

Seeking Requests for Proposals (RFPs) 2024/25 Conditional Grant

In accordance with [CASS Policy 17 – Procurement of Contracted Services](#), CASS is seeking requests for proposals from interested and qualified independent contractors to research, develop, and deliver various deliverables related to its 2024/25 Conditional Grant. Detailed descriptions of the available projects can be found below. Working under the direction of the CASS Principal Leadership Consultant, Dr. Gloria Antifaiff, successful contractors will engage with system education leaders to gather input, and ensure that project outcomes are current, research-based, relevant, and contribute to advancing K-12 system education leadership in Alberta. All projects will be completed collaboratively with relevant stakeholders identified by CASS. Qualified independent contractors are encouraged to express interest for one or more of the following projects:

Deliverable 1: Excellence in System Leader Professional Practice

1. *Recruitment and Retention of Education Workforce* - Drawing upon the findings from the [2024 Education Workforce Recruitment/Retention – Labour Workforce Survey](#), conducted in collaboration with Alberta Education, this project will disseminate Alberta Stories of Practice and develop learning resources to support the recruitment and retention of teachers and teacher leaders. Tangible examples of successful recruitment and retention will be provided. (Webinar Series and Resource Development)
2. *Implementing New Curriculum* – The focus of this project is to share Alberta Stories of Practice, from system education leaders’ perspectives, to highlight successful curriculum implementation strategies and identify next steps to support student success with the provincial curriculum. A learning resource will be developed to guide system education leaders in effective curriculum implementation and subsequent actions post-implementation. (Webinar Series and Resource Development)

3. *School Nutrition Programs* - The [Alberta School Nutrition Program](#) currently provides approximately 58,000 students in participating schools with a daily nutritious meal that adheres to the [Alberta Nutrition Guidelines for Children and Youth](#). The program allocates funding to school jurisdictions to establish, maintain, or enhance existing nutrition programs in schools. School authorities are encouraged to collaborate with community partners to leverage local supports and resources. Alberta Stories of Practice will be shared from system education leaders' perspectives to highlight insights gained from implementing nutrition programs. The findings will be developed into a professional learning resource to support system education leaders in the implementation and sustaining of nutrition programs in their local school authority. (Webinar Series and Resource Development)

4. *Proactive Strategies for Managing Aggressive Student Behaviour: Resources for Educators and System Education Leaders*– This project will develop targeted resources that equip teachers and system education leaders with the skills and tools necessary to effectively address aggressive student behaviour. These resources will focus on evidence-based strategies to recognize, de-escalate, and manage aggression in ways that prioritize student and staff safety, support positive behaviour, and foster a constructive learning environment. (Study, Webinar Series, Resource Development)

Deliverable 2: Enhancing Implementation of Inclusive Education and Specialized Educational Supports and Practices for Students

5. *Mental Health Pilot Projects Communities of Practice* - Currently, there are nearly 80 mental health pilot projects taking place in Alberta across a variety of school authorities including Public, Separate, Francophone, Charter, Private, and First Nations. These pilot projects offer valuable insights into new practices, successes, and challenges in mental health support. By integrating these practical experiences with research-based Communities of Practice, this project will develop resources for system education leaders. These resources will harness the collective learning from the pilot projects to enhance mental health support strategies within school authorities. Further exploration of this professional practice will occur through system education

leaders' communities of practice, facilitating in-depth discussions and knowledge-sharing among system education leaders. (Communities of Practice and Resource Development)

6. *Optimum Learning for All Students* – This project will focus on inclusive education practices, incorporating insights and professional practices identified in the mental health pilot projects and the [University of Calgary's](#) study on these projects. Alberta stories of practice showcasing inter-ministerial partnerships will be highlighted and new findings will be developed into a variety of resources for system education leaders. (Resource Development)
7. *Leveraging the Role of Educational Assistants* – This action will develop a provincial resource for system education leaders, offering strategies to enhance the skills of Educational Assistants to provide support in addressing the increasing complexity of students' learning needs. Additionally, it will explore strategies for the recruitment and retention of educational assistants in underserved areas of the province. (Study)

Deliverable 3: Success for First Nations, Métis, and Inuit Students

8. *Indigenous Cultural Protocol* - Consult with the First Nations, Métis, and Inuit Education Action Committee to develop a webinar series to promote and explore the findings from the 2024 Indigenous cultural protocol study, conducted by CASS through conditional grant funding. The findings provide guidance to system education leaders on how to respectfully understand, honour, and learn about protocol in Indigenous communities to support building reciprocal relationships focused on strengthening education programs for First Nations, Métis, and Inuit students in Alberta. (Webinar Series and Resource Development)
9. *Increase Understanding of Educational Service Agreements* – Expand the awareness and increase the understanding of Educational Service Agreement standards through a communication strategy that includes a survey. (Study)

Deliverable 4: Success for Students through Career Pathways

10. *Trades, Apprenticeship, and Vocational Education (TAVE) Committee* - Consult with the Trades, Apprenticeship, and Vocational Education (TAVE) Committee to facilitate and broaden diverse stakeholder partnerships, synergies, and collaborations. Develop professional learning labs focused on skilled trades, apprenticeships, and technologies programming in school authorities. The content will be based upon the findings from the 2024 conditional grant study about how K-12 career education and programming is being implemented across the province. The TAVE Committee will continue to work together to provide insight into the shared realities in the province and utilize the strategic framework to create shared learnings and promising practices that can promote change.
11. *2025 Alberta Skilled Trades and Technologies Summit* - Consult with the Trades, Apprenticeship, and Vocational Education (TAVE) Committee to host the 2nd Alberta Skilled Trades and Technologies Summit in 2025. The TAVE committee, guided by the TAVE strategic framework, tenets of the Collective Impact Model, the [*Supporting Student Choice: Success and Challenges in Recruiting Teachers to Support Student Choice in Pursuing a Career in Skilled Trades and Technologies*](#) needs assessment report, and other sources of data, will identify responsive Alberta skilled trades and technologies practices for students. The summit will represent a collaborative response from partners and system education leaders through maximizing synergies that guide future actions to inspire Alberta's youth to pursue trades and technologies as a career pathway.
12. *Enhancing Career Pathways for Alberta's Youth through Dual Credits* – In Alberta, dual credit programs for high school students have seen substantial expansion in recent years. These programs enable students in Grades 10, 11, and 12 to earn both high school credits and credits that apply toward post-secondary certifications, diplomas, or degrees, including journeyman certificates. The primary focus of this project is to examine dual credits related to trades and technologies. The goal is to develop learning resources for system education leaders, providing guidance on establishing

collaborative partnerships and effectively administering dual credit programs.
(Resource Development)

Deliverable 5: Supporting Collegiate Education in Alberta

13. *Collegiate Education Support Network* – Building on last year’s success in supporting collegiate education through conditional grant funding, this project aims to further enhance support by creating opportunities to analyze and explore the current realities, challenges, and potential of these educational programs across the province. The focus will be on developing a deeper understanding of the existing collegiates, and identifying new opportunities to advance collegiate education, ensuring that it continues to evolve and meet the needs of students.

14. *Collegiate School Showcase* – In this project, the focus will be to organize and host a second Collegiate School Showcase. Building on the success of the first collegiate showcase, facilitated by conditional grant funding, this event will further support collegiate education initiatives. Attendees will gain valuable insights from existing collegiate programs and learn practical strategies for developing proposals for new collegiate schools. This showcase will provide a platform for sharing experiences, best practices, and innovative approaches to enhancing collegiate education across Alberta.

Pre-Qualification Criteria:

- Experience in system education leadership in K-12 education.
- Demonstrate relevant experience with anticipated deliverable.

Submission Format:

- Cover letter including contact information – address, email address, phone number, and a clear indication of the project number(s) the proposal addresses.
- Resume

- Brief outline on how the project(s) could be developed towards completion, including anticipated timeline. The estimated timeline should be within 6 – 12 months for project completion.
- Three professional references

Submission Deadline:

- Interested contractors who meet the pre-qualification criteria are requested to email their proposal by **12:00 p.m. (noon)** on **December 13, 2024**, to Dr. Gloria Antifaiff, Principal Leadership Consultant, at gloria.antifaiff@cass.ab.ca

Thank you in advance to all contractors for your interest in this opportunity, however only those with selected proposals will be contacted.