

CASS Conference Archives, <https://cass.ab.ca/conference-program-archive/> provides a compilation of conference session resources (e.g., slide decks and presentation materials) from all conferences. Professional thanks to all presenters for sharing their materials and contact information. Please see this link for additional session resources prior to 2021.

This list identifies HR/People Services sessions, for recent years, well as notes from some HR Role alike sessions.

Date	Topic	Facilitators
Fall 2023	31 Human Resources Topics for System Education Leader Learning Presentation Summary of Learning	Ray Hoppins – Chinook’s Edge School Division, Brett Cox – Elk Island Catholic Session
	Navigating the Investigation Landscape: Proven Strategies for Educational Settings Presentation	Krimsen Sumners, Paul McLeod – St. Albert Public Schools, Ken Bander Clarium Fraud and Compliance Solutions Ltd.
	The Good the Bad and the Ugly of Performance Management Presentation	Colin Fetter – Brownlee Law
Summer 2023	The Alberta Teaching Profession Commission – Overview ATPC Presentation	Julia Sproule, Alberta Education
	How Might System Education Leaders be Affected by the New Professional Conduct Procedures? Presentation	Vincent Behm, Michael Kilcommons, and Teresa Haykowsky
	Employment and Labour Law Implications Top 25 HR Risk Management Tips and Takeaways Presentation	Vincent Behm, Michael Kilcommons, and Teresa Haykowsky
Annual Conference 2023	Investigating Allegations of Racism, Systemic Racism, Prejudice and Bias in the Workplace Contact Facilitator teresa.haykowsky@mross.com	Teresa Haykowsky McLellan Ross
Fall 2022	Key Tips and Proactive Strategies for Successfully Managing the Employee Life Cycle: From Recruitment and Retention to Conclusion of Employment and Everything in Between! Presentation	Colin Fetter Brownlee Law

	Language Teachers' Recruitment, Retention and Training Presentation	Martin Poirier CBE
Summer 2022	Employment Law Participant Guide and Presentation	Teresa Haykowsky, McLellan Ross and Tara Malloy and Ed Latka STAR Catholic
Annual 2022	Case Law Update and Human Resource Related Tips and Take aways Presentation	Teresa Haykowsky, McLellan Ross
Fall 2021	FSL Teacher Recruitment and Retention Strategies (Draft Guide) Presentation	Gary Strother (CASS Life Members) and Andre Labrie (OPSOA)

Role Alike summaries

Human Resources – Summaries compiled by role alike facilitator	
Fall 2023	<p>Many of us are tackling the same broad ‘work’ categories. Items like collective bargaining and legislated processes like VSC collection, assignable time, etc are common to us all. Our experience with those broad topics varies based on where we are at with processes, etc. This is the foundation for our goal to form professional networks at the Role Alike as within our provincial group we have colleagues who are very experienced and have had much success in certain areas, and others who would benefit from “thinking things through” with their provincial colleagues. Every time we have the opportunity to engage with our colleagues around common topics of interest, we learn from one another. There is a tremendous amount of wisdom in the room when our HR colleagues have gathered. As a group, there’s a trend towards collaborative approaches to problem solving and seeking new ways of navigating or validation for our best thinking.</p> <p>The topics with the most frequency both in terms of discussion at the session and where participants indicated they’d like to continue the conversation with our professional learning networks included:</p> <ul style="list-style-type: none"> • Medical / Sick Leaves • Investigations • Employee Onboarding • Staff Recruitment • Letters of Authority • Substitute Teachers <p>We have developed 13 Professional Learning Network Lists for 13 different HR Topics to enable participants to have a group of colleagues they can reach out to for further conversation and support. To access this list please contact Corrine Thorsteinson corrine.thorsteinson@rdpsd.ab.ca</p>
Annual 2022	Child and Youth Wellbeing – HR, Workplace Wellness, Inclusion and Indigenous Combined Role Alike

	https://cass.ab.ca/share/?url=https://cass.ab.ca/wp-content/uploads/2022/03/Child-and-Youth-Wellbeing-Annual-Conference-2022-Role-Alike-HR-WW-Inclusion-and-Indigenous-Final-1.pdf
Fall 2021	Online conference CPHR Presentation
Summer 2021	<p>24 enthusiastic individuals met virtually to collaborate and envision the future of our role alike group. Time was spent with the entire group as well as 2 smaller breakout group conversations.</p> <p>The first activity was to envision what we would want our role alike group to “Look Like, Sound Like, and Feel Like.” Some of the most common ideas coming out of the breakout rooms were:</p> <ul style="list-style-type: none"> - High levels of connection, communication, and trust - Comfortable contacting other members for ideas and advice - Safe, respectful, and non-judgmental - Regularly scheduled check-ins to deal with emergent issues - Generative, authentic, and relevant - Developing trusting relationships <p>The second activity was to brainstorm topics of interest for our role alike group to ‘dig deeper’ into in future sessions. Some common themes emerged from these discussions:</p> <ul style="list-style-type: none"> - Collective bargaining and labor relations - Addressing and supporting staff wellness - Management of short-term and long-term leaves - Workplace investigations - Staff Discipline <p>There was also strong interest in CASS providing ‘deep learning’ modules for those in the Human Resources portfolio. Many individuals enter this portfolio with little experience in the more complex aspects of the work and some relevant learning modules would be well received.</p> <p>Greg Miller, Grand Prairie Catholic School Division gregmiller@gpcsd.ca</p>
Annual Conference 2021	<p>Chinook’s Edge School Division system leaders Ray Hoppins and Shawn Russell co facilitated this role-alike with Dr. Norman Yanitski CASS director. The group discussed HR topics resulting from the pandemic as well as labor relations and relationships. The group also responded to a Thoughtexchange identifying HR System leaders professional learning needs. (i.e.; themes included: negotiations, investigations, sick leave, hiring practices, wellness and sharing stories of practice. Follow up inquiries please contact Ray Hoppins or Shawn Russell Chinooks Edge.</p> <p>https://cassalberta.ca/wp-content/uploads/2021/04/HR-Role-Alike-March-2021-Summary.pdf</p> <p>Slide deck https://docs.google.com/presentation/d/1ZXnmybh987VcBCCtbskBRkW-SPcQFo0s9GUZEFoZAJA/edit#slide=id.g834796fba4_0_279</p>
Fall 2019	<p>Combined WW and Human Resources</p> <p>Over 50 CASS members attended the combined Human Resources and Wellness session. This session connects to the SLQS through the competency of Building Effective Relations specifically demonstrating a commitment to the health and well-being of all teachers, staff and students. It was noted in last year’s wellness session that wellness is part of an ongoing CASS</p>

	<p>Wellness initiative. Although student wellness remains a priority there is an increased focus on staff wellness throughout the province. This is evident through dedicated wellness positions, wellness policy statement, capacity building at teacher and leadership levels and wellness activities becoming the norm. The main goal of the Fall CASS role alike session was to increase the number of school authorities that have wellness as a priority. Through small groups, generative conversations led to shared understandings of the goal while eliciting ideas and strategies to answer the driving question: What would it look like when wellness is a focus in a school authority? Complete session notes</p> <p>https://docs.google.com/document/d/1mq6RBEed6UP1KqRwLE5VGczarwdQOCRCsnnTvyjcM6lw/edit?pli=1</p>
<p>Annual Conference 2019</p>	<p>https://docs.google.com/document/d/1ODbgn3IdeGMw4ePnFJRJRmFDQerMImOD3XmznAut-M/edit</p>