

CAP



2012-2013

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.

2012-2013 EXECUTIVE

Bill Tucker, President
Joycelyn Fournier-Gawryluk, Past-President
Jameel Aziz, President-Elect
Tina Estabrooks, Eastern Vice-President
Jim Jordan, Central Vice-President
Holly Godson, Western Vice-President

BOARD OF DIRECTORS

Lorriane Keur, Northwest Territories Teachers' Association—
School Administrators' Council, NWTTA-SAC
Gary Morgan, Association of Yukon School Administrators, AYSA
Terry Young, Nunavut Administrators' Council, Nunavut
Teachers' Association, NTA
Shelley Green, British Columbia Principals' and Vice-Principals'
Association, BCPVPA
Holly Godson, Alberta Teachers' Association Council of School
Administration, ATACSA
Carol Sarich, Saskatchewan School Based Administrators, SSBA
Spencer Clements, Council of School Leaders—Manitoba
Teachers' Society, COSL of MTS
Jim Jordan, Association of Administrators of English Schools in
Quebec, AAESQ
Tina Estabrooks, New Brunswick Teachers' Association— In
School Administrators' Committee, NBTAISAC
Derek Carter, Nova Scotia School Administrators' Association,
NSSAA
K.J. White, Prince Edward Island Association of School
Administrators, PEIASA
Kevin Giles, Newfoundland Labrador Teachers' Association
School Administrators' Council, NLTASAC

A YEAR IN REVIEW: A MESSAGE FROM THE PRESIDENT



Since 2008, after serving as the CAP National Conference Co-chair, I have had the privilege to serve on the CAP National Board. The honour of representing your provincial colleagues at the national level is humbling. Sitting at a table of leaders and planning national initiatives and advocating on behalf of our colleagues is exhilarating. Serving at the national level is the very best professional development that anyone can avail of or participate in. The comradeship and professional discussions that you become involved in affirms your strong belief that Principals and Vice-Principals are truly special individuals that are allowed to play one of the most crucial roles in Canadian Society. I have been fortunate to have found new professional relationships, close friendships with colleagues across the breadth of this great nation. To have been afforded the honour to be elected CAP National President by leaders of school leaders has been the highest honour that I have received in my professional career.

To be a full time school administrator and serve a volunteer sacrifice. You are always working from the side of your desk, support of family, employer colleagues and other CAP Executive and Board members is crucial in order to have a successful organization. The numerous requests and interactions that are placed upon you are many and I hope that I have represented our organization effectively and with honour.

A YEAR OF CHANGE

2012-2013 Presidency has been a year of stabilization. With the resignation of our long time serving Executive Assistant Marie Schutt in 2011-2012 we lost a lot of corporate knowledge that was difficult to duplicate. We were fortunate to be able to hire Jill Sooley-Perley shortly after Marie's departure and Jill has

been able to immerse herself in our corporate history and has position as President of a national organization is not without found ways to find efficiencies and retain most of our past practices while offering new and more improved services. We are very pleased and appreciative of her work in support of CAP.

Market Zone Publishing continues to publish or 3 CAP Journals per year. Their President, Trevor Shirtliff, has established a good working relationship with us and with our printing company, Friesens. CAP continues to maintain editorial rights but Market Zone is responsible for finding advertisers and for compiling the editorials, articles and advertisements. Our major sponsors: Friesens, Lifetouch, Jostens and our newest sponsor Thoughtstream will continue to receive advertisement space in the Journal as part of their sponsorship agreement.

Our Sponsors have been so supportive of our organization and with the recent changes, it must be said that their financial and in-kind support is vital to our organization. Friesens under the leadership of their President Mr. Fred Perrin, do an excellent job of printing our journal with a commitment for three Journal printings a year. Mr. Dan Boudreau, Area Supervisor for Lifetouch, establishes a great relationship with us by always being present at our annual conferences and having a team ready to photograph and provide name badges for conference delegates. We appreciate their huge commitment to our Student Leadership Awards honouring students in each of our affiliates with scholarships. We thank Jostens and Ms. Judy Webster for her presence at our conferences and for supporting the work of school leaders in Canada. We are thrilled with the increased support from Jostens for the Principal of the Year Award and covering transportation and hotel costs for the Principal of the Year Award winner. Judy also gives a ring to the recipients of the Principal and the Vice Principal of the Year. In addition Jostens are very supportive of our President's reception inclusive of a gift of recognition as well as gifts of rings for our Vice-Presidents. They also assist in acknowledging those CAP Directors that are leaving the board. Finally, we wish to thank Dave McLeod of Thoughtstream for supporting School Leaders

by offering the CAP Board another way of communicating with our membership and also sponsoring the Vice Principal of the Year Award. Thoughtstream has generously pays for the transportation and hotel costs of the national recipient of the Vice Principal of the year award to attend the CAP National Conference. We want to continue to build on a strong relationship that we have with these four sponsors.

Our website has undergone a total revamping this past 2 years under the direction of Brian Cameron, a principal in the Louis Riel School Division of Manitoba. Brian has developed a more modern look to our site and is making updates on a regular basis. He is very open to suggestions for change and acts on them immediately. His only compensation for these many hours of work is registration at our annual conference.

EDUCATIONAL PARTNERS

During the summer of 2012, as CAP President, I attended three conferences which were held by our educational partners. Myself and Jameel Aziz, CAP President Elect attended the CASA conference in Whistler, BC where I had an opportunity to speak about CAP and our initiatives and we found our new fourth national sponsor, Thoughtstream. This conference focused on 21st Century Learning. This was immediately followed by the CTF Conference, which I attended in Halifax, N.S. where they addressed the various political pressures that play into decisions made in education. Lastly, myself and the President Elect attended the National Association of Secondary School Principals Conference as guests of their President. This was held in Washington, DC. We networked and discussed a number of common issues and concerns in both our nations. We also had a chance to connect with the President and Executive Director of the O.P.C. I have also maintained connections throughout the school year with a variety of our partners, such as the Media Awareness Network, Canadian Center for Substance Abuse, Joint Consortium of School Health; PROPEL Centre at the University of Waterloo and PHE Canada.

Acknowledgements

I would be remiss if I didn't acknowledge and thank the CAP Executive for their work this year. We have worked as a team in support of the strategic plan for CAP. Unlike the past when we have had a number of very challenging years, we are now seeing ourselves sailing in calmer waters. Thanks to decisions and excellent stewardship over the last three years and facing some tough financial decisions, we are now in a much more financially stable situation. This has provided us with the opportunity to once again to focus on national level items and future growth. It has been very supportive to know that I had the support of our Past President, Joycelyn Fournier-Gawryluk and our President Elect, Jameel Aziz. I would also like to thank the CAP Directors for the very key role they play in acting as liaison between the Affiliate and the National Board.

In closing, I hope that I have made some small difference in the lives of our students and the school principals and vice principals we serve. I am truly thankful that our organization continues to grow, thrive and is seen as a national leader by many of the other agencies in Canada and Internationally. I leave CAP with a completed National Study on the Role of the Principal; with CAP having completed some valuable work with the Canadian Centre for Substance Abuse; as an active National partner in attempting to influence the health of the nation; and with a new National sponsor. I look forward to supporting the President for 2013 – 2014 Mr. Jameel Aziz and the President Elect Ms. Tina Estabrooks, as well as the elected board.

William (Bill) J. Tucker

CAP President, 2012-2013

MAJOR INITIATIVE – RESEARCH STUDY

The CAP Board's decision to move to a research study will be a resource for the organization for a number of years to come. The title of the project is: **The Future of the Principals in Canada, A Pan-Canadian Research Study**. The study is completed and will be ready for publication and dissemination to our members after the November 2013 National CAP Board meeting

The purpose of the study was to examine the current conditions of practice that both limit and enable the inspirational leadership roles of principals in the context of the future forces that will shape public education in Canada over the next five to ten years. In particular, we were able identify the trends and influences that shape the work of the principal as school leaders in the future. The results of this study will have profound impact on the work of school principals. In this context, a particular focus of the study was to examine the conflicting demands placed on administrators that currently limit their capacity to be instructional leaders in their schools. The influences of globalization and the impacts of emerging technologies was a particular focus.

In partnership with the Alberta Teachers' Association, the CAP National Board was responsible for conducting this study.

On behalf of the executive, I would like to thank our Affiliates for their financial support of this study which is absolutely essential for us to be able to move forward. I would also like to thank the Directors for assisting in the facilitation of Focus Group conversations which will provide the qualitative data for the study. Mr. JC Couture, the Alberta Teachers' Association, has been the contact person to CAP and he has done an admirable job in coordinating this project. I would like to thank Garnett Goertzen, former CAP Director from Alberta for making the original contact with JC Couture who is providing a great service to our organization. Finally, I would to acknowledge the leadership that Ms. Joycelyn Fournier-Gawryluk Past President

2012-2013 provided in ensuring that this piece of ground breaking and vital work was moving forward. I think I can speak on behalf of all Board members that we look forward to the results of this research study with great anticipation and sharing its conclusion with or membership this coming year. As we move forward as an organization, the results of the study will be able to be shared with political leaders within our provinces and territories as well as with educational partners.

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. It is CAP's intention to release the results of the research project at our CAP 2014 Annual Meeting and Conference in Halifax, N.S.

* 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 Joy Brown, Principal, Coley's Point Primary, Bay Roberts, NL. The Vice-Principal Distinguished award recipient was Beverly Wilk, Vice-Principal, D.A. Ferguson Middle School, Taber, Alberta.

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 and they were based on the topics of *Students Rights, Inclusion and Comprehensive School Health*.

CAP President Elect Jameel Aziz also has taken the initiative to produce 2 CAP News Letters to improve communication with our membership. We hope to offer 3 to 4 of these per year.

Finally Thoughtstream our newest National Sponsor will be working with the Executive and Board to begin a true national dialogue on issues that are important to our membership.

CAP 2013, the 31st Annual CAP Conference was held in Banff, Alberta from April 21 – 24, 2013 with the theme being The Summit of Educational Leadership. It was hosted by the Alberta Teachers' Association Council of School Administration, (ATACSA) bringing together almost 900 principals and vice-principals from across the country for exceptional professional development and valuable collegial exchanges.

The upcoming CAP conferences:

CAP 2014 in Halifax, N.S., hosted by the Nova Scotia Teachers Union, School Administrators Association (NSSAA).

CAP 2015 in Vancouver, B.C. hosted by the British Columbia Principals and Vice Principals Association (BCPVPA).

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 fifth 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 14 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

Future Conference Locations

CAP 2014	Halifax, N.S.
CAP 2015	Vancouver, B.C.
CAP 2016	Fredericton, N.B.

CONCLUSION

CAP continued during the 2012-2013 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.



Lifetouch Gold Sponsor

CAP Student Leadership Scholarship (\$750.00 per Affiliate); Annual Conference Name Badges and Official Photographer.



Thoughtstream Silver Sponsor

Thoughtstream offers a unique process of on-line communication, dialogue consensus building for professional organizations and groups. Thoughtstream also sponsors the Vice Principal of the Year Award recipient.



FUTURE CAP EXECUTIVE

CAP Executive – 2013 - 2014

Jameel Aziz, President

Bill Tucker, Past President

Tina Estabrooks, President-Elect

K.J. White, Eastern Vice-President

Jim Jordan, Central Vice-President

Holly Godson, 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 2012-2013

Appendix B

Canadian Association of Principals Partner Organizations

Canadian Association of Principals
300 Earl Grey Drive, Suite 220 Kanata, ON K2T 1C1
Telephone: 613.839-0768
Email: info@cdnprincipals.org
Website: www.cdnprincipals.org



The Canadian Association of Principals and Lifetouch Canada, sponsors of the CAP Student Leadership Award are pleased to announce the winners from across Canada for 2012-2013 as follows:

Patrick Butler from *Queen Elizabeth Regional High School, Foxtrap CBS, NL* Principal: *Wayne Rodgers*

Sarah M. Hughes from *Northeast Kings Education Centre, Canning, NS* Principal: *Kevin Veinot*

Peter Cruickshank from *Grand Manan Community School, Grand Manan, NB* Principal: *Richard Lloyd*

Emma McDermott from *Kensington Intermediate Senior High, Kensington, PE* Principal: *Michelle Beaman*

Jacinthe Dion from *Heritage Regional High School in St. Hubert, QC* Principal: *Kimberley Barnes*

Gurkiran (Kiran) Mann from *Panorama Ridge Secondary, Surrey, BC* Principal: *K. De Boice*

Kelsey Beaudette from *St. Mary's Catholic School, Vegreville, AB* Principal: *Ed Kucy*

Tiffany Wharton from *Clavet Composite School, Calvet, SK* Principal: *Brian Matisz*

M. Jacques de Moissac from *Ecole Pointe-des-Chenes, St. Anne, MB* Principal: *M. Raymond La Fleche*

Each successful candidate receives a *Seven Hundred and Fifty Dollar Scholarship* provided by our proud sponsors, ***Lifetouch Canada***.

Congratulations to all successful candidates.

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**