

CASS Annual Learning Conference



CASS

College of
Alberta School
Superintendents

March 20 – 22, 2019

Chateau Lacombe, Edmonton, Alberta



Supporting Implementation of the
Professional Practice Standards
CASS 2018



Welcome to the CASS Annual Learning Conference

CASS supports the Alberta Education Superintendent Leadership Quality Standard which provides a common frame of reference for defining professional practice. CASS professional learning opportunities and resources will support Superintendent and System Leaders in building their professional practice capacity in order to support *quality school leadership and teaching to create optimum learning for all students in Alberta.*

The **learning goal for all 2018-19 CASS Conferences** is to focus on deepening the understanding and applying the learning to further a commitment to action and support implementation of the professional practice standard(s).

Wishing you continued success in your role as you work to create optimum learning for all students in Alberta. We believe this learning opportunity will support and build your leadership capacity.

A stylized, handwritten signature in black ink, consisting of a large, sweeping 'S' shape followed by a horizontal line extending to the right.

Kurt Sacher
CASS President 2018-2019

A handwritten signature in black ink that reads 'Barry Litun' in a cursive, flowing script.

Barry Litun
CASS Executive Director

*If you choose, please download and print this document.
It will not be provided at the conference.*

About the Hotel

Chateau Lacombe, 10111 Bellamy Hill Rd NW, Edmonton

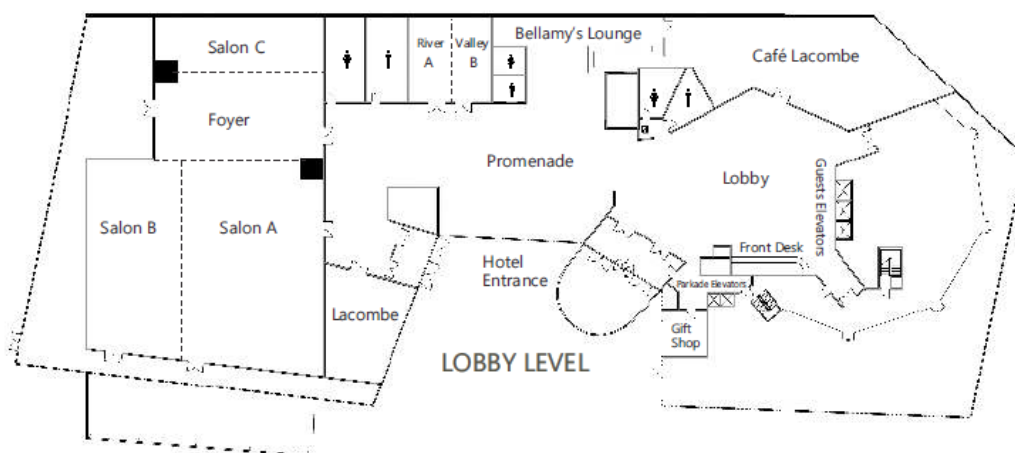
Parking is provided. Please register your license plate at the registration.



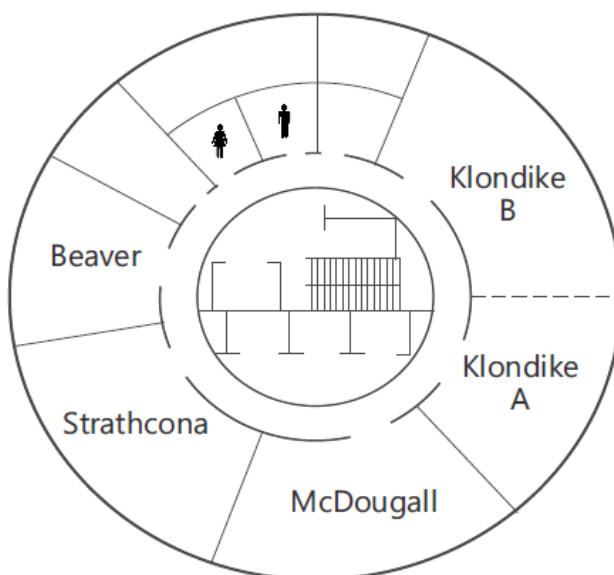
Username: Guest (capital G)

Password: chateau

(all lower case)



THIRD FLOOR



KEYNOTE SPEAKERS:

WEDNESDAY / MARCH 20, 2019 (7:15 – 8:15 P.M.)



Deborah Connors

A captivating speaker, storyteller, author and workplace coach, Deborah Connors researches the latest breakthroughs in organizational health and culture around the globe. She has interviewed many of the leading thinkers, which forms the basis of her work: teaching leaders how to radically shift culture so that people can flourish. She is a prominent figure in the story of how Canadian workplaces have become better places to work through her development of The Better Workplace Conference, which she successfully led for 17 years. This powerful initiative created a whole generation of workplace health professionals and a huge community of practice.

She speaks about how to shift practices in the workplace to create environments that allow for more creativity, innovation, engagement and fun.

In her book “A Better Place To Work: Daily Practices That Transform Culture” released in February, 2018, she has distilled the knowledge of hundreds of thought-leaders she brought together each year, combining it with her own leadership experience to provide practical advice for transformative workplace change. Deborah holds a BSC (Nutrition) and an MPE (Health Promotion). She is a certified CMHA Psychological Health & Safety Advisor and Mental Health Works Facilitator, and a proud member of the Canadian Positive Psychology Association.

Website: www.deborahconnors.com

Facebook: www.facebook.com/WellAdvisedConsulting

LinkedIn: www.linkedin.com/in/deborahconnors/

THURSDAY / MARCH 21, 2019 (8:00 – 9:00 A.M. & 1:00 – 2:00 P.M.)



Santiago Rincón-Gallardo

Santiago Rincón-Gallardo is an education consultant and Chief Research Officer with Michael Fullan’s team. He conducts research and advises system leaders and educators on advancing whole system reform for instructional improvement. Santiago worked for over a decade promoting grassroots pedagogical innovation in Mexican public schools serving historically marginalized communities. His academic work explores how effective pedagogies for deep learning can spread at scale. Santiago holds an Ed.D on Education Policy, Leadership and Instructional Practice and an Ed.M in International Education Policy from Harvard. He completed post-doctoral studies at the Ontario Institute for Studies in Education, University of Toronto. He lives in Toronto with his wife and their two sons.

LQSB and SLQS Certification In-Service – 2 Days



These programs are designed for the individuals working in the following leadership roles in an Alberta school authority during the 2018/19 school year:

- Assistant, associate and vice-principals,
- School jurisdiction leaders (central office staff members, other than the superintendent, required by their leadership position to hold an Alberta teaching certificate, such as deputy, assistant, and associate superintendents, directors, heads of independent schools, consultants, etc.). School jurisdiction leaders who complete the Leadership Certification In-Service Program may choose to continue to the Superintendent Leadership Certification In-Service Program.

Taking the certification in-service during the CASS conference allows you to also attend the conference keynotes. The keynotes will stimulate, and support learning aligned with the messages in the certification in-services.

WEDNESDAY / MARCH 20, 2019 CONFERENCE

6:00 – 7:00 pm	Conference Registration
7:00 – 7:15 pm	Welcome – Barry Litun, Paul Lamoureux and CASS President – Kurt Sacher Recognition of Treaty 6 Land & Traditional Homeland of the Métis Nation Opening Blessing and Prayer – Elder Wilson Bearhead
7:15 – 8:15 pm	Organizational Wellness Keynote – Deborah Connors
8:30 – 11:00 pm	President's Reception

7:15 P.M. Keynote

Organizational Wellness Keynote – Deborah Connors

Is Your Wellness Strategy Burning You Out? Transforming Culture Through Mindful Leadership Practices

In this session, you will hear how, for many, work is about surviving, not thriving. It doesn't have to be that way. Drawing on the latest research in the areas of organizational health, positive organizational scholarship, psychological capital and compassionate leadership, Deborah will share with you why it is so important to be positively deviant at work. She will lead you through the principles of positive organizing and offer a new and different perspective on creating a flourishing culture where people can contribute their best. She shares stories of positive change from her book, "A Better Place to Work: Daily Practices That Transform Culture", which is based on in-depth interviews she conducted with experts from around the world. The research shows the strong connection between workplace culture and organizational success; the overwhelming evidence that we can increase positivity and resilience in individuals, teams and organizations through daily practices; and how evidence-based leadership practices build positive sustainable change.

As a result of attending this session you will leave with five simple practices that you can implement immediately in your next meeting or conversation that, over time, can begin to shift the culture of your organization. You will learn:

1. the principles of positive organizing, and how this way of leading can improve well-being within your organization;

2. how to move from vicious cycles to resilient cycles in your own leadership practices and with your teams;
3. how to incorporate reflective action into your personal and team practices to improve decision making;
4. ways to improve the social reflexivity of your teams; and
5. the power of transformational questions.

7:00 am	Conference Registration Full Buffet Breakfast, Welcome – Barry Litun & Paul Lamoureux Recognition of Treaty 6 Land & Traditional Homeland of the Métis Nation
8:00 – 9:00 am	Opening Keynote – Dr. Santiago Rincón-Gallardo

THURSDAY / MARCH 21, 2019 CONFERENCE

8:00 A.M. Keynote

Santiago Rincón-Gallardo

Unleashing Learning

Superintendents and their teams play a crucial role in moving Alberta's education system towards the future. While their roles are increasingly complex they also have the potential to unleash tremendous reservoirs of talent and expertise that reside in the natural inclination of young people and adults to learn deeply. Santiago will discuss how superintendents can liberate learning in their districts and across the provincial education system, with special attention to their essential role in leading from the middle, liberating and supporting those they lead, collaborating and connecting with their peers, and leveraging and influencing the larger education system. Santiago's research with Mexico, the state of California and the province of Ontario, brings "lessons learned" based on next practices leaders have taken to lead learning.

9:15 – 10:30 am Breakout Sessions 1	<i>Deborah Connors</i> – Continuing the Conversation	Defining and Investigating Harassment in the #METOO Era <i>By: Teresa Haykowsky</i>
---	--	--



WELLNESS

CONTINUING THE CONVERSATION PRESENTER: DEBORAH CONNORS

In this session, the discussion will pick up from

where the keynote left off. We will extend the conversation about wellness strategies, provide an opportunity for questions and share ideas about creating a culture of wellness.

DEFINING AND INVESTIGATING SEXUAL HARASSMENT IN THE #METOO ERA PRESENTER: TERESA HAYKOWSKY

✓ School Authority Operations and Resources

✓ Supporting Effective Governance

In this session Teresa will discuss how harassment investigations are under the microscope in today's society. This practical session will focus on key case law and legal principles that are intended to equip educational leaders at both the school and system levels in ascertaining whether alleged inappropriate conduct constitutes "harassment" or "sexual harassment", and whether the alleged conduct crosses the line and enters the realm of objectionable

conduct. Teresa will also discuss the current case law principles that guide educational leaders when conducting workplace investigations and will clarify any grey areas.

As a result of attending this session you will learn more about the legal parameters of harassment, including sexual harassment, in the workplace and will be provided with clear guidelines as to how to properly conduct workplace investigations focused on harassment and sexual harassment allegations. You will increase your understanding of legal issues in this area and you will be provided with assistance to do the important work of investigation.

Teresa Haykowsky is a partner at McLennan Ross LLP. She has worked in the area of education law, labour and employment, human rights and constitutional law with Alberta school jurisdictions for approximately 25 years. She has appeared in cases before all court levels in Alberta and before the Supreme Court of Canada, and regularly appears before labour arbitrators in grievance arbitration matters and administrative law hearings. Teresa practices with school jurisdictions in both French and English.

11:00 am – 12:15 pm Breakout Sessions 2	Healthy Learners, Healthy Schools, Healthy Jurisdictions <i>By: Joyce Sunada</i>	Educational Leadership and the Law: “Must Know” Legal Issues <i>By: Teresa Haykowsky</i>
---	--	--

HEALTHY LEARNERS, HEALTHY SCHOOLS, HEALTHY JURISDICTIONS

PRESENTER: JOYCE SUNADA

- ✓ Building Effective Relationships
- ✓ Visionary Leadership
- ✓ Leading Learning

WELLNESS

In this interactive session wellness educator Joyce Sunada will explore the impact wellness has on creating a healthy school jurisdiction. Teacher burnout and attrition are rising, and school leaders need to ensure they have healthy educators teaching their students. Joyce will share her personal experience with burnout and help participants to recognize that “if you don’t take time for your wellness, you will be forced to take time for your wellness”. Research informs us that healthy students are better learners, and Sunada asserts that healthy educators are better teachers. This session will provide time to assess your personal wellness, recognize the ripple effect of wellness, then explore strategies to support your personal wellness and the wellness of your educators - with the result of creating a healthy school jurisdiction.

As a result of attending this session you will assess your eight dimensions of wellness and recognize the impact your personal wellness has on your family, staff and entire school jurisdiction. You will explore the role wellness plays in retaining and sustaining educators. You will share personal and professional wellness strategies and will strategize how to enhance the wellness of your school jurisdiction.

Wellness educator **Joyce Sunada** has over 30 years of experience as an educator. She has been a teacher, an administrator and provincial leader who assisted to create and support healthy school communication. Joyce is the recipient of the “Health Promoting Schools Champion” award from the national Physical & Health Education organization, PHE Canada, and she is recognized by the Health and Physical Education Council for her contributions to physical education in Alberta. Joyce currently owns her own business, Joyful Endeavours, and provides wellness education via professional development sessions and personal wellness coaching for educators. In addition, she is an

instructor with the Werklund School of Education at the University of Calgary and is teaching the first ever course of its kind: EDUC 551 - "Comprehensive School Health and Wellness." When Joyce is not presenting or coaching you can find her out walking, practicing yoga, watching playoff sports or hanging out with family and friends.

EDUCATIONAL LEADERSHIP AND THE LAW: 'MUST KNOW' LEGAL ISSUES AS VIEWED BY EXPERIENCED SCHOOL SUPERINTENDENTS AND AN EDUCATION LAWYER

PRESENTERS: TERESA HAYKOWSKY, BARRY LITUN AND TWO SUPERINTENDENTS

✓ School Authority Operations and Resources

✓ Supporting Effective Governance

In this session the presenters will focus on some of the key legal issues school jurisdictions currently face in an era of litigious parents and ever developing education law-related case law. The session will be a panel discussion with a focus on 'lessons learned' during which the presenters will provide practical operational 'tips and takeaways' on how to address those issues.

As a result of attending this session you will learn the key legal issues currently faced by superintendents and educational leaders and will hear their related tips and takeaways for responding to those issues. You will be invited to reassess some of the key legal issues and potential takeaways that may be critical to risk management by system level leaders in your own school jurisdiction.

2:15 – 3:45 pm Breakout Sessions 3	The Four Essential Roles of Leadership <i>By: Kelly Johnson</i>	<i>Santiago Rincón-Gallardo</i> – Continuing the Conversation
---------------------------------------	--	---



CONTINUING THE CONVERSATION PRESENTER: SANTIAGO RINCÓN-GALLARDO

In this session, the discussion will pick up from where the keynote left off. We will extend the conversation about leadership strategies, provide an opportunity for questions and share ideas about leading from the middle, liberating and supporting teams, collaborating and connecting with peers, and leveraging and influencing the larger education system.

THE FOUR ESSENTIAL ROLES OF LEADERSHIP PRESENTER: KELLY JOHNSON, FRANKLINCOVEY EDUCATION COACH - ALBERTA

✓ Building Effective Relationships

✓ Modeling Commitment to Professional Learning

✓ Visionary Leadership

✓ Leading Learning

In this session you will hear how the world is changing at an unprecedented pace. Every day, leaders are making countless decisions and facing problems they never faced before but the rewards are great for those who can effectively lead a team to consistently achieve extraordinary results. Leaders have the ability to unleash talent and capability by focusing on the four essential roles they play. The roles are sequential - in that one builds upon another, and simultaneous - meaning that you must constantly pay attention to all four in order to sustain outstanding performance. Great leaders consciously lead themselves and their teams in alignment with these roles, laying the foundation for effective leadership.

Role/Objective:

1. Inspire Trust - Trust starts with a leader's own character and competence—the credibility that allows leaders to intentionally build a culture of trust.
2. Create Vision - Effective leaders create a shared vision and strategy and communicate it so powerfully that others join them on the journey.
3. Execute Strategy - Leaders must not only think big, but also execute their vision and strategy all the way through to completion, with and through others.
4. Coach Potential - Effective leaders develop the leadership potential in others and improve performance through consistent feedback and coaching.

Without leaders who can connect the efforts of their team to the critical objectives of their system or school, no system or school has ever become great. This session is an overview of the two-day, 4 Essential Roles course.

As a result of attending this session you will learn how leaders can connect the efforts of their team to the critical objectives of their system and schools, leveraging results against your highest goals.

Kelly Johnson, BA, BEd, MA (Leadership), is an Alberta educator, former school administrator, instructional coach, organizational development facilitator and experienced Professional Certified Coach. She supports schools, administrators and central office leaders in school community transformation. To date, she has applied her coaching and educational expertise to partnering with senior and system leaders in the public and private sectors, government, public and post-secondary education, non-profit, health, communication/publishing and business entrepreneurial areas. As a full-time leadership coach in government and now a full-time Alberta-based *Leader in Me* Coach with the Education Division of FranklinCovey, Kelly provides one-on-one coaching, team coaching, and professional learning related to student empowerment, leadership and implementation of goals.

FRIDAY / MARCH 22, 2019

7:00 am	Conference Registration Full Buffet Breakfast, Welcome – Barry Litun & Paul Lamoureux Recognition of Treaty 6 Land & Traditional Homeland of the Métis Nation							
8:00 – 8:30 am	Minister Eggen's Address							
8:45 – 10:00 am CASS Role Alike Meetings	Chief Superintendents	Curriculum/ Assessment	First Nations, Métis & Inuit Education	Human Resources	Inclusive Education	Technology for Learning	Wellness	CASS Life Members Meeting

FRIDAY / MARCH 22, 2019 / AREAS OF GROWTH: CREATIVE BRAINSTORMING / WORLD CAFÉ (10:15 A.M. – 11:15 A.M.)

World Café provides an opportunity to address an important topic or problem and dialogue on potential strategies for addressing. This includes focus on critical inquiry as well as sharing school authority practices. (Topics to be determined)

11:30 am – 12:30 pm	CASS Annual General Meeting
---------------------	-----------------------------

The College of Alberta School Superintendents would like to thank our conference supporters:



EDUCATIONAL
TOURS

