

Start Right 2020 - Day 2 Chat Transcript

Thoughts on LQS, competencies

- 08:32:02 From Lynne Goosney : Very similar goals for all.
- 08:32:12 From Mark Wynder : agreed
- 08:32:12 From Del sheehan : All the standards have a cohesiveness between them.
- 08:32:20 From Melissa Everitt-Dallinger : connected goals
- 08:32:21 From Sarah Holmgren : There are a lot of parallels here and in the documents themselves
- 08:32:24 From Spencer Smith : A lot of similarities. Just larger spheres of focus.
- 08:32:24 From Andrea McGeachie : Ongoing, and context
- 08:32:32 From Coralie Mobley : Wording is consistent for all groups
- 08:32:33 From Linda : consistent goal - student learning
- 08:32:34 From Michelle Alberts : Paralleled ideas across
- 08:32:35 From Mandy : students
- 08:32:35 From Carolyn Giroux : interrelated
- 08:32:40 From Kayla Colbert : ongoing analysis
- 08:32:42 From Meg Wiens : Connected!
- 08:32:43 From Walter Plumtree : Nobody is operating on their own
- 08:32:44 From Arthur Cota : Ongoing analysis; decision making; student success
- 08:32:46 From Leanne Jacobson : connections between all three levels
- 08:32:53 From Andrea Wolfe : similar goal of the optimal education of the students
- 08:33:04 From Rob Coumont : the three relate and work together
- 08:33:06 From Corinna Horsman : ongoing analysis and decision making lead to optimum learning
- 08:33:07 From Sarah Caldwell : They are all working towards achieving the same goal of quality learning for students.
- 08:33:23 From CSchiiler : It all filters down to the learning for students
- 08:51:39 From Claudine Cortes : **What are you still wondering about in relation to professional growth planning?**

- 08:51:57 From Meg Wiens : How to prioritize when so many are areas for growth!
- 08:52:02 From Isaac Schnell : How to access “Fostering Relationships”. We talked about some qualitative measures, but some insight would be appreciated!
- 08:52:05 From Sarah Holmgren : How do we make it less of a compliance thing and help staff see it as a useful tools?
- 08:52:07 From Jim Poirier : How to tie my goals into those of the staff I'm working with so that we have a common vision?
- 08:52:13 From Del sheehan : Is professional growth planning also relationship based?
- 08:52:20 From Cam Makovichuk : Identifying specific factors, indicators, metrics around measuring growth—particularly nebulous (and very important) competencies, i.e. relationships.
- 08:52:35 From Curtis Thompson : Very engaged. We had a group member from Foothills Division that was able to share her screen and show the Foothills LQS document. We thoroughly enjoyed going through this document and reading through the indicators and descriptions. It is interesting to see the documents within different districts.
- 08:52:36 From csemeniuk : How do we have all staff use it as a daily/ weekly planning tool in order to benefit staff and students rather than a 3-4 times a year review?
- 08:52:54 From Rob Coumont : My question related to best measures as well.
- 08:53:01 From Kathiana Marc : How to deal with a « I know everything » or « I have already been to that » person?
- 08:53:54 From Michelle Newell : We are given staff meeting time to reflect
- 08:54:10 From Kayla Colbert : Our principal does regular check ins with us regarding our PGP's to discuss how far we have come, what we still need to do, etc.
- 08:54:12 From Lynne Goosney : Choosing meaningful goals that we are passionate about.
- 08:54:17 From Meg Wiens : There is a lot of power in collaborative growth plans! They are some of my favourite... we become learning teams all heading toward the same goal :)

Who's in the room?

- 09:01:51 From dweststrate : Dawn Weststrate
- 09:01:53 From Lynne Goosney : Vice Principal
- 09:01:56 From Marlene Levasseur : Marlene Levasseur
- 09:01:57 From Aura : Aura Street
- 09:01:59 From Corinna Horsman : Corinna Horsman
- 09:02:04 From Adam Pirie : Adam Pirie, Associate Principal, CMJHS, Golden Hills, Calgary
- 09:02:05 From meredith : Meredith

09:02:10 From Carmen Semeniuk : Carmen Semeniuk, Principal, Light of Christ Catholic School, Lakeland Catholic, Lac La Biche

09:02:11 From ciarasmith : Ciara Smith - Assistant Principal - OLPH Middle School - Elk Island Catholic Schools - Sherwood Park

09:02:12 From Michelle Alberts : Michelle Alberts. Acting Vice Principal at Highwood High School in High River, AB. I live in Okotokk, AB.

09:02:14 From Faye Holt : Faye Holt, VP, Ecole Percy Pegler School, FSD, Okotoks

09:02:15 From Andrea McGeachie : Andrea M; Teacher; Christ the Redeemer; live in Calgary

09:02:15 From Arthur Cota : Arthur Cota, Principal, Sheldon Coates Elementary School (JK-3), Grande Yellowhead PSD, Grande Cache, Alberta.

09:02:16 From Kayla Colbert : Kayla Colbert, Assistant Principal, Rainbow Lake School, Fort Vermillion School Division, Rainbow Lake

09:02:19 From Aura : Principal - Medicine Hat Catholic

09:02:20 From Melissa Everitt-Dallinger : Melissa, AP, Forest Green, PSD70, Edmonton

09:02:20 From Isaac Schnell : Isaac Schnell— AP— Robin Baker Elementary, Black Gold, Devon, AB

09:02:23 From Linda : Linda Madge-Arkininstall. Principal at Millgrove in Spruce Grove

09:02:23 From Miriam Ramzy : Good morning! Miriam Ramzy, Director of Student Learning, Foothills School Division. I live in Okotoks.

09:02:24 From dweststrate : Vice Principal Chinooks Edge Bowden Grandview School. I live in Innisfail

09:02:24 From Corinna Horsman : Corinna Horsman, Slave Lake, Mentorship Co-Ordinator, High Prairie School Division

09:02:24 From Andrea Wolfe : Andrea Wolfe, Gr. 3, St. Anthony's. Drumheller

09:02:25 From Jessica S : Jessica Shaw

Vice Principal

Grimshaw Public School

Peace River School Division

Grimshaw, AB

09:02:25 From Sarah Caldwell : Sarah Caldwell, AP at Cochrane Christian Academy, Rocky View Schools in Cochrane (I live in Calgary)

09:02:25 From Jake Warkentin : Jake Warkentin - Associate Principal - Alberta Distance Learning Centre - Pembina Hills School Division - Barrhead

09:02:26 From Jim Poirier : Jim Poirier, AP for FFCA middle school in Calgary

09:02:26 From blair.mailer : Blair Mailer, AP, Caledonia Park, Black Gold, Leduc

09:02:27 From Michelle Newell : Michelle, Associate Principal, FFCA, Calgary

09:02:27 From Mark Wynder : Mark Wynder - Associate Principal in Pincher Creek, St. Michael's School - Holy Spirit Catholic School Division

09:02:27 From Brendan Wyant : Brendan Wyant, Grade 4 team lead, Good Shepherd School, Christ the Redeemer, Okotoks

09:02:27 From Fiona Wimmer : Fiona from EICS, in 3rd yr as AP in a Highschool, live in Sherwood Park

09:02:27 From Darryl Korody : Darryl Korody, Vice Principal Cremona School, Chinooks Edge, live in Cochrane

09:02:27 From Cory Berndt : Cory Berndt, VP, St. Marguerite School, Evergreen Catholic, Spruce Grove

09:02:28 From Tarynne Cable : Tarynne Cable - Assistant Principal, Willow Park, Black Gold

09:02:28 From Adam Baxter : AP @ Westmount School in Strathmore for Golden Hills No. 75 School Division.

09:02:29 From Cheri Day : Cheri Day, Assistant Principal, Ecole Broxton Park School, Parkland School Division, Spruce Grove Alberta

09:02:31 From Brian Andjelic : Brian Andjelic Medicine Hat CASS

09:02:31 From Marc Dickner : Marc Dickner, 1 year in as AP with Ecole Broxton Park School in Parkland School Division

09:02:31 From Etta Viens : Etta Viens, currently principal in Shawinigan, QC and moving to High Prairie, AB to be principal with HPSD

09:02:32 From meredith : Meredith - Learning Coach - Senator Riley Middle School - Foothills School Division - Okotoks

09:02:34 From Zac Staff : Vice-Principal Lakeland Catholic

09:02:34 From Cam Makovichuk : Hi! 🙌 Cam Makovichuk. Next-year Assistant Principal at Sir Alexander Mackenzie Elementary School with St. Albert Public Schools. I live in St. Albert.

09:02:35 From Melissa Corrigan : Melissa Corrigan - Junieur High French Immersion Teacher St. JPII Collegiate Okotoks, AB. Christ the Redeemer Catholic

09:02:35 From Carolyn Giroux : Carolyn Giroux-new to VP position at Ecole Georges P. Vanier School in Donnelly, Alberta

09:02:38 From Colleen Anderson : Colleen Anderson, Assistant Principal, Paul Kane High School St. Albert Public Schools.

09:02:39 From Beth Larson : Beth Larson, Learning Support Coordinator, Holy Family Academy, Christ the Redeemer, Brooks

09:02:39 From Walter Plumtree : Walter Plumtree, Principal, Mennonite Alternative School, Horizon, Vauxhall.

09:02:39 From Jaimie Van Ham : Jaimie Van Ham, New principal of St. Francis in Medicine Hat. From Bow Island.

09:02:39 From Meg Wiens : Meg from St. Albert Public Schools here, new to the role of AP!

09:02:39 From rob.froland : Rob Froland - AP- West Haven Public School K-9

09:02:43 From Michelle Wile : Michelle Wile Principal of Fort McKay School under Northland School Division and I live in Fort McMurray

09:02:43 From Curtis Thompson : Curtis Thompson, Vice Principal, Vincent J. Maloney

09:02:43 From Sarah Holmgren : Hi! I am Sarah. I am moving from Edmonton (was an AP in an Elementary school) to Crowsnest Pass where I will be taking on the position of Principal at a K-12 school that has a ski academy attached to it.

09:02:43 From Glenn Johnston : Glenn Johnston - Principal (Calgary Catholic) living on the NW edge of the city in Rocky Ridge

09:02:45 From Patty Walker : Patty Walker, AP, Ermineskin Elem., MESC, Edmonton

09:02:45 From Andrea.Couture : Andrea Couture, Principal, Ecole Montrose Grande Prairie Public School Division

09:02:47 From CSchiiler : Cathy Schiiler- Principal, St. Marguerite Catholic School in Evergreen, Spruce Grove

09:02:47 From Lynne Goosney : Vice Principal, Ecole Montrose in Grande Prairie Public School Division, Grande Prairie

09:02:49 From Shirlee Makse : Shirlee Makse, Learning Support, St. Anthony's School with Christ the Redeemer in Drumheller

09:02:50 From Liberty Stafford : Liberty Stafford, Lead Teacher: Religion, Blessed Sacrament School, Wainwright

09:02:52 From Amanda Jean : Hi! I am Amanda Beekman, Principal, OAP Elementary, Northern Gateway Public Schools, Valleyview

09:02:56 From Leanne Jacobson : Leanne, Principal of Berry Creek Community School, Prairie Land Regional Division, moving to Youngstown, AB.

09:02:56 From rubysolomon : Ruby Solomon Assistant Principal Paul Kane High School. St Albert

09:02:58 From Rosanne McIntyre : Rosanne McIntyre, Assistant Principal, Brookwood School, Parkland School Division, I live in Sturgeon County

09:03:02 From Cody Kempster : Cody Kempster, Assistant Principal, RancheView School, Cochrane, AB, Rocky View Schools, Rural Mountain View County

09:03:03 From Dana Alsafi : Dana Alsafi, Associate Principal, Greentree Elementary, Golden Hills, Drumheller

09:03:03 From Jaimie Van Ham : I worked with Colleen at EB

09:03:03 From gary.bull : Gary Bull, Principal, Pakan Elementary Jr. High, Whitefish lake #128, Goodfish Lake, AB

09:03:05 From Rob Coumont : Rob Coumont, Principal, Ecole Our Lady of The Rosary, Red Deer Catholic Regional Schools, Red Deer

09:03:06 From Sheldon T : SHeldon Taming-Principal-St. Thomas Aquinas School-East Central Catholic Schools- Provost, AB

09:03:08 From Claudine Cortes to Dana Fulwiler(Privately) : I made you co-host so you can see the chat

09:03:11 From Chad Starko (@StarksEdTech) : AP at Archbishop Jordan High School, Sherwood Park, Elk Island Catholic - in the process of moving from Beaumont to Sherwood Park right now.

09:03:11 From Lindsey den Otter : Lindsey den Otter, AP, Community Learning Centre (Outreach school) with Rocky View Schools and I live in Calgary :)

09:03:11 From Marlene Levasseur : Vice-Principal_ Driftpile Community School (Mihtatakaw Sipi School) Driftpile Cree Nation

09:03:12 From christinagamble : Christina Gamble, VP at EE Oliver Elementary, Peace River School Division, live in Fairview, Alberta

09:03:14 From corycardinal : Cory Cardinal, Principal, Mihtatakaw Sipi School, Driftpile Cree Nation, currently in Calgary but moving to northern Alberta

09:03:14 From Dayna Coles : Dayna Coles - École Good Shepherd School, Okotoks Alberta

09:03:22 From Merle Hubbard : Merle Hubbard, Vice Principal, Lakeside Outreach, High Prairie

09:03:27 From Coralie Mobley : Coralie Mobley, Vice Principal, Horizon School, Chinook's Edge School Division, Live in Innisfail

09:03:27 From Kathiana Marc : Kathiana Marc - Principal at École Sainte-Catherine, Eastern Francophone Division, in Lac La biche

09:03:44 From Kelly H. : Kelly Hauptman - Grade 1 Homeroom and 1st year VP at Ronald Harvey in St. Albert, AB.

09:03:46 From Del sheehan : Hi Brian and Dana. I'm Del Sheehan; outgoing CTS department head at Charles Spencer in Grande Prairie. Heading to Slave Lake as as a VP and doctoral student through the U of C.

How are you feeling? Describe it in a merged word.

- 09:13:52 From Melissa Everitt-Dallinger : Overhappy - overwhelmed and happy
- 09:13:54 From Jim Poirier : Excituous - Excited and Nervous
- 09:13:56 From Sarah Holmgren : Can I steal that? I am nervoussited!
- 09:14:15 From Glenn Johnston : Concern for students and staff as they return to school in Sept / Anxiety for the ongoing viral outbreak = Conxiety
- 09:14:15 From Mark Wynder : I agree, Nervoussited describes me as well
- 09:14:16 From Coralie Mobley : Hoporried = hopeful/worried
- 09:14:19 From Kelly H. : Anxited
- 09:14:20 From blair.mailer : Nervocited
- 09:14:23 From Meg Wiens : Hopous (Hope/Nervous)!
- 09:14:24 From ciarasmith : Excituous - excited and anxious
- 09:14:30 From Jessica S : Frustcited = frustrated (by the state of the world) and excited
- 09:14:32 From Walter Plumtree : Fearempowered
- 09:14:35 From Brendan Wyant : Anxiful - Anxious and hopeful
- 09:14:41 From Faye Holt : nervocited - nails it!
- 09:14:42 From Adam Pirie : I would also like to use nervoussited, but I will go will Anxcited!
- 09:14:44 From CSchiiler : Exctiety
- 09:14:44 From dweststrate : Excitwhelmed=excited and a bit overwhelmed
- 09:14:46 From Corinna Horsman : Worrified - Worried and terrified
- 09:14:46 From Cam Makovichuk : My smerged word: hopvous
- 09:14:46 From Kathiana Marc : Excited and Anxious
- 09:14:50 From Kayla Colbert : Optimeager (optimistic/eager)
- 09:14:51 From Rosanne McIntyre : nervoussited for sure (thanks above people)
- 09:14:52 From corycardinal : Excitipated= Excited and Anticipated
- 09:14:58 From Colleen Anderson : Hopefulious (Hopeful/Anxious)
- 09:14:58 From David Falconer-Kolle : excited
- 09:15:00 From Del sheehan : Hopefrantical: hopeful frantic
- 09:15:03 From Fiona Wimmer : Worppy - worried and happy
- 09:15:05 From Marlene Levasseur : overwhelmed and nervous

09:15:06 From Jake Warkentin : Enerhausted + Energetic and exhausted

09:15:06 From Curtis Thompson : I like Nervexcited. Hopeful and eager Eagful!

09:15:08 From Lynne Goosney : anxful (anxious and fearful)

09:15:10 From Cory Berndt : Excited and nervous = Excitvous

09:15:11 From rob.froland : Flexitive (flexibly and positive)

09:15:12 From Andrea McGeachie : Passied: Passionate/worried

09:15:16 From Lindsey den Otter : I agree Nervocited is it!

09:15:16 From Cody Kempster : Hopeficited - hopeful and excited

09:15:21 From Marc Dickner : Exciter: Excited and eager

09:15:21 From Rob Coumont : curicited- curious and excited

09:15:25 From Leanne : Overwhelmed and excited = Overcited

09:15:33 From Merle Hubbard : Nerviety

09:15:51 From Shirlee Makse : Hoporried - hopeful and worried for the future

09:15:55 From Curtis Thompson : Learning and building confidence.

09:15:56 From Carolyn Giroux : Excited/nervous/terrified=Exciterousified

09:15:59 From Andrea Wolfe : Hopebiviful- hopeful, ambivalent

09:16:00 From Claudine Cortes : How do you know when you're well?

09:16:01 From meredith : sleeping well

09:16:04 From Faye Holt : I have time and patience for my own personal children at the end of the day.

09:16:06 From Brian Andjelic : I have energy and am positive

09:16:06 From Jim Poirier : When my family is happy

09:16:07 From Cheri Day : excitious (excited/anxious)

09:16:07 From Beth Larson : energized

09:16:09 From Cory Berndt : sleeping, laughing

09:16:09 From Kayla Colbert : When you feel energized

09:16:09 From Carolyn Giroux : rested

09:16:11 From Adam Pirie : When I can recharge day to day and week to week

09:16:12 From Andrea Wolfe : shoulders are down

09:16:13 From Tarynne Cable : sleep better

09:16:14 From Jake Warkentin : peaceful

09:16:14 From Cam Makovichuk : When I have sustained positive energy.

09:16:17 From Jessica S : I am well when I feel settled

09:16:18 From Michelle Newell : Remember things!

09:16:19 From Lynne Goosney : You've found a balance and feel at ease.

09:16:19 From Shirlee Makse : Clear thoughts

09:16:19 From Melissa Everitt-Dallinger : I can sleep through the night

09:16:20 From Marlene Levasseur : When you are happy

09:16:21 From Liberty Stafford : I know I am well when I am happy.

09:16:21 From corycardinal : When you feel balanced

09:16:22 From Cheri Day : I breathe deeply

09:16:23 From Dayna Coles : When I feel balanced.

09:16:24 From Jaimie Van Ham : Feel able to handle new things and changes

09:16:24 From Michelle Alberts : Motivated

09:16:25 From blair.mailer : Not much bothers me

09:16:26 From Cody Kempster : exercise and family time

09:16:27 From Sarah Holmgren : I know I am well when I can relax, when I can make time to be active and am able to enjoy the little things

09:16:27 From Glenn Johnston : quality of sleep is a huge indicator

09:16:28 From Rob Coumont : focused

09:16:29 From Linda : I feel hopeful and balanced

09:16:30 From Zac Staff : If I can find joy in my hobbies I am well. If I regularly do not feel like doing things I enjoy something is off.

09:16:30 From Mark Wynder : Sleeping through the night and waking up with energy

09:16:30 From Walter Plumtree : When you have focus and don't mind the work.

09:16:31 From Kelly H. : When you are able to partition down time and relaxation without worrying about the workload.

09:16:34 From Meg Wiens : Can see hope and positivity for the future

09:16:36 From Melissa Corrigan : Smile more often

09:16:36 From Fiona Wimmer : Yes! Shoulders down Andrea!!

09:16:39 From Rosanne McIntyre : wake up full of positive boost

- 09:16:39 From Leanne : I feel energized and can think clearly when tackling challenges
- 09:16:41 From Brendan Wyant : I know I'm well when I can focus on tasks fully and see them all the way through without distractions
- 09:16:43 From Melissa Everitt-Dallinger : I can process rather than react
- 09:16:44 From David Falconer-Kolle : Motivated. Take care of myself
- 09:16:46 From Sarah Caldwell : clear-headed - I can make decisions from a thoughtful state rather than reacting to everything
- 09:16:46 From Sheldon T : stressopeful (stressed and hoeful)
- 09:16:49 From Del sheehan : When you "own" your life...
- 09:16:52 From Faye Holt : fiona - been watching dr. JC?
- 09:16:53 From Colleen Anderson : You know you are well when you are sleeping well, feel settled, can prioritize family and friends...
- 09:17:04 From Arthur Cota : Time for self, family, and school. Excited to go to work in the morning.
- 09:17:07 From Andrea McGeachie : Relaxed; happy; motivated; sleep well; balance
- 09:17:13 From Amanda Jean : Sleeping well, energized, motivated.
- 09:17:13 From Sheldon T : stressopeful
- 09:17:37 From Sheldon T : Sense of direction/calm/at peace
- 09:19:12 From Del sheehan : <https://www.wellahead.ca/resources>
- 09:21:32 From Del sheehan : As an industrial arts guy...I'm always focusing on "prevention" in terms of accident prevention; I think it's applicable to mental health as well :)
- 09:21:59 From Brian Andjelic : Yes Del. OHS and workplace wellness go hand in hand
- 09:29:38 From Sarah Holmgren : My internet cut out, can you write the recommendation in here?
- 09:31:00 From Claudine Cortes : On motivation? Dan Pink
- 09:47:37 From Spencer Smith : That was from team awesome by the way

Hope Scenario

- 09:47:40 From Meg Wiens : Validate feelings and share experience, communicate communicate! Then get the right people on the bus and in the right seats. The teacher is new and needs mentorship in how to process what is happening, how to bring in supports (parents - admin - MH or counselling - and beyond if necessary)
- 09:48:04 From Meg Wiens : (From The Sidekicks!)

09:48:13 From Jake Warkentin : Show support in a tangible way - help cover for the teacher. Focus on the positive, showing value for the teacher. Reassuring the teacher that the actions of the student demonstrate value in the teacher. Keep tabs on the teacher.

09:48:20 From Glenn Johnston : Team Morning Coffee - Reassure the teacher, support & validation of their concerns / activate resources / the child has things they are dealing with / help determine what supports are available (building capacity for the teacher)

09:48:21 From Fiona Wimmer : Breakfast Club

09:48:28 From Fiona Wimmer : BC

09:48:48 From Andrea Wolfe : Communicate with teacher and parents, creating a team to wrap around teacher and student/family, reflect on past successes with current and previous teachers,

09:48:48 From corycardinal : This is about meeting the needs of both the student and teacher, meeting with the student, teacher, staff and coming up with a mental health plan that will address the behaviour moving forward.

09:48:59 From Cam Makovichuk : Elementary Panthers: • Balance big-picture thinking + narrowing the focus—collaboratively working to examine the scenario from different perspectives; • Get the right people on the bus, then in the right seats—working as a “wrap-around” team and relying on the varied expertise of many people; • Treat yourself and your team—emphasizing the reality that this is complex work, not to be left to individuals... working together

09:49:03 From Etta Viens : Neighborhood Group again: Important for the first-year teacher to feel supported; reassure the teacher that the behaviour is probably the tip of the iceberg and how the student likely has a deeper issue and needs extra help from professional resources; leader arranges a meeting with experts including the teacher: reassurance and assistance

09:49:30 From Sarah Caldwell : RPG: Support the teacher in remaining calm and foster feeling that they are capable; engage resources in the school to support teacher and student; encourage continued open communication in all areas (between staff, families, with admin, etc..)

09:49:59 From Darryl Korody : Fab 6: With an open door policy, the relationship with the teacher has allowed them to feel comfortable enough to come forward and trust you with this issue. Reassure that bringing it forward was the right thing to do. From there, allow the teacher to be heard and make sure that the way forward is that we are leaving with a plan to get the right people on the bus to support with the situation. Create the pathway for communication. Lastly, assure that this can be a team approach to empower the teacher.

09:50:42 From Curtis Thompson : A-Team: Support staff and Admin. Team by having a team meeting to discuss the elements of the scenario. From the meeting plenty of information about the student and the students history should be revealed. Once background is created we would want to talk to the student. From this conversation we need to assure the student that they are in a safe place and we are only meeting to improve the students confidence and create supports. From the meetings with staff and students we would formulate a plan of action and

compile resources. Final steps would be creating goals with students and motivating the student. It is important to support the new teacher and the student. Make them feel safe and cared for.

09:51:02 From Sarah Holmgren : Hattie is amazing.

09:51:06 From Fiona Wimmer : We discussed the need for support but to proceed thoughtfully...we have no idea who wrote the detailed note. However the specifics of the note are alarming enough we must react...what is home life like....its the end of the day - is this child or a few kids who work in that classroom....can we call home and ask supportive questions of parents - who has a relationship with those kids. Critical to support this new teacher - this is jarring and don't want to ignore their feelings.

09:51:22 From Sarah Holmgren : He has a ton of books and they are all amazing and very informative in terms of best practices.

09:51:29 From Andrea.Couture : ABB : Relationship is important, discussion with teacher to see what they need, follow up with student, family (team meeting if needed?)_

09:53:12 From Colleen Symyrozum-Watt : What could you do in your role to build collective teacher efficacy

09:53:43 From Michelle Newell : schedule time for collaboration

09:54:06 From Brian Andjelic : If you are not trained in Violence Risk Threat Assessment or a similar tool, look for that training ASAP.

09:55:12 From Colleen Anderson : <https://nactatr.com/vtra.html>

09:55:43 From Colleen Symyrozum-Watt : Mattering: What will you do to ensure your level of efficacy is as high as possible going into this scenario?

10:02:09 From Fiona Wimmer : Breakfast Club

10:02:39 From Glenn Johnston : Team Morning Coffee - offer to sit in with the teacher to model resilient behavior, efficacy in communication and to provide support to your staff member.

10:02:39 From Jake Warkentin : Keep the positive communication going. Help teacher realize the need for the parent to be heard and understand where they are coming from. Provide a scaffold of ideas for the teacher to handle a conversation. Have a conversation with the teacher to find out why this might be happening. Ask the teacher what they expect of you.

10:02:56 From Fiona Wimmer : From BC we talked about how this teacher despite history needs our support. They might have some professional growth needs re

10:03:01 From Spencer Smith : Parent Interview

Role Play the scenario

Get as much background information as possible

Inquire into the relationship between the teacher and the student.

SST Student Support Team meetings and build a plan for supporting the student.

Offer to sit in to mediate.

Group of teachers to gather and discuss strategies and next steps. RTI model

Stress to teacher that they must demonstrate to the parent that we are all on the same team and are here for the best interest of the child.

10:03:05 From Etta Viens : Neighborhood Group: Dig deeper to find out background information, and administration joins interview; when parents have intention to attack admin team sets up group interview with all teachers together to have a longer interview to help protect teachers (meet ahead of time to create script); having all parent-teacher interviews in gym (open forum) to increase effectiveness and accountability; sometimes intervention phone-call (admin to parent) can help tone things down ahead of time; priority is the student

10:03:19 From Isaac Schnell : Reinforce to the teacher that they are capable and that you, as the admin, have their back. There is a shared goal (of student success). Keep the communication open and listen to the parent— often the problem on the surface is not the whole story.

10:03:43 From Brian Andjelic : Great practices here! We will share these all back with all of you

10:03:52 From Darryl Korody : Fab 6: Depending on the scenario, it may be prudent to ask if they would like you in the meeting as a facilitator or just as a neutral party. Role playing this situation may help the teacher anticipate the questions and the scenario.

10:04:14 From Andrea.Couture : AAB: Supporting the teacher before by helping them plan and prepare for the meeting, if needed being present for the meeting. Follow up with the teacher after and building a plan to support this teacher for the future. (Teacher has a history of struggling with relationships._

10:04:24 From Meg Wiens : Confidence building in real time - script out how the conversation could go, and what the teacher wants to say. Model language that is student-centered and highlight what's going well as well as what needs to be addressed. We discussed offering either being in on the interview, or coming by during to check in. The teacher needs to know that 'we got them', but we need to chat about how we got there (coaching and feedback loop)

10:04:31 From Meg Wiens : (The Sidekicks)

10:04:59 From Andrea Wolfe : Use your team, find the person who has the best relationship with the parent, communicate with teacher to figure out the dynamic, mentally prepare/script for the interview

10:05:00 From Fiona Wimmer : ;communicating with students and parents...can we ask the teacher to email parents and invite them to come to school to meet in person to address situation from a tone of support and concern. But let parent know admin is involved and wants to support their child too so they will be invited...give parent 2 options to choose from but you are not going to meet them in PTI as 10 min is not enough. Long term this teacher will need support in communication practices.

10:05:28 From Cam Makovichuk : Elementary Panthers respond to Efficacy Scenario... • Re-frame negative experiences—anticipating how a potentially challenging experience can also be an opportunity for growth, providing opportunity to reflect afterwards and learn from the experience; • Mental rehearsal—planning (objectively, thoughtfully) and preparing, even if the

conversation happens differently this preparedness is valuable, checking in afterwards; • Make it a priority to provide a supportive, safe and caring environment—emphasizing kindness AND honesty, cultivating a community where mistakes are learned from and where we learn together

10:05:57 From Curtis Thompson : A-Team: Build confidence for the teacher and support them in this scenario. It will be important to have a separate meeting with parent/student/staff to talk about what the teacher sees and what they have has been recorded from interactions/works/behaviours. During the meeting listen to the parent and student and determine/set goals so everyone feels heard and understood. In the future help everyone better communicate and discuss any misunderstandings or miscommunications.

10:06:25 From Sarah Caldwell : Be there to support/model for the teacher in navigating this difficult conversation; discussion with the teacher to understand what upset the parent. Check-in with the teacher on professional diligence and relationships with families.

10:08:48 From Brian Andjelic : Yes, teacher does have some level of responsibility here.

10:11:43 From Colleen Symyrozum-Watt : What is one personal strength, new habit or practice that helped you to navigate the past few months?

10:12:36 From Colleen Symyrozum-Watt : What did you notice and appreciate in the ways your school team responded during the past few months?

10:15:14 From Arthur Cota : I was concerned that with no students and fewer staff in the building I would feel like I "hadn't done anything" or "hadn't accomplished anything" during COVID. I started keeping a daily log of accomplishments/tasks completed. It was helpful in that I was able to return to it and do some reflection, and to know that I was still being successful in supporting students and staff as a VP, if at a distance.

10:15:17 From Brian Andjelic : Less travel for me has meant more time for a fitness routine

10:15:57 From Spencer Smith : I have started reading about stoicism and have started a journal.

One thing I have noticed about my staff is their collective efficacy. They are very experienced teachers who have had to reinvent their teaching practices, and seem to have been reinvigorated through this process.

10:16:09 From Lindsey den Otter : 1. I made it a priority to be active every day and maintaining a good sleep schedule 2. My department had a meeting every Tuesday morning (we called it coffee with CTS) and it really was the best support sessions without planning for it to be this way!

10:16:39 From Leanne : I've had an opportunity to be more present in my connections and interactions with my teenage daughter. As a family we've also been able to engage in more family-oriented activities together due to reduced schedules and commitments.

10:17:08 From Melissa Everitt-Dallinger : 1. purposely booked off coffee/lunch breaks where I wasn't multi-tasking - I have never done that before in 19 years! 2. creative out of the box thinking - always with humour.

10:17:38 From blair.mailer : Our staff made time each week to have a meeting to share experiences and offer advice and support to one another.

10:17:46 From Faye Holt : Personally I've had more time and mental space for my own personal children to play and hangout and chat. Professionally, I've been keeping a thought book/visual journal to document all the amazing learning that has come as a result of Covid. Its a practice I intend to keep up. I've been amazed at how our staff have supported each other and worked together to ensure no kids are slipping through the cracks. They check in on each other, share and co-create their learning plans and celebrate their successes together.

10:17:50 From Jim Poirier : I had my own boys (6 and 8) with me at home the past few months which was a little overwhelming at first. We together started talking each morning about what we were grateful for that day which got all of us into a more positive mindset, and I really noticed how we were better able to focus for the day's goals. It made me a lot happier and more understanding of my boys too. I appreciated the level of resilience among the staff at my HS and our ability to be optimistic despite the problems of the past few months. It was also remarkable to see the level of learning and openness that occurred in our new online mode of instruction.

10:22:14 From Cam Makovichuk : Noticed and appreciated the increased and deliberate collaboration among colleagues. Loved that we have given ourselves time to navigate uncertainty—and want to find ways we might continue this.

10:22:19 From Mark Wynder : Our school had a walking group at lunch, spending 30 minutes walking and talking not about work! Just getting to know each other, it was great!

10:22:20 From Brendan Wyant : My admin team were great models of the flexibility that they were encouraging us to have

10:22:23 From Andrea Wolfe : It helped me to focus on the things I can control and do/make plans for. It also helped to shut off my computer at 3:30

10:22:26 From Curtis Thompson : 1) Weekly staff meetings to discuss and encourage each other.

10:22:29 From Jake Warkentin : Admin did not allow the pressures to consume us by focusing on dealing with each day

10:22:32 From Rob Coumont : I appreciated the focus our team had towards making connections with their students and school teams.

10:22:46 From Etta Viens : My resilience helped navigate the past few months.

10:22:46 From Fiona Wimmer : Online klatch gatherings on a Friday @ 3

10:26:40 From Chad Starko (@StarksEdTech) : As an EdTech Learning Coach during the pandemic, professionally, I relied on the strong relationships that I built with teachers and strived to project my own optimism/enthusiasm onto the teachers to help them navigate through the stressfulness of learning a whole new way of teaching/learning. I definitely struggled more personally with work-life balance, as I was always "on" with providing help to teachers, but resilience would be a personal strength that got me through the stressful past few months.

10:29:58 **From Colleen Symyrozum-Watt : Managing Thinking Traps-how do you do that?**

11:00:21 From Brian Andjelic : Turn off email notifications. Control when you think about / do email!

11:01:52 From Brian Andjelic : I was giving a workshop to our new teachers. A second year teacher looked for my advice for getting sucked into the black hole of negative teachers. His words, not mine!

11:02:13 From Brian Andjelic : He wanted out but wasn't sure how to do that

11:04:33 From Corinna Horsman : This is a great article for new teachers about finding the positive people and sticking with them.

11:04:38 From Corinna Horsman : <https://www.cultofpedagogy.com/marigolds/>

11:04:59 From Faye Holt : love Jennifer Gonzalez and her Cult of Pedagogy work

11:05:03 From Brian Andjelic : Awesome, thank you

11:05:54 From Curtis Thompson : Her work is exceptional. Her Podcast is also interesting. Recommend the listen.

11:07:58 From Claudine Cortes : Start a self-care journal ;-) What self-care looks like today?

11:09:20 From Sarah Holmgren : There's an app for that!

11:11:00 From Brian Andjelic : and more likely to pursue the goal when the plan is fairly simple

11:11:10 From Claudine Cortes : You'll be in random groups now ;-)

11:11:46 From Brian Andjelic : New groups, make new friends!

11:11:59 From Brian Andjelic : Leadership, facilitator and reporter

11:27:19 From Beth Larson : You betcha

11:27:41 From Beth Larson : Hope - What is the teacher's goal?

11:27:49 From Jessica S : 11: Have conversation with the teacher to fully understand their point of view and allow/ask them to present solutions

11:27:53 From Michelle Newell : Group 19: Hope is important - it IS going to get better. Efficacy - have a plan, share it with staff, listen to feedback, open communication around plan and practice

11:27:55 From Adam Baxter : Team 34 Hope Communicate and build on past successes. Motivate for optimism. Efficacy Cultivate mattering Resilience Create plans to address those "what if" scenarios to deal with those catastrophizing situations (ability to work through them). Optimism Create an environment of optimism to motivate in a positive way.

11:27:59 From Spencer Smith : Talk to the teacher about the safety procedures that are already in place.

Refocus them on their “why” in their profession. Remind them of their value as an educator. Reassure them that they can use whatever PPE they feel would reduce their stress.

Discussions as a whole group to discuss anxieties.

Listening/Acknowledging their anxieties.

Knowing each other

11:28:36 From meredith : Team 10 - Validate the teachers concerns. What can we control? what can't we control? What is the re-entry plan from gov? school division? school based? What does the Dr. say? Mattering - the teacher matters - what does them mattering look like - how do they matter to their students in this scenario?

11:28:38 From ciarasmith : 24 - We liked RTR practice as a starting point. It's essential to make the individual feel heard and discuss what the possible options are for them.

11:29:00 From Cam Makovichuk : From Room 03... Helping your colleague to feel supported and informed... linking to resources (ATA, HR, etc) so they know the options available... reframing to avoid thinking traps (e.g., jumping to conclusions, catastrophizing)... re-goaling by reimagining what the outcomes can be... allowing space and time for your colleague to tell their story, express their specific worries...

11:29:14 From Beth Larson : Group 99: Efficacy - Create a vision and a plan of action for return

11:29:24 From Etta Viens : Room 06: In our group, some people had staff members concerned about coming back; different reasons; firm but supportive; here's what HR is telling us (frank, transparent, they have to speak to HR); 20 out of 700 had doctor notes; suggest the individual takes control of what he or she can indeed control; do what it takes to make the individual comfortable; important to listen and allow the person to express everything that is a concern to him or her so that we can address each of them; modify things that we can modify; take small steps, meeting people where they are at and bring them forward; respect the safe and caring aspect of the workplace, let them know about professional resources we have (mental health is important) and respect that individuals have different reactions to the stressor; efficacy is allowing teachers to dip their toe in the water before jumping in (allowing time for staff to build confidence).

11:29:36 From Lindsey den Otter : From room 99: Focus Health and Wellbeing and support is always our main focus! Reinforcing departments to support one another and have common lessons/assessments. Emergency Lesson plans. Connecting both the online learners with online teachers (reassignment of responsibilities for teachers who will need to work from home) :)

11:29:44 From Del sheehan : Protocols-Positivity-Practacality

11:29:54 From Sarah Caldwell : Team 14: discussion with teacher to determine level of angst and level of health risk; engage support form divisional personnel; be factual about safety measures in place. Knowing everything is still up in the air, creative scheduling - will this teacher be able to teach online with students who will not be coming to school?

11:30:00 From Del sheehan : Practicality

11:30:39 From Curtis Thompson : Well my group got right into conversation and did not create a group name or select a reporter. The conversation we had revolved around creating a cohesive plan developed not only by central office but within the building. With an agreed upon protocol we believe that all staff members will have a lower level of anxiety and a higher level of confidence in coming back to the building. We also geared our conversation around the need of our students. Our students crave a safe place to learn, communicate and connect. We are all in this together to build a future that is bright and hopeful for our students.

11:30:41 From Beth Larson : Group 99: Resilience - Remind the teacher o f their success with Distance Learning, outline resources available such as PPE devices, support them even if they do not return to the classroom

11:31:25 From Beth Larson : Group 99: Optimism - Talk to teacher about what they are able to control in this situation. Remind them that this too shall pass

11:32:10 From Jim Poirier : Thanks Brian and Dana!

11:32:17 From Michelle Newell : Thank you!

11:32:30 From Glenn Johnston : Thank you Brian & Dana! Nice presentation

11:32:31 From Curtis Thompson : Thank you so much. There is a lot here to digest.

11:32:33 From Corinna Horsman : Your passion and expertise was clearly evident.
Thank you

11:32:36 From Mark Wynder : Thanks you two, lots of great things to think about!

11:32:41 From Miriam Ramzy : Thank you. That was great!

11:32:44 From Spencer Smith : Thank you!

11:32:45 From Adam Pirie : Thank you!

11:32:49 From Kelly H. : Thank you!

11:32:50 From Rosanne McIntyre : Great session, thank you!!

11:32:59 From Amanda Jean : Thank you, thank you!

11:33:02 From Andrea McGeachie : Thank you so much! Great resources, and clearly a passion for you!

11:33:12 From Leanne : Thank you for a great session!

11:33:13 From rubysolomon : Thank you Brian and Dana. Great presentation

11:33:14 From Liberty Stafford : Let the teacher know they matter and their concerns are real. Reassure them that the school/division has a plan in regards to PPE, sanitization, and safety measures. Come up with a personal plan for their classroom. Talk about past health experiences and how they overcame it. Continue to communicate and check in with teacher to support them. Continue to reassure them and their strengths.

11:33:14 From Cody Kempster : Thanks to both of you!!

11:33:17 From Marlene Levasseur : I really enjoyed this session today...!!!!

11:33:19 From blair.mailer : Thank you!

11:33:27 From Arthur Cota : Thank you for a wonderfu Day 2!

11:33:29 From Colleen Anderson : Excellent session today! Thank you!

11:33:30 From Rob Coumont : Thank you really enjoyed the learning and conversation :)

11:33:36 From Liberty Stafford : What a wealth of information!!!!

11:36:55 From Mandy : Thank you!

11:37:01 From Andrea Wolfe : Thank you for the wealth of info!

11:37:23 From Sarah Holmgren : Thanks for a great session today.

11:38:04 From Marlene Levasseur : Thank you Brian and Dana for an insightful presentation!!!

11:39:10 From Melissa Corrigan : Thank you for a great session!

11:39:16 From Faye Holt : thank you!

11:39:18 From Carolyn Giroux : Thank you! See everyone on Monday!

11:39:22 From Adam Pirie : Thanks! Have a great weekend everyone!

11:39:22 From Leanne : Thank you! Have a great weekend everyone.

11:39:24 From Lindsey den Otter : Thank you Brian and Dana!

11:39:30 From Sarah Caldwell : Thank you so much!

11:39:33 From Glenn Johnston : Have an awesome weekend!

11:39:34 From Cheri Day : Thank you!! That was a great morning!

11:39:38 From Dayna Coles : Thank you! Have a wonderful weekend!

11:39:39 From Carmen Semeniuk : Thank s for a great day! Have a wonderful weekend everyone!!

11:39:40 From Cory Berndt : Excellent information - thank you

11:39:52 From Linda : Outstanding presentation, thank you!

11:40:49 From Chad Starko (@StarksEdTech) : Thanks - see you Monday! Have a great weekend 🌟

11:41:18 From corycardinal : Thanks have a great weekend everyone, awesome two days!