

OPSOA Member News:

Retirements since last newsletter:

- Michael Carson, Simcoe County
- Jane Mason, Peel
- Wayne McNally, Peel
- Suzanne Moffatt, Halton
- Pat Warren-Chaplin, Limestone

New OPSOA Members:

- Christine Beal, Peel
- Rebecca Crouse, Peel
- Catherine Foy, Kawartha PineRidge
- Dennis Jenkins, Renfrew
- Peter Joshua, Hamilton-Wentworth
- Bob Kaye, Trillium Lakelands
- Linda Lumsden, Upper Canada
- Joseph Maurice, Algoma
- Patrick Rocco, Hamilton-Wentworth
- Colleen Russell, Toronto
- Carol Speers, Peel
- Jim Spyropoulos, Toronto
- Jean Stephenson, Bluewater
- Lyall Thompson, Ottawa-Carleton
- Susan Winter, Toronto
- Brian Woodland, Peel

New Appointments:

- Chuck Reid, Director, Avon Maitland DSB
- Lyall Thompson, Director, Ottawa-Carleton DSB

Other News:

- Warren Hoshizaki is the Chair of Public CODE for 2008-09
- The following OPSOA members were at the provincial contract negotiation table – Brenda Hunter, Limestone DSB, Judith Nyman, Peel DSB, Martha Rogers, Upper Grand DSB, Kathy Soule, Hastings Prince Edward DSB, David Thomas, Upper Canada DSB

Included in this Mailing:

- *Your OPSOA 2008-2009 Membership Card which entitles you to special discounts with several organizations. Please refer to the reverse side of the card for further information.*
- *OPSOA 2008-2010 Strategic Plan*
- *Please note that membership receipts will be emailed to individuals.*

Message from the Executive Director

Congratulations to supervisory officials across the province for managing and leading a very positive first half of the 2008-2009 school year in public education. Your work in the district school boards has been productive and effective.

We can reflect on some very significant OPSOA happenings since September:

- Formalizing the 2008-2019 Strategic Plan for the Association
- The continuation of the OPSOA mentoring program, welcoming and assisting almost thirty (30) members. We continue to change and replace our senior leaders at a rate of about 10% of our membership.
- Meetings and liaison with the Ontario Principals' Council (OPC) as we sustain and develop our link with our school leaders.
- Support for the Privacy and Information Management initiative (PIMS).
- The New Supervisory Official Program (Phase 1) offered with the Ministry of Education.
- The S.O. – What's It All About? Program welcoming twenty-five (25) potential supervisory officers and providing them career considerations.
- Working with the Institute for Education Leadership.
- The work of John Bryant (Waterloo Region DSB), Sylvia Terpstra (Kawartha Pine Ridge DSB) and David Thomas (Upper Canada DSB) with the Principal Performance Appraisal Committee.
- Dialogue on the Leadership Framework facilitated by Michael Sereda (Thames Valley DSB).
- Discussions on the changing nature of student learning and how supervisory officers can lead and implement changes.
- Attendance at the November Special Education Symposium.
- The work of our members with the provincial contract negotiation table.

As we look to the new year, we are beginning plans for the April Annual Conference with a strong committee in place across the province led by Cathi Siemieniuk (Lakehead DSB) and Alana Murray (Bluewater DSB).

We look forward to re-establishing contact with Dr. Ben Levin who is returning as Deputy Minister and with the new Assistant Deputy Ministers. We hope for a quick recovery for Deputy Minister Steve Marshall who was just getting up to speed with our organizations. We congratulate and thank George Zegarac and Dominic Giroux, ADM's who are moving on to exciting new positions.

The upcoming holidays are a chance to relax and reflect and recharge. Best wishes and enjoy this time.

Frank Kelly, Executive Director, OPSOA

OPSOA Strategic Plan 2008-2010

The members of OPSOA are leaders who work positively to design and provide quality education to two-thirds of elementary and secondary students in the publicly funded education system of Ontario. We are committed to advocating for public education and our Strategic Plan 2008-2010 reflects our central purpose. With the mission of *Leading Public Education*, we have identified three (3) areas of emphasis which include:

- 1. Student Learning and Achievement**
- 2. Leadership**
- 3. Relationships**

I invite you to peruse our Strategic Plan which articulates the actions that we will undertake to meet our stated goals. Our Strategic Plan is reviewed on an annual basis. We value your comments. Please feel free to share your thoughts or reflections by calling Kathy Sanford at 905-845-7003 or email at Kathy@opsoa.org.

Lise Haman, President, OPSOA

*Season's Greetings
from the OPSOA Board of Directors and OPSOA Office Staff.
Have a safe and happy holiday!*

OPSOA

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*OPSOA – A Professional Organization
 “Working for Ontario’s Public
 Supervisory Officials”*

**OPSOA BOARD OF DIRECTORS
 2008 - 2009**

President	Lise Haman, Lakehead
President-Elect	Linda Fabi, Waterloo
Treasurer	Steven Parfeniuk, Halton
Central Region	Tony Pontes, Peel
Eastern Region	Peter Gamwell, Ottawa-Carleton
Metro Region	Michael Smith, Toronto
Northern Region	Ken Ryan, DSB ONE
Southwestern Region	Ken Bain, Hamilton-Wentworth
Western Region	Laura Elliott, Thames Valley
CASA Representative	Jim Grieve, Peel
CODE Representative	Bill Hogarth, York Region
Executive Director	Frank Kelly

MARK YOUR CALENDARS

Jan. 21-23, 2009 – CEO/SBO Conference, InterContinental Toronto
February 5-6, 2009 – OPSOA Central Regional Meeting, Sheraton Parkway Hotel
March 26-26, 2009 – Public CODE Retreat, Niagara-on-the-Lake
April 22, 2009– OPSOA/OPC Symposium with Michael Fullan and Andy Hargreaves, Hilton Toronto
April 22, 2009–New Supervisory Official, Phase 2, Hilton Toronto
April 22-24, 2009 – OPSOA Annual Conference, Hilton Toronto
May 6, 2009 – Southwestern/Western OPSOA Regional Meeting (location tba)
July 9-12, 2009 - CASA Annual Conference, Calgary, Alberta
August 16-18, 2009 - OPSOA Board of Directors Strategic Planning Session

The OPSOA Office will be closed for the holidays effective December 22, 2008 and will re-open on January 5, 2009.

Happy Holidays!



EQI Survey – Leadership and Emotional Intelligence

In June 2008, OPSOA commissioned a research survey designed to explore the relationship between emotional intelligence and successful leadership from supervisory officers. The project, developed by Howard Stone, James D.A. Parker and Laura Wood, sought to identify the key emotional and social competencies required by supervisory officers to support their success in the role in boards throughout Ontario. First, we wish to extend our sincere thanks to all supervisory officers who took time from their busy schedules to respond, either to the on-line version of the Emotional Quotient Inventory (EQI;NarOn,1977), to the self-report questionnaire (the OPSOA: Survey of Essential Skills), specifically designed for this survey, and/or the staff-rated questionnaires. The results were compiled and a full version of the summary findings is available on the OPSOA website (www.opsoa.org). In summary, the survey affirmed the ongoing importance of strong EI skills in the current role of supervisory officer in Boards throughout Ontario. Across all dimensions of this vital role, our survey affirmed the value of strong interpersonal skills, self-awareness, adaptability, flexibility, optimism and resilience. Superintendents remain at the critical interface between our public and our role as stewards of equity, opportunity and achievement for our students. Successful leaders believe in their organizations, their ability to communicate the vision, and their confidence to address the complex daily stresses of their roles with optimism and empathy. They transform policy into guided practice, and help to create sustainable and vigorous communities of learning and hope. Once again, OPSOA offers thanks to all those who participated in this survey, and to the research it provides to direct our practice and purpose as we enter the second twenty years.

Submitted by: Michael Smith, Toronto DSB

OPSOA Mentor-Coach Program

Now in its fifth year of operation, the OPSOA Mentoring-Coaching Program for Supervisory Officials and Directors of Education continues to flourish. On a yearly basis, the numbers continue to grow in this program that allows for a continuous intake of newly appointed superintendents and directors. The 2008-2009 program began with 24 newly appointed superintendents and 4 newly appointed directors representing 12 district school boards from every geographic region. The hallmark of the OPSOA Mentorship Program continues to be a one-on-one, confidential mentoring relationship. Superintendent mentees are supported by experienced superintendent alumni mentor-coaches. Director mentees are supported by a combination of mentor-coaches who are experienced director alumni and currently practicing directors in the province. This year OPSOA is working in partnership with its Catholic and French association counterparts in enhancing their respective mentorship programs. Also all associations are participating in a Ministry Field Test, which will include an evaluation of all mentoring programs offered. In the following quote, two recent mentee participants summarize their experiences in the OPSOA Mentorship Program.

“I think I am becoming a better SO because of the mentoring-coaching I have received and that I am very fortunate to have been part of this process.”
“This is an extremely rich experience from the standpoint of it being one-on-one. I really don’t know how one could ‘top’ this.”

OPSOA and its Board of Directors are to be commended for their steadfast commitment to this program and their continuous efforts in supporting all members. Enquiries and expressions of interest via OPSOA to: Tony Tumminieri, Superintendent Mentoring Program, tony.tumminieri@rogers.com
 Patti Haskell, Director Mentoring Program, sphaskell@rogers.com

Submitted by: Tony Tumminieri, Alumni Member

Principal Congress

The Principal Congress is one of several new engagement opportunities integral to the leadership strategy. It will bring together innovative principals with their education partners in a forum where they can share their perspectives and insights. The primary purpose of the congress is to strengthen the voice of principals in Ministry initiatives and advance the cause of sustaining school improvement, enhancing student learning and moving the system to new heights of success. The 250-member congress is a tri-level, collaborative forum for Ontario’s principals, directors of education, supervisory officers, Ministry officials and education partners, including representatives from OPSOA. The congress will build on the good practices and networks already in place across the province. It will complement existing opportunities for conversation and interaction with principals including the Premier’s Leader-to-Leader initiative, the Minister’s Principal Reference Group, Student Success Leaders’ Symposia, Leading Student Achievement Symposia, regional sessions for Mentoring and Principal Performance Appraisal, In Conversation discussion papers and school visits.

The following will represent OPSOA at the Principal Congress:

Annie Appleby, Toronto DSB	Walter Piovesan, Ottawa-Carleton DSB
David Euale, Upper Grand DSB	Gale Sherin, Trillium Lakelands DSB
Linda Fabi, OPSOA President-Elect	Asima Vezina, Algoma DSB
Lise Haman, OPSOA President	Barry Wagner, Thames Valley DSB

The following will represent Public CODE at the Principal Congress:
 Warren Hoshizaki, DSB Niagara, Kathy Soule, Hastings Prince Edward DSB and Kathy Verduyn, Trillium Lakelands DSB