MEMORANDUM TO: Directors of Education
Secretary-Treasurers of School Authorities
Supervisory Officers

FROM: Kevin Costante
Deputy Minister

DATE: February 12, 2010

RE: Policy/Program Memorandum (PPM) No. 152 “Terms and Conditions of Employment of Principals and Vice-principals”, 2010

I am pleased to provide you with Policy/Program Memorandum, No. 152, Terms and Conditions of Employment of Principals and Vice-principals.

In addition, attached is the Effective Practices Guide for Principal/Vice-principal Terms and Conditions of Employment previously released to boards in April, 2009 and Questions and Answers - Terms and Conditions of Employment of Principals and Vice-principals, 2010. These resources will assist you with implementation of the PPM.

In Reach Every Student: Energizing Ontario Education, 2008, the government reaffirmed its support for the role of the principal with a commitment to develop a more comprehensive leadership strategy.

The establishment of standards of practice for principal/vice-principal terms and conditions is part of the Ontario Leadership Strategy (OLS). The Strategy is “a comprehensive plan of action designed to support student achievement and well-being by attracting and developing skilled and passionate school and system leaders.” Some key components of the OLS include Mentoring for all newly appointed principals/vice-principals in their first two years of practice, Succession Planning and Talent Development and the promotion of the Ontario Leadership Framework.

The attached PPM builds on the effective practices previously agreed to by associations and I am pleased to say that the content and language of this PPM has been developed with input from all principal, supervisory officer, director of education and trustee associations.
It is expected that all boards will implement this memorandum by March 31, 2011 and compliance will be monitored through the Succession Planning and Talent Development Continuum.

I would like to acknowledge your support for the Ontario Leadership Strategy and for continuing to support positive working relationships with principals and vice-principals.

Sincerely,

[Signature]

Kevin Costante
Deputy Minister

Electronic attachments:
1. Policy/Program Memorandum No. 152 “Terms and Conditions of Employment of Principals and Vice-principals”
2. Effective Practices Guide for Principal/Vice-principal Terms and Conditions of Employment
3. Questions and Answers - Terms and Conditions of Employment of Principals and Vice-principals, 2010

Cc: Marg Connor, Director, Leadership Development Branch
    Kit Rankin, Director, Field Services Branch