

LEADERSHIP UPDATE

Volume 11

A publication for Alberta's school administrators

Number 6



April Has Arrived!

April has arrived and school leaders around Alberta are already hard at work preparing for the 2015/16 academic year. This edition of *Leadership Update* includes information about a unique opportunity for your professional growth that will take place in August at a very low cost. This summer's Educational Leadership Academy will offer two possibilities for your professional growth—choose either Calgary or Edmonton. Both are tied directly to the Principal Quality Practice Standards.

Save the Date

October 19, 2015

Barnett House, 11010 142 Street NW, Edmonton

Legal Issues for School Administrators (LISA) Conference—Workplace Bullying

Presenters include Valerie Cade and Jeremy Taylor.

Valerie Cade

Valerie Cade is an award-winning presenter and one of North America's top experts in the field of coping with and stopping workplace bullying and creating respectful productive workplaces. She is author of the best-selling book *Bully Free at Work: What You Can Do to Stop Workplace Bullying Now*. Valerie holds a master's degree in conflict resolution and is a top certified mediator.

Jeremy Taylor

Jeremy Taylor is a partner at Field Law and practises primarily in the areas of civil litigation and labour/employment law. He has argued cases in all levels of court including the Supreme Court of Canada. Jeremy is a sessional instructor in labour law at the University of Alberta law school. He has written articles on legal topics, been published in an academic journal, and has presented on various academic and practical topics. He is presently the cochair of the Canadian Bar Association (Alberta Branch—North) Constitutional Law and Civil Liberties subsection.

**Education
is an
investment,
not an
expenditure.**

—Pak Tee Ng



Council for
School Leadership

ELA 2015

Educational Leadership Academy

August 10–14

This year, the 2015 Educational Leadership Academy is proud to offer two different academy streams taking place during the same week in Calgary and in Edmonton.

Who should attend?

Each Educational Leadership Academy experience has been crafted to offer a significant professional learning experience to principals, assistant principals, department heads, learning coaches, central office personnel, consultants and teachers aspiring to educational leadership.

Registration details

The registration fee for either event is \$300 plus GST. For members of the Council for School Leadership of the Alberta Teachers' Association (ATA) or all other members of the ATA, the fee is \$150 plus GST. The fee covers the program, a continental breakfast, morning and afternoon coffee breaks and lunch each day. Space is limited, so early registration is recommended. **Register online at tinyurl.com/2015-ELA.**

Academy format

The Academy is an intensive five-day program that requires the direct and sustained involvement of all participants to achieve the greatest benefit and growth of both the individual and the Academy cohort. Sessions run daily from 8:30 AM to 5:30 PM, and participants are asked to commit to full participation in all sessions. Participants in the Edmonton Academy option will also have some follow-up activities during the 2015/16 academic year with Simon Breakspear, including a callback face-to-face meeting in January 2016.

Is university credit available for this Academy?

Yes, university credit may be available for qualified participants. Please contact Leslie Kaun at 780-447-9410 (Edmonton) or 1-800-232-7208 (elsewhere in Alberta) or by e-mail at ELA@ata.ab.ca for details.

Cancellation policy

- Until June 30 a \$75 refund is available in case of cancellation.
- No refunds will be issued for cancellations received after midnight on June 30, 2015.
- Registered delegates can substitute the name of another attendee at any time.

Mission Statement:

The mission of the Educational Leadership Academy is to improve the quality of learning through effective leadership, to promote the professional growth of educational leaders and to build successful relationships between participants.

 The Alberta Teachers' Association

Calgary Program

A five-day Adaptive Schools Academy with Cal Hauserman

Hampton Inn by Hilton, Calgary Airport North
Monday, August 10 through Friday, August 14

Adaptive Schools

Adaptive Schools is a researched-based approach developed by Thinking Collaborative that supports professional collaboration and positively impacts student development and achievement.

To meet the educational needs of all students, schools must have a culture of learning and be able to build leadership capacity. Schools in which staff feel a collective responsibility for student learning produce greater learning gains than schools where teachers work as isolated practitioners. Teachers in Adaptive Schools are responsive to the changing needs of students, curriculum and society.

The work of Adaptive Schools is informed by research in the new sciences, integrating this work with change models, best educational practices, learning theory, and research on group and adult development.

Participants will leave the workshop with

- an increased capacity to initiate, develop and sustain high-functioning groups;
- new lenses for diagnosing the stages and phases of group development;
- an expanded repertoire of practical facilitation tools;
- understanding when and how to engage groups in dialogue and discussion, and the limitations, forms and values of each;
- skills to move groups beyond consensus to a common focus;
- ways to value and use dissension, argument and conflict;
- strategies for keeping group members on track, on topic, energized and resourceful;
- an understanding of how to use the materials provided to continue learning and implement the concepts from the workshop; and
- a certificate from Thinking Collaborative indicating completion of the Adaptive Schools Foundation course.

About Cal Hauserman

Cal has taught at all levels from kindergarten to graduate school. He got his start as a high school social studies teacher and then made the switch to the elementary level, where he was a teacher and teacher/librarian. Midway through his career he became an administrator, acting as a vice-principal and then principal at four middle and elementary schools.

Leadership and its role in creating a dynamic school environment has long been an area of interest. Cal's PhD studies focused on transformational leadership, and most recently he was the program director for the Alberta Teachers' Association's Leader2Leader Mentorship for Administrators. This was a provincewide initiative in which beginning principals were paired with experienced principals trained in cognitive coaching to improve leadership practices.

As a former teacher and administrator, Cal continues to believe that people and organizations, in whatever setting, can be transformed when they are empowered and self-directed. He particularly enjoys working with schools and jurisdictions that focus on the establishment of positive and purposeful school cultures that want to ensure students are prepared for a future filled with many challenges.

Register online at
tinyurl.com/2015-ELA

Find out more at www.thinkingcollaborative.com/



Edmonton Program

A five-day academy experience, with Simon Breakspear, focused on instructional leadership

Barnett House, Edmonton
Monday, August 10 through Friday, August 14

Leadership for Learning—Develop the Capability to Lead Improvement, Innovation and Change

To ensure that the promise of deeper learning becomes a reality in our schools, educational leaders must develop the capability to effectively lead improvement, innovation and change that will lead to measurable changes in student learning. This world-class leadership program is evidence based, globally informed, practical and relevant. It connects theory to practice, and it ensures that leaders apply the conceptual ideas to the specific change they are seeking to lead in their school or division. Furthermore, the social learning environment ensures the development of a powerful network of like-minded educational leaders.

Core Learning Outcomes

Understanding deeper learning

- Understand the latest findings in the behavioural and cognitive science of learning.
- Examine the importance of deep cognitive engagement in learning.
- Underscore the importance of meaningful feedback and developing student agency.
- Explore new pedagogies and innovative learning environments.

Leading improvement and innovation

- Review the growing global evidence base on effective teaching practices.
- Develop a resolute focus on affecting student learning outcomes.
- Harness human-centred design approaches to understand the real causes of learning challenges in your context.
- Harness rapid prototyping approaches to testing and improving new ideas in and through practice.
- Measure progress and learning through improvement research.

Leading quality change

- Use feedback models to help other teachers continuously improve their practices.
- Develop a culture of trust and social learning to build capacity.
- Focus on a few initiatives that are embedded into practice.

Register online at
tinyurl.com/2015-ELA

For additional information
contact Leslie Kaun at
780-447-9410 (Edmonton)
or 1-800-232-7208
(elsewhere in Alberta) or by
e-mail at ELA@ata.ab.ca

About Simon Breakspear

Simon Breakspear is recognized internationally as a leading thinker on the future of learning and educational innovation. He helps school, system and technology leaders design and deliver high-impact strategies to enable deeper learning at scale. He has worked with and spoken to leaders across Australia, New Zealand, the USA, the UK, Europe, Canada, Israel, Hong Kong and India. Simon works at the intersection of learning innovation and system reform. He has contributed to the OECD PISA and Innovative Learning Environments projects and launched the global Agile Schools movement. Simon holds bachelor's degrees in psychology and teaching. He did his graduate studies in education as a Commonwealth Scholar at the University of Oxford and as a Gates Scholar at the University of Cambridge.



A Lasting Impact for Participants and Their Schools and School Districts

Delegates will not only experience the five-day Educational Leadership Academy in August, but they will be engaged in a community of practice that will include monthly dialogue with Simon Breakspear, a call-back meeting in January, and multiple means of sharing their stories through the Alberta Teachers on iTunes U site and a wide range of presentation opportunities. These may include an opportunity to share stories of their instructional leadership projects through a showcase presentation at uLead 2016 next April. Join Simon Breakspear, Alberta Education's Leadership Excellence Branch and several others in a week-long academy experience expressly designed to equip aspiring school leaders, principals and assistant principals with strategies and skills to provide leadership in their learning communities for an education worth having.

ELA2015
Educational Leadership Academy

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tinyurl.com/2015-ELA

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The Alberta
Teachers' Association

MS-433 2015 04



Healthy Interactions: Understanding Conflict Workshop

August 24 and 25, 2015, 9 AM–3 PM
Barnett House, Edmonton, Alberta

Understanding Conflict is a communications and conflict-resolution workshop offered by the Alberta Teachers' Association. The program is available to all members and associate members and will take place August 24 and 25, 2015. Workshop agenda topics include

1. Understanding and Defining Conflict,
2. Core Conflict and Complicating Factors,
3. Positions to Interests,
4. Clarifying Skills, Active Listening and Paraphrasing,
5. Reframing and Overcoming Opposition,
6. Dealing with Anger,
7. Establishing a Safe and Positive Environment for Conflict Resolution, and
8. From Solution to Action.

Registration is free and includes all resource materials, breakfast and lunch. Participants are responsible for travel and accommodation costs. Registration is online at www.eventwizard.com/events/HI2015, and the registration deadline is August 14, 2015. Space is limited.

For information, please contact Joyce Sherwin, in Edmonton at 1-800-232-7208, or Cynthia Malner-Charest, in Calgary at 1-800-332-1280.



Alberta Teachers on iTunes U

This month we highlight a course called Foster Effective Relationships. It is well worth subscribing to and is full of good ideas that principals and assistant principals should consider in their work in leading a learning community. To access the site, please visit tinyurl.com/ATAiTunes or scan the QR code on this page.



Elections for CSL Secretary (2015–17) and CSL Communications Officer (2015–17)

The Council for School Leadership is pleased to invite nominations from throughout Alberta for the table officer positions of secretary and communications officer for 2015–17, with duties commencing in the fall of 2015.

Please consider nominating a colleague to serve in one of these roles. Completed nomination forms (attached) must be postmarked no later than May 25, 2015 or submitted electronically to CSL-Events@ata.ab.ca by midnight on May 28, 2015.

uLead 2015

Educational leaders from around the world met from March 15–18 in the beautiful world heritage location of Banff to take part in uLead 2015. Attendees at uLead’s preconference and main conference included more than 1,000 school-based leaders, district-level leaders, and provincial and state education leaders gathering to learn and grow together. Many delegates participated in full-day workshops on Sunday, March 15, with a focus on leadership for early childhood education, presented by Edmonton Catholic Schools, and on high school redesign, presented by principals from Calgary Catholic Schools. Delegates had an opportunity to participate in keynote presentations by a variety of individuals including Simon Breakspear, Pasi Sahlberg, Andy Hargreaves, Dennis Shirley and Pak Tee Ng. On March 17, the day began with a leadership panel discussion featuring the Honourable Gordon Dirks, minister of education of Alberta; Illugi Gunnarsson, minister of education, science and culture of Iceland; Pak Tee Ng; Pasi Sahlberg; and several principals from Alberta. These presentations formed the basis for an ongoing discussion at uLead15 on agile leadership in the face of the many forces that are acting on education worldwide today.



This discussion formed the basis for four days of quality dialogue by the delegates, with 75 sessions presented by practising school leaders from around the world. Many of these discussions were animated by Alberta school leaders sharing the story of their school or district. Many were led by principals such as Eyglo Fridriksdottir, from Reykjavík’s Sæmundarskóli School, or Lisbeth Gyllander, from Helsingborg, Sweden, who spoke about things they have learned in their school leadership journeys. Many dozens of individuals came from abroad to participate in uLead, including a team of 33 people from Iceland, 7 school leaders from Sweden, and people from Australia, Singapore, the United States, Norway and Great Britain.

Delegates made numerous comments about how transformative the discussions were for them as school leaders and how connected the many presenters were to the daily reality of our schools and classrooms. One

delegate noted that “the way Pak Tee [shared] that education was the heartbeat of a teacher resonated with teachers in the worldwide audience.” Pak Tee also stated that “education is the human enterprise of paying it forward.” This sentiment was a thread that ran through the four-day leadership event. As Simon Breakspear avowed at uLead, “There is no ‘what works’ in education. There is only what’s working, for what people and under what conditions.” The delegates at uLead took away many things from their time in Banff, but the strong thread they all carried away with them was the message that there are three “killer apps” of flourishing learning: agency, relevance and connection. They also took with them strong new relationships with leaders from around the world that they will explore in the months to come.

Watch for registration information for uLead 2016 to come your way later this month.

To find archived issues of *Leadership Update*, go to www.teachers.ab.ca and click on **Other Publications** (under **Publications**), then go to **School Administrators**.

Feedback is welcome. Please contact Jeff Johnson, executive staff officer, Professional Development, at jeff.johnson@ata.ab.ca.

Council for School Leadership

As an Alberta school principal or assistant principal, you are encouraged to select the Council for School Leadership as your first specialist council. If you are not already a member of the Council for School Leadership, please take a moment—today—to follow the link you see in the graphic on the right and follow the steps to join this school leadership specialist council. It is custom made for school leaders and aspiring school leaders.



Teacher Growth, Supervision, Evaluation and Practice Review Workshop

You are invited to attend a
Teacher Growth, Supervision, Evaluation and Practice Review Workshop
August 17–18, 2015, at Barnett House,
in Edmonton

The provincial Teacher Growth, Supervision and Evaluation Policy (Policy 2.1.5) deals with accountability and continuous professional growth and ensures that a teacher's professional practice is under ongoing supervision. The Teacher Growth, Supervision, and Evaluation Policy defines the process, and the Teaching Quality Standard defines the competencies for professional practice. This workshop focuses on the principal's critical role and the duties he or she must perform as outlined in the *School Act* and Policy 2.1.5.

Register online at www.event-wizard.com/events/TGSE2015. The deadline for registration is June 15, 2015. For information visit www.teachers.ab.ca; go to For Members > Events Calendar.



Understanding Conflict— A Communication Workshop

August 24–25, 2015

9 AM–3 PM

Barnett House, Edmonton, Alberta

Understanding Conflict is a communications and conflict-resolution workshop, offered by the Alberta Teachers' Association. The program is available to all active members and associate members and will take place August 24–25, 2015. Workshop agenda topics include

1. Understanding and Defining Conflict
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5. Reframing and Overcoming Opposition
6. Dealing with Anger
7. Establishing a Safe and Positive Environment for Conflict Resolution
8. From Solution to Action

Registration is free to active ATA members and includes all resource materials, breakfast and lunch. Participants are responsible for travel and accommodation costs. Register online at www.event-wizard.com/events/HI2015. Space is limited.

**Registration
deadline:
August 14**

For information, please contact Joyce Sherwin in Edmonton at 1-800-232-7208 or Cynthia Malner-Charest in Calgary at 1-800-332-1280.

MS-HI-12b



COUNCIL FOR SCHOOL LEADERSHIP of the Alberta Teachers' Association



~ Communications Officer - 2015–17 Nomination Form ~

The duties of the CSL communications officer are to

- ★ be responsible for the coordination of a comprehensive information service for members through a variety of media, which may include publications such as newsletters, professional journals, etc;
- ★ promote involvement of CSL members and other interested educators in CSL-sponsored activities at both the regional and provincial levels;
- ★ if desired, request the provincial executive to appoint publication editors who shall be responsible to the communications officer;
- ★ record and distribute action items from all provincial executive and table officers committee meetings, and
- ★ be responsible, with the president and secretary, for the CSL's nominee for the CAP Student of the Year Award.

We, the undersigned, wish to nominate

Name:	
Home Address:	Home Phone:
Office Address:	Business Phone:
Current Position:	Employer:

Nominees must be regular members of the Council for School Leadership.

In support of this nomination we wish to bring to the attention of all CSL members the following information, which will be distributed to members with the election ballots:

Nominators must be members of the Council for School Leadership (three required).

Name	Address	Telephone	Signature

**Completed forms must be postmarked no later than May 25, 2015 if sent by mail.
If submitted electronically, they must be sent by midnight on May 28, 2015.**

**Submit electronically to
CSL-Events@ata.ab.ca**

Or

**Submit by mail to
The Alberta Teachers' Association
Council For School Leadership
11010 142 Street NW
Edmonton, Alberta T5N 2R1**

~ Secretary - 2015–17 Nomination Form ~

The duties of the CSL secretary are to

- ★ receive all correspondence for the council, arrange for its appropriate distribution or response and send a copy of all outgoing correspondence to the president and administrative assistant;
- ★ be responsible for the submission of the annual report to the ATA;
- ★ provide a summary, suitable for publication, of the executive minutes to the communications officer;
- ★ be the chair of the CAP Principal/Vice-Principal of the Year Award, and
- ★ be responsible, with the president and communications officer, for the CSL's nominee for the CAP Student of the Year Award.

We, the undersigned, wish to nominate

Name:	
Home Address:	Home Phone:
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