

April 18, 2017

To: Chairpersons & Directors of Education

From: Patrick Daly, President, Ontario Catholic School Trustees' Association
Randy Bissonette, President, Catholic Principals' Council of Ontario

Re: Teaching Administrators

In the last round of provincial discussions, teaching administrators was determined to be a local issue. Regardless, CPCO expressed a significant interest in discussing the issue from a provincial standpoint. It was agreed that this matter would be discussed between OCSTA and CPCO. Subsequently, representatives from OCSTA and CPCO have engaged in discussions to raise awareness of the various challenges and practices faced at the local board level. As a result of these discussions, there was agreement to continue to study this issue. Accordingly, OCSTA and CPCO have collected and shared data from our respective constituents to inform future discussions. Based on this data, several areas have been highlighted which the parties feel warrant further discussion and exploration.

OCSTA continues to believe that the issue of teaching administrators is best dealt with at the board, rather than the provincial level. The data indicates that there are a multitude of local conditions and factors that influence approaches taken by various Catholic school boards in their deployment of teaching administrators. In recognition of the pivotal role that Principals and Vice-Principals play in the leadership of our Catholic system, OCSTA and CPCO have agreed to work collaboratively to create a joint document commenting on the following:

- The utilization of Teaching Principals/Vice-Principals at Catholic school boards, recognizing that there are varying practices across the province within the 29 Catholic school boards.
- Considerations for Promoting Effectiveness in the Role of Teaching Principals/Vice-Principals including:
 - Consideration for the appropriate balance between teaching and administrative duties with an accompanying assessment of appropriate preparation and planning time for success in meeting the needs of students with respect to achievement, well-being and faith formation.
 - Communicating the mutual benefits of providing a written document to individuals outlining duties, expectations and terms and conditions associated with the teaching administrator role, prior to an individual accepting such a role.
 - Engaging in open dialogue with local associations and individual administrators regarding the use of teaching administrators and other areas of importance to local boards and Principal/Vice-Principal Association members.

Representatives of CPCO and OCSTA will continue to engage in the cooperative efforts of the committee to date, including the collection and sharing of effective practices, documents and resources for teaching administrators. The CPCO and OCSTA document once completed, will be shared with the 29 Catholic School Boards and CPCO's Members in an effort to support local boards and administrators to recognize the unique aspects of Teaching Administrators with the goal of maintaining effective Catholic school leadership, student achievement and well-being.

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Randy Bissonette,
President
Catholic Principals' Council Ontario

A handwritten signature in black ink, appearing to read 'Patrick Daly'.

Patrick Daly,
President
Ontario Catholic School Trustees' Association