

Start Right Program for School Leaders

Welcome to Day Two



College of Alberta
School Superintendents

LEADERSHIP AND
SYSTEM EXCELLENCE



**Start Right
Program for
School Leaders**



Treaty 6 Land Acknowledgement

I acknowledge that I am on Treaty 6 territory, a traditional meeting grounds, gathering place, and travelling route to the Cree, Saulteaux, Blackfoot, Dene and Nakota Sioux, and the traditional homeland of the Métis. I acknowledge all the many First Nations, Métis and Inuit whose footsteps have marked these lands for centuries.

I am aware and I honour that some participants are joining us from other Treaty areas in Alberta/Canada.

What is the major take away for Leaders?



Leadership Quality Standard:

Professional Growth Plan

The Leadership Quality Standard (LQS) is described by competencies school leaders are required to demonstrate in their professional practice. Each competency includes indicators designed to provide illustrative examples of competent leadership practice. Indicators are actions that are likely to lead to the achievement of the competency and which, together with the competency, are measurable and observable.

This **profile tool** is intended to frame your reflection on your **practice**, based on the indicators for each competency from Alberta Education's LQS. Additional indicators representative of your context, your practice and your plans for growth may be added. Indicators may also be representative of Alberta stories of practice and/or emerging research.

The Leadership Quality Standard

Quality leadership occurs when the leader's ongoing analysis of the context, and decisions about what leadership knowledge and abilities to apply, result in quality teaching and optimum learning for all school students.

Alberta Education February 2018

Your Leadership Quality Standard (LQS) Professional Practice Profile

<https://cassalberta.ca/conferences-workshops/2020-start-right-program-for-beginning-school-leaders/>

✓ Fostering Effective Relationships

✓ Modeling Commitment to Professional Learning

✓ Embodying Visionary Leadership <https://cassalberta.ca/conferences-workshops/2020-start-right-program-for-beginning-school-leaders/>

✓ Leading a Learning Community

✓ Providing Instructional Leadership

✓ Supporting the Application of Foundational Knowledge about FNMI

✓ Developing Leadership Capacity

✓ Managing School Operations and Resources

✓ Understanding and Responding to the Larger Societal Context



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Alberta Education February 2018

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- ✓ Modeling Commitment to Professional Learning
- ✓ Embodying Visionary Leadership
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Fort McMurray Public School District adapted the CASS Practice Profile tool as a Professional Growth Plan for LQS and TQS, based on content from Alberta Education.

This [Practice Profile](#) tool was developed by CASS and is based on the [Professional Practice Standard](#) content from Alberta Education. It is freely provided in support of improved teaching and learning under the following Creative Commons license.



Fostering Effective Relationships

A leader builds positive working relationships with members of the school community and local community.

Indicators	Area of Focus
<p>Achievement of this competency is demonstrated by indicators such as:</p> <ul style="list-style-type: none"> (a) acting with fairness, respect and integrity; (b) demonstrating empathy and a genuine concern for others. (c) creating a welcoming, caring, respectful and safe learning environment. (d) creating opportunities for parents/guardians, as partners in education, to take an active role in their children's education. (e) establishing relationships with First Nations, Métis and Inuit parents/guardians, Elders/knowledge keepers, local leaders and community members; (f) demonstrating a commitment to the health and well-being of all teachers, staff and students. (g) acting consistently in the best interests of students; (h) engaging in collegial relationships while modeling and promoting open, collaborative dialogue; (i) communicating, facilitating and solving problems effectively; and (j) implementing processes for improving working relationships and dealing with conflict within the school community <p>(g)</p> <p>(Add additional indicators here. Box will expand to accommodate additional text and bullets)</p> <ul style="list-style-type: none"> • • 	<p>(Add content here. Box will expand to accommodate additional text and bullets)</p> <ul style="list-style-type: none"> • <p>Strategies & Timeline</p> <p>(Add content here. Box will expand to accommodate additional text and bullets)</p> <ul style="list-style-type: none"> • <p>Measures</p> <p>(Add content here. Box will expand to accommodate additional text and bullets)</p> <ul style="list-style-type: none"> •



<https://cassalberta.ca/conferences-workshops/2020-start-right-program-for-beginning-school-leaders/>



System Leader: PRACTICE PROFILE

The System Leader Practice Profile is described by competencies system leaders may consider as part of their role. The competencies in this Practice Profile are from the Superintendent Leadership Quality Standard and the Leadership Quality Standard and are intended to reflect the roles and responsibilities of system leaders.

Quality system leadership occurs when the system leader's ongoing analysis of the context, and their decisions about what leadership knowledge and abilities to apply, result in quality school leadership, quality teaching and optimum learning for all students in the school authority

Each competency includes indicators designed to provide illustrative examples of competent leadership practice. Indicators are actions that are likely to lead to the achievement of the competency and which, together with the competency, are measurable and observable.

This **profile tool** is intended to frame your reflection on your **practice**, based on the indicators for each competency. Additional indicators representative of your context, your practice and your plans for growth may be added. Indicators may also be representative of Alberta stories of practice and/or emerging research.

Providing Faith Leadership
Building Effective Relationships
Modelling Commitment to Professional Learning
Visionary Leadership
Leading Learning
Supporting First Nations, Métis and Inuit Education for All Students
Sustaining Effective Instructional Leadership
School Authority Operations and Resources

Providing Faith Leadership

A system leader promotes and supports the permeation of the Catholic faith through the three-fold roles of evangelization, catechesis and religious education.

Indicators	Evidence in Practice
<p>Achievement of this competency is demonstrated by indicators such as:</p> <ul style="list-style-type: none"> a) ensuring prayer life is nurtured through all of the division/central office; b) understanding and being committed to the continuation and growth of Catholic Education; c) modeling leadership and service by being a visible and contributing member of the parish community; d) ensuring that the signs and symbols of a faith-filled community are evident throughout the workplace; and e) ensuring that the division embraces the liturgical calendar. 	<ul style="list-style-type: none"> •
	<p>Areas for Growth</p> <ul style="list-style-type: none"> •

Your Time to Plan

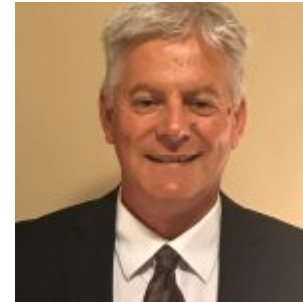
1. When you assess your context is there one competency in particular that you might focus your growth on?
2. What do you need to know (policy, procedures, education plan, best practices, other practices)?
3. What do you need to do (work with people and/or a mentor, find tools, research)?
4. What factors might you consider when creating the basis for measuring your growth?
5. What are you still wondering about in relation to professional growth planning? Let us know in the chat.

Session Two – July 3rd, 2020

The Science of Well-Being

Presenters:

Brian Andjelic, CASS Director of Leadership Learning



**Dana Fulwiler, Provincial Projects Coordinator
with Ever Active Schools**



Session Evaluation

Shared in the Chat – please click the link and choose

Day Two

https://docs.google.com/forms/d/e/1FAIpQLSdNAbqyllpS0U6yJMkn07RJWHGxWTaVIAzrj_DnPHtw7tHZBw/viewform

CASS

Start Right 2020 Learning Survey

We want to hear from you so that we can meet your learning needs and continue to refine the program for future leaders. Thank you for your feedback.

*Required

Please choose the appropriate session/day for this evaluation. *

Choose

- Day One - Empowering School Leaders and Inspiring Change in Indigenous Education and Reconciliation
- Day Two - The Science of Well- Being
- Day Three - How to lead Inclusive Education in Your School

Day Three Preparation

Welcome Session: Watch Simon Sinek video: How to Be A Leader this weekend.

<https://www.youtube.com/watch?v=urrYhnaKvy4>

Session Materials: <https://cassalberta.ca/conferences-workshops/2020-start-right-program-for-beginning-school-leaders/?tab=3> on Start Right webpage (Day 3 Tab)

Please have a digital notebook or a pen/paper handy for reflection and note taking.

[Leading for Inclusion Padlet](#)

Questions?



CASS

College of
Alberta School
Superintendents



CASS builds and supports members' leadership capacity
and provides career long professional learning opportunities.

Thank You for Participating in Day Two!

