

**OPSOA Member News:**

**Retirements since last newsletter:**

Mary Anne Alton, Bluewater  
Jean Hanson, Rainbow  
Don Higgins, Toronto  
Susan Hiraishi, Peel  
Wayne Joudrie, Halton  
Linda Kartasinski, Niagara  
Laura McAlister, Ottawa-Carleton  
Steven Parfeniuk, Halton  
Melanie Parrack, Toronto  
Chuck Reid, Avon-Maitland  
Gale Sherin, Trillium Lakelands  
Michael Smith, Toronto  
Gayle Stucke, Lambton Kent  
Lyall Thomson, Ottawa-Carleton  
Jim Wibberley, Grand Erie  
Jill Worthy, Toronto

**New OPSOA Members since last newsletter:**

Ian Allison, Toronto  
Roula Anastasakos, Toronto  
Angelos Bacopoulos, Toronto  
Wayne Baker, Grand Erie  
Pertia Bent, Peel  
Gayle Bishop, Renfrew County  
Pino Buffone, Ottawa-Carleton  
Jan Courtin, Peel  
Martha Deacon, Waterloo Region  
Colleen DeMille, Hastings & Prince Edward  
Wendy Dowling, Peel  
Dan Fister, Toronto  
Mike Gallagher, Toronto  
Mike Gilfoyle, Lambton Kent  
Laura Hodgins, Waterloo Region  
Hazel Mason, Peel  
Doug Morrell, Upper Grand  
Paula May Murphy, Simcoe County  
Jane Phillips-Long, Toronto  
Cathy Portt, Hastings & Prince Edward  
Elaine Ranney, Waterloo Region  
Vidya Rego, Toronto  
Mandy Savery-Whiteway, Hastings & Prince Edward  
Anita Simpson, Simcoe County  
Casey Slack, Fort-Frances  
Frank Wiley, Ottawa-Carleton

***Tony Pontes - OPSOA President 2010-11***

Tony Pontes, Director of Education for the Peel District School Board, became OPSOA's 22<sup>nd</sup> President on September 1, 2010. Tony was President-Elect for 2009-10 and prior to that, represented the Central Region on the OPSOA Board of Directors. As well, he has been a member of the annual Conference Committee. Tony has been an active and supportive member of OPSOA since September 2000.



Tony Pontes

As a 32 year employee with Peel, Tony brings a network of positive relationships, extensive experience in a variety of roles and a strong sense of optimism about the impact of public education in our society. Tony is committed to OPSOA and the important role that supervisory officers play in championing and strengthening public education.

***A Message from the President***

Dear OPSOA Members,

I am honoured to serve and to lead as President of OPSOA – an organization that supports the learning and professional development for all public supervisory officers in Ontario. OPSOA continues to be the voice of all public supervisory officers in Ontario by working closely with the Ministry of Education and all our education partners.

This newsletter contains important information. One of our goals this year is to strengthen our communication with members. In response to member comments about role modeling the effective use to technology, our newsletters will now be sent in electronic version only and also posted on our website, [www.opsoa.org](http://www.opsoa.org).

A key part of this newsletter is the OPSOA/Public CODE Strategic Plan 2010-2013. This plan reflects our organization's mission and will drive our work over the next 3 years. You will notice our emphasis on professional development and partnerships. In particular, our partnership with Public CODE will strengthen our voice in policy development. Thank you to Michael Smith, retired OPSOA member from Toronto District School Board for producing the new look for our plan.

The strength of an organization is dependent on the active participation of its members. I encourage you to be involved, to represent OPSOA as needed on provincial committees, to attend regional meetings and our annual conference. In particular, we depend on the leadership of board representatives to act as the conduit of information to/from the OPSOA Board of Directors.

The Ministry of Education is currently working to develop a provincial supervisory officer's performance appraisal process. OPSOA will be working closely with Public CODE to provide input into the development of a fair, consistent appraisal process that recognizes the excellent work of supervisory officers across the province.

On behalf of the Board of Directors, I commit to working on your behalf and I look forward to meeting you at regional meetings or the annual conference in April.

Tony Pontes, OPSOA President 2010-11

## Regional News

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**OPSOA – A Professional Organization  
“Working for Ontario’s Public  
Supervisory Officials”**



### **OPSOA BOARD OF DIRECTORS 2010-2011**

President	Tony Pontes Peel
President-Elect	Ken Bain Hamilton-Wentworth
Past-President	Linda Fabi Waterloo Region
Treasurer	Marilyn Marklevitz Waterloo Region
Central Region	Odette Bartnicki Halton
Eastern Region	Norah Marsh Limestone
Metro Region	Rauda Dickinson Toronto
Northern Region	Patti Pella Superior-Greenstone
Southwestern Region	Sue Greer Niagara
Western Region	Joy Badder Lambton Kent
CASA Representative	Laura Elliott Thames Valley
CODE Representative	Kathy Soule Hastings Prince Edward
Executive Director	Frank Kelly

### **MARK YOUR CALENDARS**

January 26-28, 2011 – CEO/CFO Annual Conference, InterContinental Toronto Yorkville  
April 10-11, 2011 – Stepping Up: Understanding the Role of Director InterContinental Toronto Yorkville  
April 27, 2011 – OPSOA/OPC Symposium with Michael Fullan and Andy Hargreaves, Hilton Toronto  
April 27, 2011 – New Supervisory Official Program, Phase 2, Hilton Toronto  
April 28-29, 2011 – OPSOA Annual Conference, Hilton Toronto  
July 7-10 2011 – CASA Annual Conference, Niagara Falls  
August 17-19, 2011 – OPSOA Board of Directors/Public CODE Executive Strategic Planning Session

Limestone Professional Learning offered an Instructional Coaching Institute with Dr. Jim Knight on October 14 and 15 in Kingston, Ontario. Participants from across Ontario learned about the foundational principles of instructional coaching. The institute provided a foundation upon which a solid, effective instructional coaching program is built within the context of the broader professional learning facilitated by schools and districts.

**Jim Knight** is a research associate at the University of Kansas Center for Research on Learning. He has spent more than a decade studying instructional coaching and has written several books and many articles on the topic. Knight has presented and consulted in more than 35 states, most Canadian provinces, and in Japan. He has a Ph.D. in Education and has won several university teaching, innovation, and service awards. Participants will have the opportunity for further learning with Knight and networking with colleagues on April 18 & 19.

This event was organized by the Limestone DSB and sponsored by Ontario ASCD, Eastern Ontario Staff Development Network, Ontario Principals’ Council, OPSOA East, and the Ottawa Office of the Ministry of Education and was attended by professional developers such as school administrators, school leaders, instructional coaches, supervisory officers, system professional learning consultants and teachers and other educational professionals who are interested in learning about how to accelerate professional learning in schools and districts.

Pictured below: Dr. Jim Knight and Superintendent Norah Marsh, Limestone DSB



## ***Book Review submitted by Ardeth Staz, Alumni Member***

Are you facilitating a new committee and want them to gel quickly into a smoothly functioning team? Are you trying to assist principals with building trusting relationships among their staff or making their school culture more positive? Then Sue Stephenson’s new book published by Solution Tree, *Leading With Trust – How to Build Strong School Teams* (ISBN 978-1-934009-46-8) may be the next one to add to your collection! Sue takes her many years as educator, administrator and staff developer and combines them with current research on trust in this very practical volume. She invites us to tackle head-on ‘distrust’ in our organization and sets this in the context of what she calls the Trust Glass, a continuum leading to early trust and then to mature trust and to high team performance. Her book provides us with strategies appropriate to each stage on the continuum, each designed to increase the level of trust within a team, moving from low risk to high risk. Sue addresses strategies for building personal trust as well as interpersonal trust. Sue’s work on barriers to trust gives us some real food for thought about what might be at the root of low levels of trust in the current school cultures, and what we might need to address to be proactive. Other topics Sue touches on include conflict resolution and decision-making. A case study, built on some of her own experiences as an administrator, helps to describe the journey a school might take towards being a stronger team. The appendix and on-line reproducible resources round out this very helpful book. I have recently used some of Sue’s theory and strategies with groups such as principals working in Networks, with trustees moving to new relationships within the new governance model, and with Aspiring Leaders program participants. As with many Solution Tree authors, Sue is available as a keynote speaker or workshop leader. More information about her publications and workshops are available on her website at [www.suestephenson.ca](http://www.suestephenson.ca)