



**Principal – Vice Principal Selection
November 16, 2019**

Who are the Presenters?



- **Mary Jane McNamara, TDSB Superintendent, Learning Centre 4**
- **Louie Papathanasakis, TDSB Superintendent, Learning Centre 2**
- **Eva Rosenstock, PIAC – Ward 12 (parent volunteer)**
- **Kate Wallis, (former) PIAC Rep (parent volunteer)**



- **PIAC is the Parent Involvement Advisory Committee to the TDSB**
- **Since 2010, all school boards in Ontario have been mandated to have a Parent Involvement Committee (Regulation 612 of the Ontario Education Act, 1990)**
- **Since the TDSB already had a Parent Involvement Advisory Committee, the committee did not rebrand itself as the PIC of TDSB, but rather kept its name, but updated its bylaws etc to comply with Regulation 612**

PIAC's Mission



- To aid access to information and resources for parents, especially that of the Toronto District School Board (TDSB) and Ontario Ministry of Education, in support of more effective parent engagement in their child's learning to improve student achievement and well-being, and to enhance accountability of the education system

Who are the players (?) in the TDSB?



- Students
- Parents/guardians (includes School Councils, PIAC, other advisory committees)
- Staff – teachers, support staff (Educational Assistants, ECEs, custodial), administrators (**principals, vice-principals**, superintendents, Director, etc)
- Ontario Government - Ministry of Education (Current Minister: Hon. Stephen Lecce)
- Trustees – our elected officials (elected every 4 years)
 - set the budget
 - Make policies
 - Appoint the Director
- Other

How did we get here?

Policies vs Procedure



- Trustees set policy –

Policy making. A key responsibility of any school board is to develop and adopt policies that are based on the board's vision and that provide a framework for implementation of the vision. The Education Act requires boards to develop and maintain policies and organizational structures that promote the board's goals and encourage pupils to pursue their educational goals. ¹

History of Parental Involvement in P/VP Selection

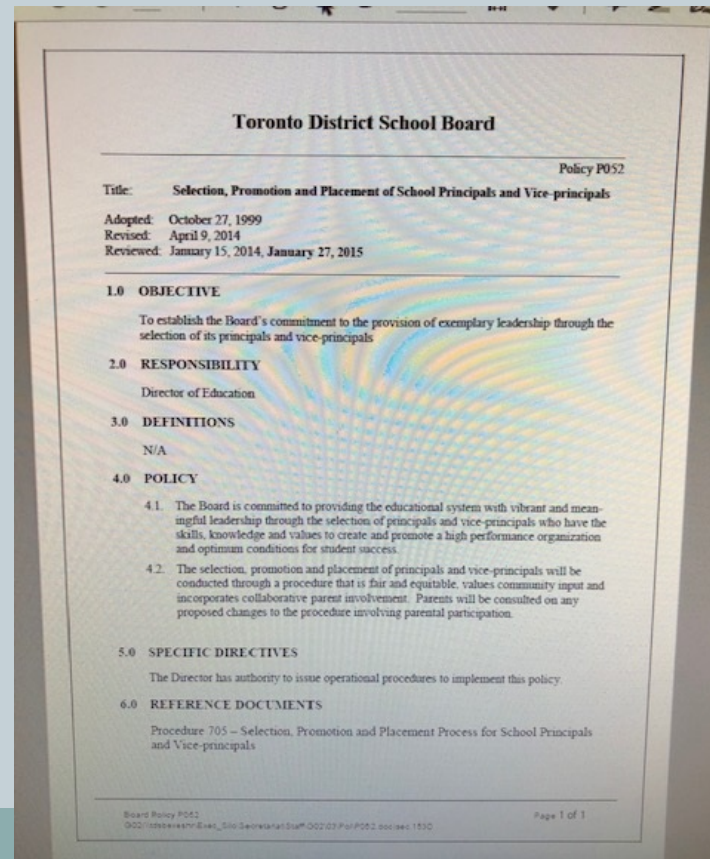


- In 2006, the TDSB asked PIAC for their input on parent involvement in the Principal/Vice-Principal promotion and placement process.
- For six years PIAC worked with staff and Trustees to develop a policy that enables parents/guardians to participate in the promotion and placements process.
- There are two broad ways parents are involved in the promotion and placement of Principals and Vice Principals:
 - (a) Parents sit on the hiring committees to promote teachers to the position of Vice-Principal
 - (b) Every year Parents draft a School Statement of Needs (SSON) so that if a new principal is brought into a school, the superintendent will know what is important to the specific school community to which s/he is placing a principal; there is also consultation with the school council prior to a new principal being placed – there are exceptions to this process

Policy vs Procedure Cont'd



- What does the policy look like?



Policy PO52



- 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.

Procedure 705



- Staff create procedures to implement policy
- 5.3.2 of Procedure 705:

For vice-principal candidates, the interview team is composed of one superintendent, two principals and **one parent representative**

What is the job of a Principal/Vice-Principal?



“Principals are the educational leaders within their school communities and ensure that the programs that are in place are effective and align with board and ministry policies. They are responsible for supervising teachers and programs within their schools, and for measuring and communicating student achievement results. They work with their staff, parents, and the community to develop and implement school improvement plans that reflect school and board priorities and set strategies to improve student results. In consultation with their school council, and in alignment with board policy, principals are responsible for establishing the vision and direction for their school”

How do teachers get promoted to Vice-Principal?



Prior to applying –

- Must be a member in good standing with the OCT
- Educational expectations
- Experience expectations

Process –

- Submit a Notice of Intent to Apply for Promotion
- Principal and Superintendent Recommendation is required
- Panel Interview: SOE, Principals and Parent
- If successful on Promotion List

What does the Interview look like and what Questions are asked?



Interview: 40 minutes in length

- 1. Five minute Opening Statement with a related Probing Question**
- 2. Three Questions each with a probing follow question**
- 3. A closing statement (1 minute)**

Evaluation of the Candidates



- The interview team will make the decision as to whether or not a candidate is placed on the Promotion List: “Ready or Not Ready”

Based on:

- Opening Statement
- Responses to the questions

Evaluated using

- Key response notes – *Listen Fors*

How are parents selected to sit on the interviewing panels?



- Parent Community Engagement Office (PCEO) keeps a list of parents who are trained and willing to sit on panels; PIAC asks parents to sign up to receive information regularly
- PCEO with Staff set **training date**
This year the date set is: **Tuesday, February 11, 2020, 6:15 to 7:45 pm at 5050 Yonge Street**
- PCEO sends out notice to parents who are trained or interested in being trained to ask if they are available for the set interview dates – usually there is one day to select elementary school VPs and one day to select secondary VPs

Where and When are the Interviews?



- **Etobicoke: 1 Civic Centre Court**
- **Dates:**
 - Tuesday, February 25, 2020**
 - Wednesday, February 26, 2020**
 - Tuesday, March 3, 2020**
- **Time: 8:30 am to 4:30 pm**

FAQs



FAQs?

1. Why the whole day?

For consistency, Panels must be comprised of the same people for the whole day

2. Why in Etobicoke?

This is the office the Board uses for interviews?

3. What if I cannot get to Etobicoke or what if I cannot stay the whole day

PIAC realizes that a whole day in Etobicoke is not convenient for all parents who wish to be involved. However, this is a process to which parents are invited and that means we must follow the Board's lead and accommodate their process.

What will happen if we do not get enough parents?



- For consistency all interviewing panels must have a parent – if we cannot get enough parents on a given day, then there can be no parents and this may lead to parents not being involved at all
- Parents who have participated only have good things to say – it gives parents a real sense of what it takes to be a school administrator

End Notes



- ¹ **Good Governance: A Guide for Trustees, School Boards, Directors of Education and Communities (page 29)**
- ² **Good Governance: A Guide for Trustees, School Boards, Directors of Education and Communities (page 12)**

Questions?

