

SUMMER REPORT



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OPSOA MEMBERSHIP RENEWALS 2003-2004

are included in this mailing. Please take the time to renew your membership in OPSOA and pass along information to new SO's in your boards.

RETIREMENTS

Congratulations to the following members who have recently announced retirement: Colin Armstrong, Waterloo; Ray DeRosario, Algoma; Paul De Sadeleer, Lambton-Kent; Gord Ewin, Rainbow; Larry Fitzpatrick, Rainbow; Gino Giannandrea, Upper Canada; Peggy Harcourt, Halton; John Hume, Waterloo; Joan Mantle, Rainbow; Peter Moffatt, Grand Erie; Dave McLeod, Keewatin-Patricia; Cec Omand, Waterloo; David Pedwell, Peel; Dale Shannon, Upper Canada; Craig Simpson, Waterloo; Ron Trbovich, Durham. We will miss their contributions to education.

APPOINTMENTS & MOVES

Congratulations to the following: Barry Finlay, Associate Director, Halton; Bill Gerth, Director, Waterloo; Jean Hanson, Director, Rainbow; Lorne Rachlis, Director, Ottawa-Carleton; Gayle Stucke, Director, Lambton-Kent; Mario Turco, Director, Algoma; Janet Wilkinson, Director, Keewatin-Patricia

NEW S.O.s

*Congratulations to the following new SO's: Ruth Peden, Halton
Eric Potts, Peel*

ANNUAL CONFERENCE—APRIL 2003

Once again, the OPSOA Annual Conference and Annual General Meeting was very well attended with more than half of our membership meeting at the Hotel Inter-Continental in Toronto. More than thirty of our Alumni members joined the group.

The conference began with a keynote presentation by Steve Paikin, host of TVO's Studio 2. Steve entertained the audience with his comments on the work of public figures and the personalities which drive them. He concentrated on the political leaders of education in Ontario and spoke of his interviews with previous Ministers of Education. Mr. Paikin's experience with the leaders of public education provided some keen insights to the political logic behind the system.

Once again, our membership provided a number of practical and stimulating breakout sessions on current issues which were very well received.

The Minister of Education, Elizabeth Witmer and the Deputy Minister, Sue Herbert, spoke to the conference and shared current plans and directions.

Gordon Paynter was the final speaker of the conference. He brought a strong message of enduring affliction and being positive to overcome disability. Despite his blindness he has fulfilled his ambition of becoming a comedian and earning his living through speaking engagements.

Evaluations from the membership indicate a strong desire to hold the conference at the same location next year.

Mark your calendar now for the 2004 OPSOA Annual Conference:

**Thursday, April 1
&
Friday, April 2, 2004
Hotel Inter-Continental
Bloor Street, Toronto**

MEET LARRY LANGDON OPSOA PRESIDENT 2003-2004

Currently the Director of Hastings & Prince Edward District School Board, Larry Langdon has been active as an education leader for many years. Previously, he was the Eastern Ontario representative for two years on the Board of Directors. Larry has combined experience with the Ministry of Education as an Education Officer and President of the Ontario Elementary Teachers' Association with his work as Superintendent and Director. In his year as President of OPSOA, Larry will emphasize service to members while working at developing further relationships with our education partners.

AWARDS TO OPSOA MEMBERS

At the Annual Conference in April, OPSOA presented OPSOA Distinguished Leadership Awards to Barry O'Connor of the Limestone District School Board and to Marguerite Jackson of EQAO for their leadership on behalf of supervisory officers.

REVIEW OF LEADERSHIP ARTICLES

(Each issue this year will have an article reviewed by a member of the OPSOA Board of Directors)

LEADERSHIP AND SUSTAINABILITY

By Michael Fullan
Principal Leadership – High School Edition
December, 2002
National Association of Secondary School Principals

What standards were to the 1990s, leadership is to the future.
-Fullan, 2002

Fullan maintains in his article that the development of leadership capacity throughout the system is at the heart of large-scale, sustainable reform in this decade. He is clear that standards-based reform strategies and the instructional leadership of principals are in and of themselves not enough to make and sustain the change that is required in schools and systems. He describes the “new nature of leadership” by referencing the work of Daniel Goleman and a study by the Hay Group. He summarizes the work of Goleman by identifying four leadership styles: visionary, coaching, affiliative and democratic. He makes the point that a leader has “to be good at all four styles, drawing on them as needed, according to personalities and situations”. Fullan also describes a study by the Hay Group. The study identified five characteristics of leadership effectiveness: teamwork and developing others; drive and confidence; vision and accountability; influencing tactics and politics; and thinking styles (i.e., the big picture). Fullan expands on the need to develop and sustain teamwork. He also discusses the “spiritual domain” of leadership. As a part of this discussion he quotes the work of Jim Collins (2001) *Good to Great*. Collins states that leaders who build enduring greatness do so “through a paradoxical blend of extreme personal humility and intense professional will.”

Finally, Fullan identifies five leadership themes that, in combination, will create “conditions that enhance the chances of sustainability”. The themes are opportunity and depth of learning, policies for individual development, living in context and systemness, leadership succession and leaders at many levels and improving the teaching profession. He provides a summary of the implications of these themes.

The good news is that the characteristics of effective leaders are accessible to most of us; they do not involve heroics, charisma, or saint-like virtues. Under the right conditions, they can be learned. The difficult news is that it is going to require hard work over many years to simultaneously develop leaders and alter conditions.

Fullan concludes the article by underlining the importance of the development of a quality teaching profession since it is from these ranks that quality principals will come. Fullan’s final comment summarizes the crucial need for ongoing, comprehensive leadership development at all levels of our system.

In summary, we are at the beginning of a period in which
leadership development is the primary strategy for large-scale, sustainable reform.

Submitted by: Michelle Forge, Superintendent, Student Services
Bluewater District School Board

OPSOA BOARD HIGHLIGHTS FROM JUNE 6TH

- Finalized schedule for strategic planning session
- Reviewed York On-Line Courses package
- Reviewed Professional Development Schedule for 2003-04
- Discussed board use of supervisory principals
- Welcomed new members to the Board of Directors
- Discussed OPSOA PLP Courses
- Considered format of meetings for next year
- Reviewed submission to rural and northern committee
- Discussed finances and reserve funds

ON-LINE COURSE OFFERING

OPSOA is excited to announce our first On-Line Professional Learning Opportunity!

“PROFESSIONAL PREPARATION FOR ANOTHER SCHOOL YEAR”

August 18 – 29, 2003 (5-hour On-Line Module)

See this mailing for a Registration Form, or register on-line at www.opsoa.org (after June 20th)

Upcoming CASA Events

The CASA Leadership Academy will be held in Halifax, July 26-29. Almost 40 OPSOA members will be in attendance. *It is not too late to register.* See OSOnet for further details or visit www.casa-acas.ca

The CASA 2003 Annual Conference will be held in Hull, Quebec October 18-21. See the CASA website for further details. www.casa-acas.ca

PROFESSIONAL LEARNING CALENDAR

July—November 2003

- ✓ July 26—29 CASA Leadership Academy, Halifax, Nova Scotia
- ✓ August 11 & 12 Level 1 Improving Student Achievement through Classroom Walkthroughs, Durham District School Board
- ✓ August 12 & 13 Level 2 Walk Throughs with Reflective Inquiry, Durham District School Bd.
- ✓ August 18—29 On-Line Course— Professional Preparation for Another School Year
- ✓ October 18—21 2003 CASA Annual Conference, Hilton Lac Leamy, Hull, Quebec
- ✓ November 3 & 4 Professional Assistants’ Conference, Hotel Inter-Continental, Toronto
- ✓ November 9 & 10 S.O.—What’s It All About? Pillar & Post Inn, Niagara-on-the-Lake
- ✓ November 20 & 21 New Supervisory Official Program (Phase 1), Prince of Wales Hotel, Niagara-on-the-Lake

Please contact the OPSOA Office for information on any of the above



OPSOA BOARD OF DIRECTORS 2003-2004

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OPSOA — A PROFESSIONAL ORGANIZATION
“WORKING FOR ONTARIO’S PUBLIC SUPERVISORY OFFICIALS”

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