



Current and Emerging Issues in Educational Law

- Understanding the role of the principal in a legal context
- Exploring Acts and Regulations and court decisions that impact on principal responsibilities
- Interacting with legal experts to identify strategies to address legal issues



NEW

Principal Performance Appraisal



- Familiarize participants with the Ministry's guideline for Principal/Vice-principal Appraisal
- Explore concepts of coaching for supervision and growth focused conversations
- Deepen understanding of SMART goals

Setting Direction



NEW

School Effectiveness Framework K – 12



- Familiarize participants with the elements of the Ministry's new School Effectiveness Framework K to 12
- Explore components of an effective school improvement plan and its interconnectedness with the K to 12 School Effectiveness Framework and Board Improvement Plan
- Engage participants in cross-panel dialogue and sharing of promising practices



NEW

Moving Vision to Practice through Effective Communication



- Examine strategies to communicate a vision of Catholic Education to the school and larger community
- Explore a variety of effective communication techniques
- Understand the elements of authentic conversations and develop skills to respond effectively when crisis or conflict erupts

Developing the Organization



Sustaining a Safe, Compassionate and Healthy School Environment



- Updates administrators on changes to safe school legislation
- Provides strategies to implement progressive discipline
- Identifies strategies to prevent bullying and develop healthy relationships
- Deepens the understanding of the importance of cultural competency in issues of diversity



NEW

Restorative Practices



- Develops understanding of restorative practices and ways of changing school culture
- Interact with other participants to discuss unique ways to engage and connect with students
- Establish a plan to engage an entire school community in restorative practices



NEW

Teacher Performance Appraisal: Powerful Partnerships



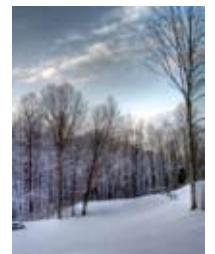
- Aligning Teacher Performance Appraisal with School Improvement Planning and School Effectiveness Framework
- Explore concepts of coaching for supervision and growth focused conversations
- Deepen Understanding of SMART goals

Summer and Winter Institutes



CPCO has facilitated successful summer and winter institutes for school and system leaders that focused on Blended Coaching techniques and strategies to move schools forward in maximizing the achievement of all students. Featured instructors have included Gary Bloom renowned author, scholar and practitioner.

Please check the CPCO website at www.cpco.on.ca for dates and topics of future institutes.



CPCO in partnership with OCSOA hosts one-day workshops with internationally renowned speakers. The purpose of these sessions is to provide educational leaders with current research and information from qualified speakers who are recognized for their work in the field. These shared learning opportunities support Mentoring relationships, collaborative learning for school board teams and strengthen networking of Catholic school and system leaders.

Adaptive Leadership



Marty Linsky - Monday, November 9, 2009

Marty Linsky is a full time faculty member at the John F. Kennedy School of Government at Harvard where he teaches about leadership, press, politics, legislatures, and public management. He has had extensive experience as a consultant, facilitator, teacher and trainer in leadership with a wide range of public and private sector clients in the US and abroad. He is a prolific author and co-wrote *Adaptive Leadership* and *Leadership on the Line* with Ron Heifetz.

Culturally Proficient Leadership



Randall B. Lindsey - Friday, January 22, 2010

Randall B. Lindsey is professor emeritus at California State University, Los Angeles, where he served as chair of the Division of Administration and Counseling in the School of Education. He has served as a junior and senior high school teacher of history and as an administrator of school desegregation and staff development programs. He has worked extensively with school districts across the United States and Ontario as they plan for and experience changing populations. Lindsey is the co-author of *Cultural Proficiency: A Manual for School Leaders*.

Leading Change



Robert Kegan - Friday, April 9, 2010

Robert Kegan is a psychologist who teaches, researches, writes, and consults about adult development, adult learning, and professional development. He is the co-director of the Change Leadership Group, is the Meehan Professor of Adult Learning and Professional Development at the Harvard Graduate School of Education. Kegan is the co-author of *How the Way We Talk Can Change the Way We Work* (2001), and *Change Leadership: A Practical Guide to Transforming Our Schools* (2006), and *Immunity to Change: How to Overcome it and Unlock Potential in Yourself and your Organization*.

Registration forms and further details will be posted on CPCO website.

Aboriginal Awareness Course



In partnership with the Ontario Provincial Police (OPP), CPCO is pleased to offer Aboriginal Awareness training in Mattawa, Ontario to principals and vice-principals. The OPP have reserved places for our members to participate in three-day learning sessions scheduled for the following dates:

Sept 15 to 18	Sept 28 to Oct 2	Oct 5 to 9	Oct 19 to 23
Oct 26 to 30	Nov 2 to 6	Nov 16 to 20	Nov 23 to 27

CPCO will sponsor interested individuals and board teams.
Contact **Patty Orecchio** at porecchio@cpco.on.ca for further details.

Ministry Partnership Projects



Leading Student Achievement: Networks for Learning

CPCO, in partnership with the other principal associations are the fifth year of the innovative and highly successful LSA project. The project has,

- fostered tri-level capacity building to develop effective instructional practices in literacy and numeracy through professional learning communities;
- supported the implementation of Teaching-Learning Critical Pathways in participating districts;
- engaged in capacity building that develops instructional leadership skills; and
- focused on moving research into practice with Dr. Ken Leithwood as researcher.

Learning supports include: symposia, web-conferences, teleconferences, web casts, face-to-face meetings, research surveys, evaluation summaries, NINGS (blog)

In 2009-10 two high schools from each of twelve school districts will be invited to take part in a secondary school pilot. The work in this pilot will be based on the successes of the LSA project, however, will evolve to meet the differing needs of secondary schools.

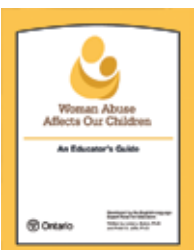


WEB CONFERENCES

Leading Learning to 18: The Principal's Role in Student Success



A series of highly successful web-conferences has been developed and delivered in collaboration with Ontario Principals' Council and the Ministry of Education. Topics have included flexible timetabling and using data to inform instructional practice and improve student achievement. Web-conferences for principals and their student success teams will continue in 2009-10.



Woman Abuse Affects Our Children

The Catholic Principals' Council of Ontario in an innovative partnership with the Ontario Principals' Council, the Women's Directorate, the Ministry of Education and Springtide Resources, has contributed to the development of an excellent resource. This funded and important one-hour learning opportunity for principals and vice-principals will continue to be offered in 2009-10.

CPCO International Leadership Experience



In response to interest from the international and national Catholic leadership community, CPCO will be offering a 10-day course that will provide practical experience of the Catholic educational leadership context in Ontario.

Participants will be given an opportunity to visit selected schools, branches of the Ministry of Education, Curriculum Services Canada and to meet with provincial partners in Catholic education.

Topics for the course include:

- Catholic, Faith Community and Culture
- School-based organization, operations and management
- Instructional leadership: school improvement and student success
- Human Resources management: recruitment and succession planning, supervision of staff
- School planning and parent, community and parish engagement

The structure of the program allows for classroom presentations, guest presenters, CPCO workshops, school visits and interactive opportunities for school leaders to share with each other and with Ontario educators.

Program development and delivery will be undertaken by highly experienced and well-qualified CPCO staff, principals from around the province, presenters with high levels of expertise and policy decision-makers from across the province.

A social network will be established to continue on-going sharing, professional dialogue and learning.

Catholic School Administrator's Toolkit



This online resource:

Is a dynamic and innovative resource for educational leaders in the twenty-first century

- Captures the Ontario educational context
- Provides powerful tools to transform practice

Templates, documents and websites are available in the following categories:

Faith, Community, Culture

- Celebrations
- Culture
- Inspirations
- Prayers
- Sacraments
- Social Justice

Caring, Healthy and Safe Schools

- Healthy Schools
- Legal Issues Medical Management
- Parental Engagement
- Safe School Management
- Safe School Planning

School Organization

- Correspondence
- Facilities Management
- Handbooks/Policies
- Newsletters
- P/VP Management
- School Entry/Exit Plan
- Staff
- Student Organization
- Volunteers

Instructional Leadership

- Aboriginal Learners
- Assessment and Evaluation
- Cultural Responsiveness
- Curriculum
- English Language Learners
- Learning Communities
- School Improvement
- Special Education
- Staff Appraisal

The Catholic School Administrator's Toolkit may be purchased as a site license through a board or principal/vice-principal association or as an individual license. For more information contact **Nelly Kelders** at nkelders@cpc.on.ca.

CPCO Principal's Qualification Program (PQP)



The CPCO Principal's Qualification Program is designed to prepare candidates for the principal's role in Ontario's Catholic schools. The program will prepare future school administrators to manage efficiently in contexts that are diverse, changing and complex. The CPCO PQP has been endorsed by the Ontario Conference of Catholic Bishops.

Part I Requirements	Practicum	Part II Requirements
Part I consists of 65 hours of class time and a 35-hour distance education component. In addition, participants are expected to complete 25 hours of independent study.	The practicum is a required 60-hour project that follows Part I. It must be completed in a school setting and mentored by a practicing qualified principal or vice-principal. The practicum is a pre-requisite to Part II.	Part II consists of 65 hours of class time, a 35-hour distance education component including an Emotional Intelligence Inventory. In addition, participants are expected to complete 25 hours of independent study.

The PQP is offered three times a year: Fall, Winter, Summer. Locations vary depending on enrolment.

Fall 2009	Winter 2010	Summer 2010
October 2, 3 October 23, 24 November 6, 7 November 20, 21 December 4, 5 December 18, 19 <i>Register by Sept. 11</i>	January 29, 30 February 12, 13 February 26, 27 March 26, 27 April 9, 10 April 23, 24 April 30, May 1 <i>Register by Jan. 8</i>	May 28, 29 June 11, 12 June 25, 26 July 5, 6 July 7, 8 <i>Register by May 7</i>

Locations for Part I & II

Barrie, Brampton, Chatham, Hamilton, Kemptville, London, Napanee, Niagara, Oshawa/Whitby, Ottawa, Peterborough, Stratford, Thunder Bay, Timmins, Toronto, Waterloo, York

* Please note that course locations are dependent upon registration. If there are insufficient registrations a site will not run.

**The Catholic Principals' Council of Ontario is an approved provider
of accredited programs through the Ontario College of Teachers.**

For more information visit the website:

www.cpco.on.ca/pqp

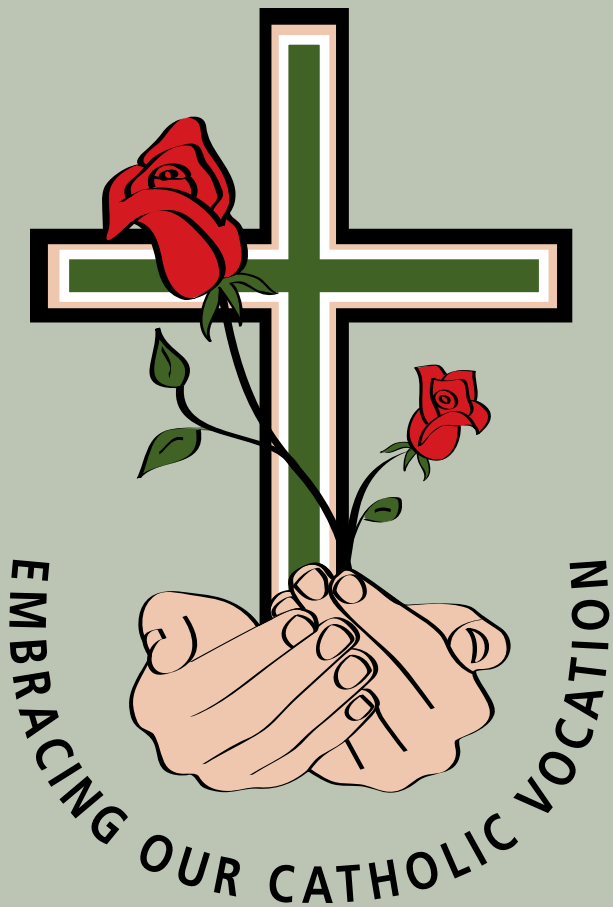
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*I was enriched both personally and professionally through my experience in the CPCO PQP. It clearly enhanced my knowledge and honed my leadership skills. I deeply appreciated the focus on leading in our Catholic school system.*

PQP Candidate

*The CPCO PQP has provided me with an excellent grounding in the knowledge, skills and practices necessary for an effective Catholic Principal. The quality of the instruction and the shared learning and networking with colleagues allowed for exemplary professional learning.*

PQP Candidate



**April 22 - 24**  
**Caesars Windsor Hotel**

*Hosted by the Windsor-Essex Catholic Principals and Vice-principals*





The Catholic Principals' Council of Ontario  
400 - 161 Eglinton Ave. East  
Toronto, ON M4P 1J5

Phone: 416 483 1556  
Toll Free: 1 888 621 9190  
Fax: 416 483 2554  
E-mail: [admin@cpco.on.ca](mailto:admin@cpco.on.ca)  
[www.cpco.on.ca](http://www.cpco.on.ca)

## CPCO Communications

### Electronic Surveys

- CPCO staff will develop electronic surveys tailored to the specific needs of principal/vice-principal associations
- From time-to-time CPCO will survey its members on issues of concern in order to provide feedback to the Ministry of Education, partners and the membership as a whole

### Web Meetings

- CPCO will assist teams of principals to meet online to discuss professional learning opportunities, develop resources and other activities as required

### Electronic Newsletter

#### *Catholic Principals' Connection*

- CPCO creates and distributes a weekly electronic newsletter which keeps members informed of political advocacy, spiritual reflection, professional learning, career opportunities and membership services

### Quarterly Magazine

#### *Principal Connections*

- This magazine is distributed to members in September, December, March and June of each year. It features articles on professional learning, best practice in Catholic schools, legal issues and advocacy, interviews, book reviews and activities of the organization
- Members are invited to submit articles to the magazine on the above topics
- Magazine articles are also available on the CPCO website

### CPCO Website

- [www.cpco.on.ca](http://www.cpco.on.ca)
- Find information about: The Catholic Principals' Council of Ontario, Membership Services, Professional Learning, Principal's Qualification Program, Advocacy, Events and much more.

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For information on CPCO communications contact:

#### **Nelly Kelders**

*Member Services Director*

Phone: 416 483 1556

Toll Free: 1 888 621 9190 x 38

E-mail: [nkelders@cpco.on.ca](mailto:nkelders@cpco.on.ca)