



The International Confederation of Principals

President's Welcome and Report for the ICP Council Meeting

July 8 – 11, 2014 Poitiers and Bordeaux, France

Dear Colleagues and Friends:

It is my pleasure to warmly welcome you to this ICP Council meeting, in such a beautiful and historic city. The next several days will provide you with a wide range of opportunities to learn, to share expertise, to network with colleagues from across the globe, and to focus on the business of the ICP.

I would like to extend a sincere thanks to the French organizing committee who has worked diligently since last August to plan a very rich learning and cultural experience for our council members and guests. I have appreciated the regular, detailed communications throughout the past year, as the ICP Executive and the French organizing team have worked collectively to produce a fulsome and valuable council agenda. And, I look forward to the next several days among school leaders from all regions of the world, as we maximize the time that we have together.

Thank you to our friends, the French organizing committee :

- Jean-Claude Chapu - Deputy Director of ESEN
- Sonia Dubourg-Lavroff - Inspector General with the French Ministry of Education
- Antoine Godbert - Director of the French ERASMUS Agency (Agence 2e2f)
- Nelly Guet - ICP Council Member; Member of the board of AEDE-France and International Consultant ALERT EDUCATION
- Bernard Hugonnier- formerly with OECD-Education- Senior Lecturer at Science Politique and Member of AEDE-France
- Marie-france Mailhos – formerly senior lecturer at University Institute for Teacher Education - President of AEDE-France
- Loïc Toussaint De Quievrecourt- Principal of Lycée HOCHE in Versailles, Vice President of ID-FO

Please join me in officially welcoming three new member associations: AEDE- France, ID-FO , JESIE , and Ken Swan (Doctrina Education). We are delighted that you have joined our global team.

As well, with us at this council meeting, we welcome guests: Marvin Hackman, Principal's Representative from the Alberta Teacher's Association, Canada; and Edrissa Drammeh and Awa Sawaneh from the Masianday Peace Foundation, The Gambia.

Finally, I would like to note that we have some new faces at this council meeting as representatives from ICP member associations, and we have participants here this week from associations that were unable to attend recent council meetings. Welcome Everyone!

President's Update

The Council meeting agenda was planned with particular attention to the priorities set out at the Cairns Council meeting last July. My report reflects those priorities and the actions which have occurred since we last met. It has been a year of pulling up our sleeves and getting some important work done to move the ICP forward for a strong and sustainable future.

Executive Composition

You will note some changes in our executive. Lonah Mumelo has resigned her position on the executive as she has moved into a new governmental role. We thank Lonah for her service to the ICP, and welcome Alta van Heerden to the role of Regional Representative for Africa on the executive for the remainder of Lonah's term. Sheree Vertigan has kindly offered to serve as the Executive Officer as we transition due to Ted Brierley's retirement. A replacement for Sheree on the executive as the Regional Representative for Asia/Oceania will be elected at the AGM.

Staffing

Long serving Executive Secretary, Ted Brierley retired effective December 31, 2013. The executive discussed and considered different models of staffing to meet the administrative needs of the ICP currently, and with attention to the effective use of ICP funds for this purpose.

It was felt that maintaining two separate positions, one as executive secretary and one as website manager, was not the most efficient and cost effective way to proceed. Therefore, John Hodgkinson completed his time with the ICP effective February 2014. Our sincere thanks to both Ted and John for their many years of service to the ICP.

Moving forward, Sheree Vertigan volunteered to perform the role of Executive Officer until the completion of the Helsinki Convention in August 2015, on a honourarium basis. It was felt that Sheree had the background knowledge of the workings of the ICP having been involved with the ICP for numerous years. An additional consideration was consistency and stability, and thus Sheree has kindly agreed to see the role through until next August, which is greatly appreciated.

Actions and Next Steps

In the chart which follows, I have outlined the priorities of our work over the past year. It is important to note that it has been a year focusing on the core structures and functioning of the ICP, looking ahead to a secure, sustainable, and expanding future for the ICP. It has not been a year of travel for me as your President, and I regret that I was not able to accept the many kind invitations which I received to attend conferences and association events. However, my main focus has been on securing the strong foundation needed for our association, and I am pleased to report our progress to you, leading up to a very big year ahead with our ICP World Convention in Helsinki, Finland. The timing is right for our unique global association as we move forward to meet the true potential of the ICP.

I was able to attend a very interesting International Symposium hosted by the Ontario Principal's Council in Toronto, Canada, in October 2013 to represent the ICP. The OPC has produced a paper as a result of the data collected at this symposium and I highly suggest it as a valuable resource to your respective associations. I also welcomed Rob Cochrane and a delegation from Jiangsu, China to my school in Ontario which was a delightful experience. As well, throughout the year, Executive Members attended events and conferences in their regions, to represent the ICP.

I would be remiss if I did not recognize the collective work of our executive. Sjoerd Slagter has attended numerous meetings with the French organizing team and has provided updates to the executive during our monthly

executive skype meetings. And a huge thank you to Sheree Vertigan, who has worked tirelessly in her new role as the ICP Executive Officer, to mobilize many of the priorities included in this report. Thanks also to Peter Vertigan, registered chartered accountant, for the significant time and support he has provided to assist in the organization and updating of the financial records.

The chart below outlines the main areas of focus since our meeting in Cairns.

COMMUNICATION and NETWORKING

Actions	Next Steps
<ul style="list-style-type: none"> • Newsletter containing all reports from Cairns council meeting shared with ICP members electronically, and posted on the website • Regular updates provided to council members regarding the French council meeting • Pamphlet was produced as a communication tool (included in this report) • New ICP Website currently launched • ICP Facebook • ICP Twitter • Ongoing correspondence with non-member associations who are interested in the ICP 	<ul style="list-style-type: none"> • Future communications to be posted on the new website, and via Facebook and Twitter • Continue to populate the website with relevant and current information • Marketing focus leading up to the ICP 2015 Convention in Helsinki, Finland • Continue to reach out to non –member associations through regional executive members • Encourage members to use Twitter and Facebook as a tool for active and current communication • Focus on the branding of the ICP through the new website, Facebook, Twitter, and all communications

MEMBERSHIP

Actions	Next Steps
<ul style="list-style-type: none"> • Have established a current, accurate membership list and have worked to update contacts within each association • Pleased to welcome three new members of the ICP over the past year, and our guests attending this meeting 	<ul style="list-style-type: none"> • Updated executive and membership information to be posted on website • Continued focus on expanding membership in all regions • Continue established communication with potential ICP member associations

FISCAL RESPONSIBILITY

Actions	Next Steps
<ul style="list-style-type: none"> • A thorough and detailed analysis of ICP finances has been completed • The majority of outstanding debts have been paid • Membership invoices are now up to date, with many associations having paid for the current calendar year • Profits from the Cairns Convention are now in the ICP account • ICP account is no longer in a deficit state • Business plan to be presented at council 	<ul style="list-style-type: none"> • Pursue projects and partnerships to subsidize ICP finances • Expand membership • Work towards a profitable world convention in 2015 • Maintain a focus on fiscal responsibility to sustain and expand the ICP

ORGANIZE COUNCIL MEETINGS TO FOCUS ON A COMMON THEME AND PROVIDE OPPORTUNITIES FOR NETWORKING AND SHARING

Actions	Next Steps
<ul style="list-style-type: none"> • France council meeting has been organized to focus on Principal Training and Assessment • Presenters include experts in the field • Presenters and facilitators come from all regions of the ICP and include guests and council members • Member associations have been asked to bring information and resources to share with colleagues • The council agenda has been planned to include a balance of professional development, networking, the sharing of expertise, regional discussions, and the business of the ICP 	<ul style="list-style-type: none"> • Produce and post detailed reports from the council meeting • Consolidate information gained from associations during the council meeting to produce a resource focusing on Principal training and assessment as it currently exists around the globe

I look forward to our continued good work together as we move forward and prepare for an exciting world convention in Helsinki. Sincere thanks to Tony Lehtiner, Executive Officer, SUREfire, Ari Polka and the Helsinki, Finland 2015 Convention Committee as they prepare for this important global event for school leaders. An update will be provided at this Council Meeting.

I am excited about the agenda we have before us for the next several days and am grateful for the fine work and consideration that has gone into the planning of this meeting. I am also very pleased to see the global

representation at this meeting, and so many incredible people from their respective associations. I know we are going to have a very meaningful time together, and I thank you in advance for your active participation and input throughout the council meeting.

Thank you for the opportunity to serve you as President of the ICP. This shall be the last council meeting in my role and President. I have appreciated your advice and support throughout my presidency, and I thank you sincerely. As well, thanks to each executive member for your fine contributions to the ICP.

Stay well my friends, and I look forward to seeing you in Helsinki!

Lisa Vincent

President, The International Confederation of Principals

lisavinc7@gmail.com



Helsinki

We welcome you to the International Confederation of Principals World Council Meeting, Poitiers & Bordeaux, July 2014!

ICP World Council Meeting

Ecole Supérieure de l'Éducation Nationale, de l'Enseignement Supérieur et de la Recherche
(ESENESR, Poitiers) + Agence 2e2f (Erasmus Agency-France, Bordeaux)

7-12 July 2014

The agenda for the Council meeting in Poitiers and Bordeaux reflects members' feedback and the priorities identified at Cairns Council. Members requested that we focus on a central theme. The theme for this Council will be "Effective School Leadership: Principal Training and Assessment." In addition the program provides members with many opportunities to interact and learn from each other including a focus on regional issues and activities, as well as the further exploration of the global issue of equity and access to education for all.

Prior to the meeting, data will be collected by the executive from Member Associations regarding Principal Training and Assessment structures and processes in their jurisdictions, and will be presented during the council meeting. In addition, associations will have the opportunity to share information and resources during a "marketplace" session. Following the council meeting, a white paper will be produced capturing our collective learnings.

Saturday, 12 July 2014, will be devoted to the discovery of Bordeaux and its famous vineyards.



Meeting Schedule: July 7 – 12, 2014

- July 7 Executive Meeting, Poitiers
- July 8 – 11 Council Meeting, Poitiers and Bordeaux
- July 12 Optional social/cultural day in Bordeaux

Famous Keynote Speakers

To enlighten and enrich our debates, each session will be opened by a famous keynote speaker.

	Tuesday, 8 July	Wednesday, 9 July	Thursday, 10 July	Friday, 11 July
9:00am 10:30am	Welcome address -Jean-Marie PANAZOLE Opening speeches -Jacques MORET -Marc ROLLAND -Antoine GODBERT -Lisa VINCENT -Nelly GUET Meeting Begins Council Agenda	School Leadership, Principal Training and Assessment Round Table -Bernard HUGONNIER -Philippe DONATIEN -Jacques BRAISAZ-LATILLE Questions and Answers	Equity and Access to Education for All Anna PONS Presentation by French Principals: -Vincent GORSE -Christine VALIBOUSE-HUGUEN -Loïc TOUSSAINT DE QUIEVRECOURT -Muriel BOZON	Departure to Bordeaux by coach
10:30am 11:00am	Morning Break	Morning Break	Morning Break	
11:00am 12:30pm	Tue HALGREEN Interactive Discussion based on Mr. HALGREEN's keynote address	Workshop 1 – Effective School Leadership Interactive Discussion based on the Round Table	Workshop 4 - Equity and Access to Education for All Examples and Discussions	
12:30-	Lunch	Lunch	Lunch	Free lunch
1:30pm 3:00pm	Council Items Business Plan Presentation: -Sheree VERTIGAN -Lisa VINCENT -Rob NAIRN	Workshop 2 - Principal Training Presentation and Discussion of Data Collection from Member Organizations	Council Agenda -The 2015 Helsinki Conference -Trans-Tasman Conference	GOETHE INSTITUTE Keynote Address by A. GODBERT ERASMUS+ and international opportunities Working session <i>ICP Networking and Developing</i>
3:00pm-	Afternoon Break	Afternoon Break	Afternoon Break	Afternoon Break
3:30pm 4:30pm	Regional Meetings	Workshop 3 - Principal Assessment "Marketplace" (interaction and sharing)	Annual General Meetings Elections	Interactive Workshops <i>ICP Networking and Developing</i> Evaluation of the Council Meeting
7:00pm	Dinner	From 4:30 to 6:30: EURO-CULTURE game in teams; in English 7:00: Dinner	6:00: Dinner 7:00: Visit at the Futuroscope – Night shows and fireworks	5:00pm 7:00pm Welcome visit to the Rectorat d'académie- Official Party at the City Hall Closing Gala Dinner at Hôtel Mercure (optional - register)

July 12 – Saturday: Optional

- Free time in Bordeaux – sight-seeing, shopping
- Wine-tasting excursion to a famous “Château”: St Émilion (85 €) 9:00am-6:00pm; lunch is included => register online

School Visits

Although the Summer holidays will have begun and there will be no pupils in the schools, it is possible to have a look at neighbouring Junior-High, Primary and Nursery schools in Poitiers. So far, 10 Council Members have opted for a school visit; it will be feasible for a minimum of 15 people (companions and spouses are welcome). This visit would take place on Monday 7 July, 3:00pm => 6:00pm. Please confirm your interest by return to contact@aede-france.org

Registration fees for Council members:

Registration fees are all-inclusive. They include:

- the conference fees, meals including coffee breaks, and accommodation in Poitiers,
- one night’s accommodation in Bordeaux,
- the visit at Futuroscope,
- the transfer to Bordeaux by coach.

Not included:

- the optional activities, namely the Gala dinner on Friday night,
- the excursions on Saturday,
- a second hotel night in Bordeaux (Saturday 12 to Sunday 13) if desired.

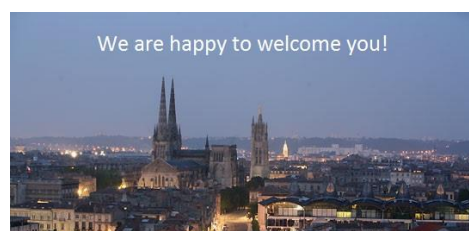
Registration fees for accompanying spouses and guests (250 €):

Included:

- the extra cost for the room for 4 nights in Poitiers and 1 night in Bordeaux,
- 5 breakfasts, 2 dinners at ESEN, 1 evening at Futuroscope,
- Transfer by coach from Poitiers to Bordeaux.

Early Bird registration fees – May 31, 2014

- Council Members (7 - 12 July) - 600 €.
- Accompanying participants – 250
- Gala Dinner (11 July) – 100 €
- Optional additional night’s accommodation in Bordeaux, July 12 – 13 – 145 €



Practical Information

Venues

ESEN: bd Frères Lumière Téléport 2 BP 72000 86360 CHASSENEUIL DU POITOU – <http://www.esen.education.fr> +33 5 49 49 25 00. Le directeur est M. PANAZOL et le directeur adjoint M. CHAPU

FUTUROSCOPE: <http://www.http://en.futuroscope.com/>

ERASMUS Agency, France : 25, quai des Chartrons, 33000 BORDEAUX – <http://www.europe-education-formation.fr> +33 5 56 00 94 00. Le directeur est M. Antoine GODBERT

GOETHE INSTITUTE, 35, cours de Verdun 33000 Bordeaux.
<http://www.goethe.de/ins/fr/bor/frindex.htm>

RECTORAT DE L'ACADEMIE DE BORDEAUX: 5 rue Joseph de Carayon Latour 33000 BORDEAUX - +33 5 57 57 38 00 <http://www.ac-bordeaux.fr/>. Le recteur est M. Olivier DUGRIP

BORDEAUX – Tourist Office : <http://www.bordeaux-tourisme.com/pl/index.pl?langueSelected=uk>

Accommodation

Hotel in POITIERS: **Hotel ALTEORA** <http://www.hotel-alteora.com/en> [with a swimming pool: do not forget to pack your swimsuit!]

Hôtel in BORDEAUX: MERCURE, Cité Mondiale, 18 parvis des Chartrons 33080 BORDEAUX Cedex - +33 5 56 01 79 79

Transport

All the participants must book their own flights and/or train tickets themselves.

Be careful: the place of arrival is POITIERS while the place of departure is BORDEAUX.

Indeed, all the participants must be aware that the first part of the Council Meeting will take place near POITIERS, which is accessible from PARIS by high speed train, either directly from the PARIS- CDG airport (duration 2 and ½ hrs) or from PARIS-MONTPARNASSE railway station (duration : 1hr and 40 minutes, on average).

Every morning, a shuttle will collect the participants at 8:45 from Hotel ALTEORA and drive them to ESEN

Transport from POITIERS to BORDEAUX will be by coach and is included in the overall programme and registration fee. Departure: 9:00 from Hotel ALTEORA

Programme for companions, spouses and guests

Monday, 7 July: free time or school visits

Tuesday, 8 July: free morning - Meet your guide, Mr VAUDELLE, at 11:00am at the hotel; then join the group for lunch at ESEN, then visit Poitiers (historic city) with Mr VAUDELLE, until 6:00pm

Wednesday, 9 July: Departure at 8:30 by coach to spend the day in La Rochelle, with Mr VAUDELLE. Lunch will be free and left to everybody's choice. Return to ESEN for dinner with the group.

Thursday, 10 July: departure at 9:00am for a tour of medieval and Roman Poitou, with Mr VAUDELLE, by coach. Again, free lunch. Return to hotel around 4:00pm.

Contact persons



1-CHAPU Jean-Claude - jean-claude.chapu@education.gouv.fr -

2-DUBOURG-LAVROFF Sonia - Sonia.dubourg-lavroff@education.gouv.fr

3-GODBERT Antoine - Antoine.Godbert@2e2f.fr -

4-GUET Nelly - nellyguet@yahoo.com - +33 6 10 05 36 36

5-HUGONNIER Bernard - hugonnierb@gmail.com -

6-MAILHOS Marie-france - contact@aede-france.org, +33 6 89 97 04 55

7-TOUSSAINT DE QUIEVRECOURT Loïc - loictoussaint@hotmail.com - +33 6 30 76 09 51

Thank you for coming!



Syndicat indépendant des personnels
de direction de l'Éducation Nationale



Speakers and Participants

(Alphabetical order)

BOZON Muriel, Principal, AEDE-France, <muriel.bozon@ac-bordeaux.fr>
BRAISAZ-LATILLE Jacques, Proviseur, In charge of Principals' training at ESEN, <jacques.braisaz-latille@education.gouv.fr>
CHAPU Jean-Claude, Directeur -adjoint de l'ESEN, France <jean-claude.chapu@education.gouv.fr>
COCHRANE Robert, Chief Operating Officer, International Relations, JESIE, China, <rob@jesie.org>
COTTRELL Sean, Executive Director, Irish Primary Principals Network, Ireland, <sean.cottrell@ippn.ie>
CROGUENNEC Marie-Laure, Vice-president, AEDE-France, <ml.croguennec@orange.fr>
DONATIEN Philippe, secrétaire académique d'ID FO à Poitiers, France, <philippe.donatien@ac-poitiers.fr>
DUBOURG-LAVROFF Sonia, Inspector General, France, <sonia.dubourg-lavroff@education.gouv.fr>
DRAMMEH Edrissa, Researcher, Masianday Peace Foundation, Gambia, <nfommafrica@gmail.com>
EHRENREICH Marius, President, SAPA, South Africa, <mehrenreich@gshs.co.za>
EASOW Varkey, Secretary, LESPA, Lesotho, <evarkey@xsinet.co.za>
GATELY Patrick, Board Member, IPPN, Ireland, <pgatelymercy@gmail.com>
GODBERT Antoine, Director, ERASMUS Agency, France, <Antoine.Godbert@2e2f.fr>
GORSE Vincent, Vice-President AEDE-France, <vincentgorse@free.fr>
GUET Nelly, AEDE-France, Consultante internationale, Alert Education, France, <nellyguet@yahoo.com>
HACKMAN Marvin, Executive Staff Officer, Albert Teachers association, Canada, <marvin.hackman@ata.ab.ca>
HARDING Philip, President, NZ Principals' Federation, New Zealand, <philha@nzpf.ac.nz>
HARRISON Christopher, Vice-President, ESHA, UK, <chris@oultonbroad.eu>
HOSTY Michael, Chairman, SAHISA, South Africa, <hosty@wpps.org.za>
HUGONNIER Bernard, ex-expert OECD, 'Conseils sans Frontières', AEDE-France, <hugonnierb@gmail.com>
INDIMULI KAH I Alfred, KESSHA, Kenya Secondary Schools Heads Association, <ksshasecretariat@yahoo.com>
JACOBSON Yehuda, Principal, hspui, Israel, <yehudaj@post.tau.ac.il>

LAROCHE Chantal, AEDE-France, Jeu EuroCulture, France, <chantallaroche@hotmail.com>
LEIGH Gabrielle, President, Australian Government Primary Principals Association, <gleigh@vpa.org.au>
LEIGHTON Roger, Chair of International Committee, ASCL, UK <rleighton@sydney-r.bardaglea.org.uk>
LENEHAN Susan, Chair of Board, Principals Australia Institute, <susanl@bigpond.net.au>
LINDROOS Riikka, President, The Finnish Association of Principals, Finland, <riikka.lindroos@turku.fi>
LOCKER Arie, Principal, hspui, Israel, <alocker11@walla.com>
MAILHOS Marie-France, President, AEDE-France, <mf.mailhos@wanadoo.fr>
Mc FARLANE Ian, Executive Director, Ontario Principals' Council, Canada, <icode@principals.ca>
McCABE Brendan, President, IPPN, Ireland, <brendan.mccabe@ippn.ie>
MORET Jacques, Recteur of Poitiers Academie, representing the French Minister of Education
NAIRN Robert, ICP General Representative, Australia, <robnairn.aspa@iinet.net.au>
OBIERO AWITI John, National Chairman, Kenya Secondary Schools Heads Association, <ksshasecretariat@yahoo.com>
PANAZOLE Jean-Marie, Directeur ESENER, <jean-marie.panazole@education.gouv.fr>
PINTZOV-COHEN Tova, Principal, hspui, Israel, <tovipintzov@gmail.com>
POKKA Ari, ICP in-coming President, Finland, <ari.pokka@jao.fi>
PRATT Robert, President, Ontario Principals' Council, Canada, < icode@principals.ca>
RENNIE Louisa, Director Certification, Principals Australia Institute, <louisa.rennie@pai.edu.au>
ROLLAND Marc, Delegate to European and International Projects at French Ministry of Education (DREIC)
ROSENMOLLER Paul, VO-raad, President, Netherlands, <paulrosenmoller@vo-raad.nl>
RUANE Gerard, Board Member, IPPN, Ireland, <gerruane@gmail.com>
RUSTON Sally, Federal President, IPSHA, Australia, <rustons@abbotsleigh.nsw.edu.au>
SAL Francis, Board Member, ASPA, Australia, <fsal@vassp.org.au>
SAWANNEH Awa, Principal, Masianday Peace Foundation, Gam bia, < infommafrica@gmail.com>
SAYLES Sue, ICP former President, France/UK, <suesayles@orange.fr>
SHANNON Vicky, ICP Executive, Americas Rep., Canada, <vshannon@Lakeheadschoools.ca>
SHIOZAKI Tsutomu, Liaison Officer, Zen Koh Cho, Japon, <zephyr23@agate.plala.or.jp>

SLAGTER Sjoerd, ICP Executive, European Rep., Netherlands, <sjoardslagter@vo-raad.nl>
SWAN Ken, Director, Doctrina Education, Australia, <admin@doctrinaeducation.com.au>
TOBLER Elizabeth, COE, Association of Heads of Independent Schools of Australia, <elizabeth.tobler@ahisa.edu.au>
TOLDNES Per Egil, Principal, Skolelederforbundet, Norway, <P-egilto@online.no>
TORREY Denise, Vice-President, NZ Principals' Federation, New Zealand, <denise@nzpf.ac.nz>
TOUSSAINT DE QUIEVRECOURT Loïc, Proviseur, ID-FO, France, <loictoussaint@hotmail.com>
VALIBOUSE-HUGUEN Christine, Principal, AEDE-France, <christinehuguen@yahoo.fr>
VAN HEERDEN Alta, ICP Executive, South Africa, <cris@sunlands.co.za>
VERTIGAN Sheree, ICP Executive Secretary, Asia & Oceania Rep., Australia, <sheree@vertiganpartners.com.au>
VINCENT Lisa, ICP President, Canada, <lisavinc7@gmail.com>
YARRINGTON Dennis, Vice-President, AGPPA, Australia, <dennis.yarrington@ed.act.edu.au>



WELCOME!