MEMORANDUM TO: Directors of Education
Supervisory Officers and Secretary-Treasurers of School Authorities
Director of the Provincial Schools Branch
Presidents of Principal Associations

FROM: Kevin Costante
Deputy Minister
 Ministry of Education

DATE: July 19, 2010

SUBJECT: Implementation of PPM 152: Terms and Conditions of Employment of Principals and Vice-principals

Following my meetings with CODE on May 13 and with OPC, CPCO and ADFO on June 3, 2010, I am writing to clarify my expectations on the implementation of PPM 152, released by the Ministry on February 12, 2010, and to provide information on implementation supports.

With respect to the status of implementation, I understand that many districts have made progress and have been able to develop or update their existing terms and conditions documents to align with the provisions of PPM 152. However, I also understand that there are boards that are experiencing challenges and where the process is moving more slowly.

Successfully implementing PPM 152 is an expectation under the Ontario Leadership Strategy. As you know, leadership is a supporting condition to achieving the Ministry’s three core priorities. Principals and vice-principals are recognized as a key part of the management team and are a critical link between the board and its teachers, support staff, students, and parents. Having meaningful negotiations about terms and conditions of employment is also an integral component of good succession planning and is seen as a factor, along with mentoring, to help attract potential school leaders. Recent judicial decisions underscore the constitutional responsibilities of school boards to bargain with their employees and to do so in a constructive manner.

The Ministry facilitated meetings between associations of directors of education, principals and supervisory officers to arrive at the key elements of the PPM. In December 2009, the Ministry hosted a meeting at which all association representatives, including representatives from trustee associations, agreed to the language of the PPM and confirmed their commitment to its implementation.

With this in mind, I acknowledge the work that many of you have undertaken to meet the requirements of PPM 152 and encourage others to continue to work together.
Boards and local principal association representatives are able to access resources to assist with successful implementation. Provincial principal associations are providing training for their local representatives to support the process and to help ensure continued positive working relationships. In addition, at its June meeting, the Institute for Education Leadership committed to providing some support later in the Fall. I am pleased to make you aware that boards may use Ontario Leadership Strategy funding to cover costs of capacity building to help implement the PPM (e.g. joint training on mutual gains bargaining).

I am confident that districts will be able to move forward with local principal representatives in meeting the requirements of the PPM by March 31, 2011. Your efforts will lead to increased support for school leaders who are critical to the success of all students.

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Kevin Costante

cc:

Association des conseillères et conseillers des écoles publiques de l’Ontario
Association des directions et directions adjointes des écoles franco-ontariennes
Association des gestionnaires de l’éducation franco-ontarienne
Association franco-ontarienne des conseils scolaires catholiques
Catholic Principals’ Council of Ontario
Conseil ontarien des directrices et directeurs de l’éducation de langue française
Council of Ontario Directors of Education
English Catholic Council of Directors of Education
Ontario Catholic School Trustees’ Association
Ontario Catholic Supervisory Officers’ Association
Ontario Principals’ Council
Ontario Public School Boards’ Association
Ontario Public Supervisory Officials’ Association