

CAP



2016-2017 Annual Report



OUR MISSION

The mission of the Canadian Association of Principals is to represent the professional perspectives of principals and vice-principals at the national level and to provide the leadership necessary to ensure quality educational opportunities for Canadian students.

Fundamental to the CAP mission is the effective representation of students' interests at all tables where educational policy is being discussed.

2016-2017 EXECUTIVE

Maxine Geller, President

K.J. White, Past-President

Kyran Dwyer President-Elect

Terry MacIsaac, Eastern Vice-President

Terry Young, Central Vice-President

Carol Sarich, Western Vice-President

BOARD OF DIRECTORS

Coleen McDonald, Northwest Territories Teachers' Association School Administrators' Council, NTTA-SAC

Gary Morgan, Association of Yukon School Administrators, AYSA

Terry Young, Nunavut Administrators' Council, Nunavut Teachers' Association, NTA

Kevin Reimer, British Columbia Principals' and Vice-Principals' Association, BCPVPA

Thomas Midbo, Alberta Teachers' Association Council for School Leadership, ATACSL

Carol Sarich, Saskatchewan School Based Leaders, SSBL

Bruce Shamray, Council of School Leaders—Manitoba Teachers' Society, COSL of MTS

Jim Jordan, Association of Administrators of English Schools in Quebec, AAESQ

Kynda Bryant, New Brunswick Teachers' Association— In School Administrators' Committee, NBTASAC

Chris Nicholson, Nova Scotia School Administrators' Association, NSSAA

Terry MacIsaac, Prince Edward Island Association of School Administrators, PEIASA

Paulette Colbourne, Newfoundland Labrador Teachers' Association School Administrators' Council, NLTASAC

CAP President Message: 2016-2017 Year in Review

It was an honour and a privilege to be CAP President for the 2016 – 2017 school year. CAP will follow our strategic plan by continuing to grow and increase our communication, advocate for all principals across our great country, and maintain our valued presence in leadership conversations to ensure we are the national voice of principals across Canada.

CAP is committed to enhancing our research by establishing working partnerships and agreements with schools, professors, researchers, writers, presenters, universities, and post-secondary institutions. We will focus our pan-Canadian research on the role of principals and vice-principals, establishing CAP as a national research leader.

We will connect and share our leadership ideas to ignite the nation as educational leaders from coast to coast to coast. We have the opportunity to shape the educational landscape with our commitment to research, a shared vision of professional leadership collaboration, and our on-going conversations now and in to the future. In building capacity, Kyran Dwyer and I attended a presentation in Toronto, on Work Life Balance by Katina Pollock with Ontario Principals. We are working on developing increased communication with them going forward.

As CAP President, it has been a terrific professional learning opportunity to support and build leadership capacity along with our CAP Executive and Board affiliate members. At the CAP table, we have dedicated leaders representing our provinces, territories, and regions from across our great nation. With such great representation and commitment from our executive and affiliates, CAP will continue to shape the leadership landscape together with our partners in education.

I would like to thank former CAP Presidents, Jameel Aziz, Tina Estabrooks and K.J. White for their professional guidance, exemplary leadership, and forward thinking over the past four years, which has solidified CAP as the true Canadian voice of educational leaders. Together, we stand strong for leadership in Canadian education.

CAP Strategic Plan and Action Map

In July 2017, Kyran Dwyer, CAP President, Maxine Geller, CAP Past President, and Thomas Midbo reviewed the CAP strategic plan via Skype. Our strategic plan is in year three of its inception and we continue to reflect on our feedback. The action map was discussed with our CAP Board during our CAP Annual General Meetings held in Ottawa, Ontario in November 2016 and our CAP National Conference held in Saskatoon, Saskatchewan in May 2017.

The feedback and direction given by our CAP board was to continue to follow our goals and implement our CAP Strategic Plan for a third year:

Communication - CAP will strive to increase and improve communication with affiliates and individual members.

- To continue our leadership in pan – Canadian research focused on the role of the principal and vice-principal.
- To enhance our online presence and become a primary source in the distribution of current and topical educational information.

Advocacy - CAP will strive to be a present and relevant voice for educational leaders across Canada.

- To continue to engage and establish new and relevant relationships with partners prominent to the changing educational landscape.

Presence - CAP will strive to participate in national and international conversations where leadership can and will make a difference in the educational landscape.

- To continue to promote the high standards and reputation of Canadian education.
- To promote the focus and changing agendas of our partners that serve our membership and the overall quality of student education.

The Executive and Board of Directors have found the current affiliate reporting template very useful and with the restructuring of the national committee meetings to allow current topics to emerge it has improved our ability to be responsive to our members. Our national board members meet together twice a year. We will continue to teleconference prior to and between national meetings and we developed a 12-month guideline calendar to support our national affiliates to keep the lines of communication and timelines fluid all year.

Partnerships

CAP strives to build professional partnerships with many educational associations across Canada and outside our country. See more Appendix A

CMEC – Council of Ministers of Education Canada

416.962.8100 Email: INFORMATION@CMEC.ca www.cmec.ca

CTF – Canadian Teachers Federation

866.283.1505 613.232.1505 www.ctf-fce.ca President: Heather Smith

CASSA - Canadian Association of School System Administrators

866.803.9549 Email: info@cea-ace.ca

International Partnerships

President initiates and maintains a relationship with International Partners

Jiangsu Education Services for International Exchange

Rob Cochrane: rob@jesie.org

NASSP – National Association of Secondary School Principals

Front Desk: 703.860.0200 President: G. A. Buie
Executive Director: JoAnn D. Bartoletti

NAESP – National Association of Elementary School Principals

President: Robyn Hansen Email: naesp@naesp.org Toll free #: 800.3862377

UNESCO – United Nations Education and Sustainability

Email: esddecade@unesco.org

SEPN – Sustainability and Education Policy Network

Email: alysa.k.loring@gmail.com

Mobile: 306.280.5876

Research

Alberta Teacher's Association

Contact : JC Couture jc.couture@ata.ab.ca

Western University/KNAER

Contact : Katina Pollock kpolloc7@uwo.ca

University of New Brunswick

Contact: Ken Brien kbrien1@unb.ca

12 Month Calendar of Events

We have established a 12-month calendar to support our CAP Executive and affiliate members to ensure all provinces, territories, and regions have a yearly plan to follow together.

Communication

Our CAP Journal is our flagship publication which has been a tremendous success over the years in offering our CAP members and readers, from inside and outside our borders, the most innovative and grassroots stories about current, cutting edge research topics in Canadian Education. Our authors have a solid and well established medium within our journal to publish real world school articles that really hit home and are relevant to each classroom and school, across our great nation. On behalf of our CAP Executive, we would like to offer our sincere thanks to Mr. Terry MacIsaac, our Eastern Vice President, for his dedication, leadership, and vision in making each and every CAP Journal under his watch a true success story.

We would like to extend a big thank you to Market Zone and owner Trevor Shirtliff for our continued partnership together in designing and producing each CAP Journal. Market Zone has a terrific production company and has created each CAP journal with vivid colours, original and trend setting designs, and tremendous visual content.

We are in our first year of a two year contract with MultiView. MultiView is a creative provider of inspired marketing solutions for partners and clients in the B2B space. As of September 2016, our contract with MultiView yielded approximately \$10 000 in advertising royalties.

The next step with our partnership with Marketzone will be to look at the potential that exists to move CAP forward in creating an online presence beyond our banner advertising. Opportunities available could include working to create and upgrade our CAP web page, offer CAP membership online, and look at more ways to increase advertising. We have been fortunate to enjoy working with both organizations.

CAP Research Focus 2016-2017

The successful launch of our 2016-2017 research study, *The State of Educators Professional Learning in Canada*, in collaboration with ATA, provided momentum to strengthen relationships with our post-secondary community and academic scholars. During this year, the CAP President attended the release meeting in Vancouver, at the Learning Forward conference in December, along with several conference calls leading up to the release. A core group of academics that will explore the possibility of creating a national working committee comprised of educational scholars to work alongside CAP is evolving. We would like to extend a sincere thank you to Tina Estabrooks for her significant work in research for CAP these past three years.

Acknowledgements

I would like to thank our current and past CAP Executive and affiliate members for their tremendous contributions and commitments to CAP over the years. It is your excellent leadership skills, advocacy and voice representing CAP, and your friendship and conversations that I will miss the most after my time is complete. I wish you all the best.

The heartbeat of CAP is our Executive Assistant, Jill Sooley-Perley. Jill always finds a way and the time to make it happen for all of us with a smile on her face, in a professional manner, and a terrific and relentless work ethic. Jill ensures our timelines are met, our CAP National Meetings and National Conferences are of the highest standards, and enables us to work together all across the country. I want to thank you Jill for taking care of all our CAP needs and making us a strong and successful association.

In 2017-2018, CAP will be in great hands with our incoming President, Kyran Dwyer and President Elect, Thomas Midbo. Our experienced Executive and affiliate members will continue to promote CAP and follow the virtues of our historic association. Together, we are the voice of Canadian leaders across Canada!

Sincerely,

Maxine Geller

CAP President - 2016-2017

ADVOCATING FOR CAP MEMBERS

CAP continues to support its affiliates as they deal with advocacy at their affiliate and school district/board level.

* On a regular basis, Directors have brought affiliate issues and concerns, asking for support, requesting information of a national nature and searching for knowledge from colleagues in other provinces, e.g. The Role of the Principal was an ongoing discussion during CAP meetings.

* Affiliates have requested to have CAP President, Executive and Directors speak at provincial and territorial conferences.

* CAP Directors who attended national and international events used the opportunities to promote the CAP mission and goals, e.g. NASSP convention, CMEC Annual Meeting, CTF Conference.

CAP Distinguished Principal and Distinguished Vice-Principal Awards

Among the numerous annual events held during the CAP conference, excellence in our profession was recognized with the CAP Distinguished Principal's Award and the CAP Distinguished Vice-Principal's Award.

The title of CAP Distinguished Principal of the Year was awarded to Theresa Volk from St. Edmund Elementary Junior High School, Sherwood Park, AB.

The Vice-Principal Distinguished award recipient was Tracy Stewart from Park Street School, Fredericton, NB.

These recipients represent the professional dedication and passion that our members demonstrate on a daily basis through their exemplary leadership with staff for the education of their students.

EDUCATION PARTNERS

CAP maintains a relationship with many organizations and continues to explore new relationships with others. The purpose of the CAP's connection with partners is a dual one:

- to provide information and knowledge to the partner so as to better focus its work and address the needs of principals, vice-principals, schools and students
- to receive information and knowledge from the partner that will support the work of principals, vice-principals and students
- CAP explores the benefits these partners offer to our members and how best to communicate these benefits to our members. A complete list of CAP's partners may be found in the Appendix of this annual report. Below are this year's highlights of CAP's activities with the various groups.

Centre for the Study of Learning and Performance (Concordia University): CAP supports and is partnering with the Centre in its work to receive funding for its Yes We Can! project. The initiative aims to combine several of the Centre's educational software projects into one learning toolkit, a tool that will facilitate students' acquisition of communication competencies through technology.

Joint Consortium for School Health: CAP endorsed support of the Consortium and its collaborative approach in the areas of health and education. Its goals for student health and well-being parallel those of CAP. Student health initiatives are a major area of focus by the Association at this time.

Canadian Federation of Home & School: CAP remains in contact and the organizations continue to support each other in our common goals. Ideas have been shared as to how to partner together in support of the students in public schools in Canada.

Council of Ministers of Education, Canada: CAP maintains a liaison relationship with this influential education partner. Opportunities to attend the meetings of this organization have been very beneficial for our Association.

Early Childhood Development Knowledge Centre (a Centre of Excellence of the Canadian Council on Learning): CAP endorsed and promoted the Centre's Encyclopedia on Early Childhood Development, bringing together research from international authors on topics related to children from 0 to 5 years of age; a most valuable tool for parents and educators alike.

Media Awareness Network: CAP was an official collaborator of the National Media Education Week. The purpose of the week is to promote media education and encourage media literacy activities throughout Canada's schools. We receive weekly updates from this organization which are shared through our website.

National Association of Elementary School Principals: our agreement with NAESP is similar to our agreement with NASSP; in that the agreement decreases membership costs to NAESP for CAP members and allows for a greater sharing of resources between the two Associations.

National Association of Secondary School Principals: CAP's agreement with NASSP continued again this year, providing CAP members with reduced membership fees to NASSP and reciprocal sharing of information and attendance at each other's national conference.

PREVNet Promoting Relationships and Eliminating Violence: CAP renewed has a Memorandum of Understanding with PREVNet, affirming the joint collaboration in the interest of eradicating bullying of all types in Canada. PREVNet seeks input from CAP regarding school leader perspectives on safety in schools.

Prime Minister's Awards for Teaching Excellence: CAP assisted in the review of applicants from across the country before final selections were made.

Royal Canadian Mounted Police: CAP continued its support of the National Youth Officer Program. The program provides training for officers who are school community liaisons. The RCMP continues to develop its SAFE plan and seeks input from CAP on this initiative.

INCREASING AND IMPROVING COMMUNICATION WITH AFFILIATES AND WITH INDIVIDUAL MEMBERS

The CAP Journal serves as a source of professional information and knowledge for principals and vice-principals in Canada. The Journal is printed and is usually issued three times each year. The topic for each issue was determined by the CAP Public Relations/ Communications and Journal Committee, after receiving input from the affiliates regarding local topics and needs. The Editorial Board ensured that content for each issue was relevant and meaningful to the work of principals and vice-principals. Three issues were published.

CAP 2017, the 35th Annual CAP Conference was held in Saskatoon, Saskatchewan from May 23-26, 2017 with the theme being Growing Together.....Cultivating Change. It was hosted by the Saskatchewan Teachers Association.

The upcoming CAP conferences:

CAP 2018 in St. John's, N.L. hosted by the Newfoundland & Labrador Teachers' Association School Administrators' Council (NLTASAC).

CAP 2019 in Whitehorse, YK.

CAP 2020 in Winnipeg, MB hosted by the Council of School Leaders (COSL MTS).

INCREASING CAP MEMBERSHIP

CAP understands that growth in membership is contingent on provincial and territorial affiliates', principals' and vice-principals' awareness of CAP's endeavors' and the relevance and value they have to their work in schools. Along with the communication venues listed in the section Increasing and improving communication with affiliates and with individual members; CAP has undertaken several new initiatives, such as:

- * the eighth publication of an Annual Report provides the membership with a summary of CAP's activities and successes throughout the year

CAP's profile at the national level has grown significantly in the past several years. On a regular basis, CAP receives invitations from national groups requesting presence at their tables, input on their projects and support for their initiatives. As CAP continues to grow in prominence, its voice will be heard and will have a considerable impact in advocating for members. The significance and relevance of CAP's work to potential members will be evidenced in its successes to facilitate and improve the status of principals and vice-principals. It is hoped that the research study findings will greatly assist in this advocacy role.

SUSTAINING FINANCIAL STABILITY

CAP's great challenge has been securing financial stability in the face of very low membership fees. CAP fees have been maintained at \$10 per member for the past 16 years.

- * The professional content of the CAP Journal has greatly improved. That, along with the Journal's more attractive presentation has made it an appealing venue for advertisers wishing to promote their products or services to educators and eventually we hope that it will be cost neutral.

- * CAP benefits from the financial support of its national sponsors, who support the costs of many of our initiatives.

* While the profits of the CAP national conference are not incorporated into the Association's operating budget, they nonetheless contribute to the financial wellbeing of the Association. CAP has a profit sharing agreement with the host affiliate, 40% 60% partnership with the host affiliate retaining the greater portion. Successful recent conferences have been held in:

CAP 2008 St. John's, Newfoundland and Labrador

CAP 2009 Winnipeg, Manitoba

CAP 2010 Regina, Saskatchewan

CAP 2011 Charlottetown, Prince Edward Island

CAP 2012 Montreal, Quebec

CAP 2013 Banff, Alberta

CAP 2014 Halifax, Nova Scotia

CAP 2015 Whistler, British Columbia

CAP 2016 Saint John, New Brunswick

CAP 2017 Saskatoon, Saskatchewan

Future Conferences

CAP 2018 St. John's, Newfoundland and Labrador

CAP 2019 Whitehorse, Yukon

CAP 2020 Winnipeg, Manitoba

CONCLUSION

CAP continued during the 2016-2017 year to further the mission and goals of the Association. With the leadership and dedication of its Directors, CAP has been involved in important, relevant work that has benefitted the provincial and territorial affiliates, principals and vice-principals, their students, teachers and schools.

CAP NATIONAL SPONSORS

CAP values its national sponsors and their support of CAP's work and initiatives.

Friesens is a Platinum Sponsor providing all the services required to print our CAP Journal three times per year.



Jostens is a Gold Sponsor through the following initiatives: President's Reception at the CAP Annual Conference, CAP rings for CAP executive members, CAP watch for CAP President, and Certificates for retiring CAP Directors As of this year. Jostens is supporting the cost of transportation and hotel for the Principal of the Year Award recipient; rings for the Principal and Vice-Principal of the Year.



FUTURE CAP EXECUTIVE

CAP Executive – 2017 - 2018

Kyran Dwyer, President

Maxine Geller, Past President

Thomas Midbo, President-Elect

Terry MacIsaac, Eastern Vice-President

Bruce Shamray, Central Vice-President

Carol Sarich, Western Vice-President

CAP has evolved and the future is promising. New Directors will continue to grow the vision of CAP. After the annual, critical review of CAP's Strategic Plan, an action plan will be developed that will continue

- * to provide a strong, national voice for Canada's principals and vice-principals,

- * to develop and maintain professional growth and leadership for members,

- * to promote the national status of principals and vice-principals,

- * to foster and support national objectives of Canadian education,

- * to provide information and service to affiliate Associations.

The strength of CAP is its members, their faith in Canadian public education and their commitment to provide the best education possible for their students.



Appendix A:

The Canadian Association of Principals Student Leadership Award
Winners 2016-2017.

Appendix B:

The Canadian Association of Principals Partner Organizations.

Canadian Association of Principals

300 Earl Grey Drive, Suite 2220

Kanata, ON K2T 1C1

Telephone: 613-839-0768

Email: info@cdnprincipals.org

Website: www.cdnprincipals.org

APPENDIX A

The Canadian Association of Principals are pleased to announce the winners of the Student Leadership Award from across Canada for 2016-2017 as follows:

<i>Kallie Stone</i> from <i>Clareville High School, Clareville, NL</i>	Principal: Mr. Ian Davidson
<i>Brianna La Rusic</i> from <i>Sydney Academy, Sydney, NS</i>	Principal: Mr. Kevin Deveau
<i>Colin Brown</i> from <i>Harbour View High School, Saint John , NB</i>	Principal: Mr. Michael Butler
<i>Hannah Larsen</i> from <i>Kinkora Regional High School, Kinkora, PE</i>	Principal: Mr. Jamie Cole
<i>Ashley Bock</i> from <i>Beaconsfield High School, Beaconsfield, QC</i>	Principal: Ms. Michelle Harper
<i>Jolene Rondeau</i> from <i>Prairie Mountain High School, Somerset, MB</i>	Principal: Ms. Cheryl Mangin
<i>Arielle McKay</i> from <i>St. Joseph High School, Saskatoon, SK</i>	Principal: Ms. Jackie Campigotto
<i>Rachel Hughes</i> from <i>Webber Academy, Calgary , AB</i>	Principal: Ms. Christina Clouston
<i>Larissa Kichiu</i> from <i>Sentinel Secondary School, Vancouver, BC</i>	Principal: Mr. Mike Finch
<i>Lindsey Qanguq</i> from <i>Nasivvik High School, Pond Inlet , NU</i>	Principal: Mr. John Wilson
<i>Anna Grewal</i> from <i>Vanier Secondary School, Whitehorse, YK</i>	Principal: Mr. Ryan Sikkes

Each successful candidate receives a *Two Hundred and Fifty Dollar Scholarship* provided by the **Canadian Association of Principals**.

Congratulations to all successful candidates and best wishes for the future.

APPENDIX B

Canadian Association of Principals Partner Organizations

Canadian Association for Chiefs of Police
Canadian Association of Fire Marshalls
Canadian Association for School Libraries
Canadian Association of School Administrators
Canadian Centre on Substance Abuse
Canadian Council of Learning
Canadian Council of Ministers of Education, Canada
Canadian Education Association
Canadian Federation of Home & School
Canadian Initiative for the Prevention of Bullying
Canadian Millennium Scholarship
Canadian Olympic Committee
Canadian Safe School Network
Canadian School Board of Canada
Canadian Teachers' Federation
Centre for the Study of Learning and Performance (Concordia University)
Concerned Children's Advertisers
Council of Ministers of Education Canada
Curriculum Services Canada/Health Canada
Early Childhood Development Knowledge Centre (a Centre of Excellence of the Canadian Council on Learning)
Education Canada Network
Family Services Canada
Health Canada
International Alliance for Child and Adolescent Mental Health in Schools
International Confederation of Principals
Invest in Kids
Joint Consortium for School Health
Media Awareness Network
National Association of Elementary School Principals
National Association of Secondary School Principals
National Coalition for Music Education
PREVNet Promoting Relationships and Eliminating Violence
Prime Minister's Awards for Teaching Excellence
Promoting Relationship and Eliminating Violence Network (PREVNet)
Public Health Agency of Canada
Royal Canadian Mounted Police
Student & Youth Travel Association
Schizophrenia Society of Canada
UNESCO

