

## PIAC Working Group TEMPLATE

<b>Working group</b>	<b>Principal/Vice Principal</b>
<b>Date</b>	<b>September 19, 2017</b>
<b>Description</b>	<p>To facilitate compliance with policy P052 and Procedure 705 in so far as it involves parents and be available should there be a request to amend the policy.</p> <p>See policy P052: <a href="http://www2.tdsb.on.ca/ppf/uploads/files/live/92/1869.pdf">http://www2.tdsb.on.ca/ppf/uploads/files/live/92/1869.pdf</a></p> <p>Salient points –</p> <p>The selection, promotion and placement of principals and vice-principals will be conducted through a procedure that is fair and equitable, values community input and incorporates collaborative parent involvement. Parents will be consulted on any proposed changes to the procedure involving parental participation.</p> <p>See Procedure 705: <a href="http://www2.tdsb.on.ca/ppf/uploads/files/live/95/1870.pdf">http://www2.tdsb.on.ca/ppf/uploads/files/live/95/1870.pdf</a></p> <p>Salient Points:</p> <ul style="list-style-type: none"> <li>a) 5.3.2 For vice-principal candidates, the interview team is composed of one superintendent, two principals and one parent representative</li> <li>b) 7.1.1 The school council representative(s) will complete the parent section of the School Statement of Needs (SSON, Appendix K) and submit annually to the Superintendent of Education (SOE). The SSON will identify the specific leadership needs and the specific priorities identified by the school council</li> <li>c) 7.1.2 Referencing the SSON, Superintendents of Education will work collaboratively in meetings chaired by the Executive Superintendent of Employee Services (or designate) to: (i) place principals who must be placed because they have a right to a position, e.g. returning from a leave of absence; (ii) transfer a principal(s) where there is no existing vacancy; and (iii) transfer, place and promote vice-principals.</li> <li>d) 7.2.1 When it becomes known that a principal vacancy will exist at the school, the SOE will complete the superintendent section of the SSON and discuss both the superintendent and parent sections with the parent representative and trustee;</li> </ul> <p>7.2.4 The superintendent will advise the parent representative and trustee regarding the profile of the recommended candidate they are going to place and how that candidate is a match for the SSON prior to approval.</p> <p>7.2.6 The entire slate of principal and vice-principal placements will be presented to the Board for approval.</p> <p>7.2.7 Following approval, the superintendent will facilitate a transition meeting with the parent representative, the trustee (where available) and the newly appointed principal prior to the effective date of the</p>

	<p>appointment. The purpose of the meeting will be to discuss the ways in which they will support each other and address the needs and priorities outlined in the SSON.</p> <p>NB: Difference between 7.1.2 and 7.2.1 – sometimes principals have to be placed and this may in turn involve a transfer which falls outside the process involving parent representatives.</p>
<b>Updates</b>	Last year there were many principal transfers
<b>Motions</b>	
<b>Questions</b>	
<b>Next Steps and Action Items</b>	<ol style="list-style-type: none"> <li>1. Obtain list of principal transfers setting out those which fell under 7.1.2 and those which fell under 7.2.1</li> <li>2. For those which fell under 7.2.1, contact school council chairs and ask if the procedure above was followed (some council chairs will have left, but we should be able to get an idea how well procedure was followed). I suggest a survey be composed in which we could also include questions about whether process was liked and ask for suggestion on how to improve it</li> <li>3. Follow up as required</li> </ol>
<b>Leader(s)</b>	Eva Rosenstock (would like someone to take this over)
<b>Workgroup members</b>	