

**Questions and Answers:
Terms and Conditions of Employment of Principals and Vice-principals, 2010**

Q1. How was the PPM on terms and conditions developed?

A1. The attached PPM reinforces and expands on the *Effective Practices Guide for Principal/Vice-principal Terms and Conditions of Employment* previously agreed to by associations and released to boards in April, 2009. The content and language of this PPM has been developed with input from all principal, supervisory officer, director of education and trustee associations in December, 2009. The Ministry facilitated the meetings of association representatives as they developed the *Effective Practices Guide* and later the PPM.

Q2. Principals/Vice-principals are not the only non-unionized management employees in the system. Why does this PPM focus on them and not others?

A2. The government first introduced the idea of consistent terms and conditions for principals and vice-principals in the mini-discussion paper entitled *Leading Education: New Supports for Principals and Vice-Principals in Ontario Publicly Funded Schools (2005)* when considering how to support the role of principals/vice-principals. This paper proposed the establishment of common practices across the province around terms and conditions in order to attract and retain the highest calibre of principals/vice-principals.

Q3. When is the deadline for boards to comply with the PPM?

A3. All boards are required to implement the memorandum by March 31, 2011. The Ministry recognizes that some boards may not have terms of conditions and will need time to develop and negotiate them. Other boards may need to revisit existing terms and conditions agreements to include provisions from the PPM. This deadline gives boards sufficient time to undertake this process.

Q4. What will the ministry do to monitor board compliance with this PPM?

A4. Terms and conditions have been added to the Succession Planning and Talent Development Continuum. This allows the ministry to review compliance with the PPM through monitoring of the board's implementation of the Continuum.

Q5. What is the status of provisions to allow newly appointed principals/vice-principals to return to teaching if they are unsuitable or uninterested in the role? The PPM does not include provisions that would allow this.

- A5. Discussions are underway to determine if a provision allowing principals/vice-principals to return to teaching can be developed. The Ministry has decided to release the PPM now, so that boards are able to begin making changes to their terms and conditions agreements, or can begin the process of drafting these agreements. If these discussions result in any changes to “return to teaching” provisions, the Ministry will communicate these new provisions to the sector and boards will be expected to implement them.