

Regular Meeting of the Board - January 25, 2018

Thursday, January 25, 2018

Start time 8:00 PM

Administration Office, 181 Henlow Bay, Winnipeg, Manitoba

AGENDA

1. **Attendance**
2. **CALL TO ORDER**

Comments:

The content of the Informational Reports has been reviewed by Trustees prior to the Board Meeting. The reports reflect discussions and activities of the Committees. At Board Meetings, if Trustees wish to speak to or ask questions regarding a particular report included in the Information Reports section of the Board Meeting agenda – that needs to be identified at the time the Agenda is amended. Recommended motions from Committees are addressed separately in the agenda.

Minutes Template:

Meeting called to order at <currentTime>

3. **AGENDA APPROVAL**
4. **Board Minutes Approval**
 - 4.1 **Regular Meeting of the Board - January 11, 2018 (2018/01/11)**
5. **STANDING COMMITTEE REPORTS, SPECIAL COMMITTEE REPORTS AND OTHER REPORTS**
 - 5.1. **Standing Committee Reports, Special Committee Reports and Other Reports**

Summary:

1. Standing Committee Reports:

- a. Report of the Committee Meeting of the Whole held on January 11, 2018;
- b. Committee Report of the Education Committee Meeting held on January 8, 2018.

2. Other Reports:

- a. Bereavement Report dated January 25, 2018;
- b. Teacher Contracts (Term) as listed in the Teacher Contracts Report dated January 25, 2018;
- c. Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated January 25, 2018;
- d. Substitute Teacher Contracts as listed in the 2016-17 Substitute Teacher Contracts Report dated January 25, 2018;
- e. Pembina Trails Voices Minutes - December 2017

Purpose:

To consider receiving the Standing Committee Reports, Special Committee Report and Other Reports as information and,

To consider ratifying Teacher Contracts (Permanent and Term) as listed in the Teacher Contracts Report dated January 25, 2018 and,
To approve Teacher Contract Alterations as listed in the Teacher Contract Alterations Report dated January 25, 2018 and,
To consider ratifying Substitute Teacher Contracts as listed in the 2017-18 Substitute Teacher Contracts Report dated January 25, 2018.

6. **DELEGATIONS**

7. **EDUCATIONAL PRESENTATIONS**

7.1. **Hockey Night in Pembina Trails**

Summary:

Purpose: To make a presentation to the Board.

8. **BUSINESS FROM PREVIOUS BOARD MEETINGS**

8.1. **Notice of Motion - Ecole South Pointe School Catchment Area**

Summary:

Purpose: To consider Committee recommendation.

9. **BUSINESS FROM PREVIOUS FINANCE COMMITTEE OF THE WHOLE**

10. **BUSINESS FROM PREVIOUS COMMITTEE MEETING OF THE WHOLE**

11. **BY-LAWS AND/OR POLICIES**

11.1. **By-Law No. 123**

Summary:

THAT By-Law No. 123, being a by-law respecting the Trustee Indemnities to replace By-Laws No. 41, 73 and 102, be given second and third reading and passed.

12. **CORRESPONDENCE FOR DISCUSSION**

13. **STANDING AND SPECIAL/ADVISORY COMMITTEE REPORTS**

13.1. **BUILDINGS, PROPERTY AND TRANSPORTATION COMMITTEE**

13.2. **COMMUNICATION AND COMMUNITY RELATIONS COMMITTEE**

13.3. **EDUCATION COMMITTEE**

13.4. **FINANCE AND PLANNING COMMITTEE**

13.5. **HUMAN RESOURCES AND POLICY COMMITTEE**

13.6. **NEGOTIATIONS COMMITTEE**

13.7. **PEMBINA TRAILS SCHOOL DIVISION EDUCATIONAL SUPPORT FUND INC.**

13.8. **PEMBINA TRAILS VOICES**

13.9. **COUNCIL OF PRESIDENTS**

13.10. **BOARD/ASSOCIATION COUNCIL ON EDUCATION (B.A.C.E.)**

14. **ADMINISTRATIVE REPORTS**

14.1. **Pupil Transportation - 2018-19 School Bus Purchase**

Summary:

Purpose: To receive a report from the Secretary-Treasurer and correspondence from Manitoba Association of School Business Officials Inc. (MASBO) with respect to the new School Bus Procurement Process

14.2. Approval to Purchase Prairie Pointe School Site (MHRC Portion)

Summary:

Purpose: To receive a report from the Secretary-Treasurer and consider recommendation.

14.3. Notice of Retirement

Summary:

Purpose: To receive a report from the Superintendent.

15. NEW BUSINESS

16. CORRESPONDENCE FOR INFORMATION DISTRIBUTION LIST

16.1. Correspondence for Information Distribution List

Summary:

THAT the Correspondence for Information Distribution List dated January 25, 2018, be received as information.

17. QUESTIONS FROM TRUSTEES

18. QUESTIONS FROM MEMBERS OF THE PUBLIC IN ATTENDANCE

19. REQUIREMENT FOR A COMMITTEE MEETING OF THE WHOLE

20. ADJOURNMENT

Minutes Template:

Meeting adjourned at <currentTime>

BY-LAW NO. 123

A by-law respecting trustee indemnities to replace Trustee Indemnities By-Law No.'s 3, 8, 41, 73 and 102

WHEREAS, the Public Schools Act, Section 56(1) provides that a school board may, by by-law, set the annual indemnity payable to the Chair thereof and to each Trustee payable in such amounts, at such times, and under such conditions as the school board may determine;

AND WHEREAS, Section 56(2) provides that a school board may, by by-law, set an hourly indemnity payable under the authority of the Board for the performance of duties, work or services that a Trustee is required or authorized to perform;

AND WHEREAS, Section 81(3)(c) of the *Income Tax Act* provides that a member of a public or separate school board (Trustee) may receive an amount as an allowance in a taxation year for expenses incident to the discharge of the Trustee's duties which amount is not included in computing the member's income for the year unless it exceeds ½ of the other remuneration paid to the member,

AND WHEREAS, the Federal Government has proposed that the *Income Tax Act* be amended effective on and from January 1, 2019, to cause the allowance referenced in Section 81(3)(c) above to be fully taxable by requiring that the allowance be included in the Trustee's income,

AND WHEREAS, the Pembina Trails School Division pays to each Trustee of the Board such an allowance as herein before referenced as part of the Trustees' Annual and Operational Indemnities,

AND WHEREAS, the proposed changes to the *Income Tax Act* would cause the net pay received by Trustees of the Board to be reduced,

AND WHEREAS, the Board desires to adjust the Indemnities paid to Trustees such that the net pay received by Trustees after the allowance is rendered taxable approximates the net pay received by Trustees prior to the allowance being rendered taxable,

THEREFORE BE IT RESOLVED, that the annual indemnities are as follows:

<u>Effective Date</u>	<u>Annualized Indemnity</u>				Basic Activity Committee Work Indemnity (<u>All Trustees</u>)
	<u>Chair</u>	<u>Vice-Chair</u>	<u>Regular Trustee</u>	<u>(<u>Base Indemnity</u>)</u>	
November 1, 2017	\$21,910	\$19,956	\$17,999		\$1,959
November 1, 2018	21,910	19,956	17,999		1,959
January 1, 2019	24,962	22,741	20,556		2,233

The payment of the annualized indemnity shall be payable semi-monthly and in the event that a Trustee does not serve the full twenty-four month period as a member of the Board or in a specific position on the Board, that Trustee shall be paid such proportion of his/her annual indemnity as the number of semi-monthly months served bears to twenty-four.

Effective November 1 each year, commencing with November 1, 2019, Trustees' annual Indemnities as hereinbefore set out shall be adjusted according to the average monthly rate of increase in the Winnipeg Consumer Price Index for the twelve month period for the immediately preceding October through September.

AND THEREFORE BE IT FURTHER RESOLVED that an additional indemnity (Operational Indemnity) be provided as follows:

An Operational Indemnity may be paid to Trustees for actual attendance at qualifying activities pursuant to Schedule "A" and subject to review and approval of the Finance and Planning Committee of the Board. The Operational Indemnity is intended to compensate Trustees who take on extra duties and responsibilities beyond the Basic Activities of Trustees to ensure that the Board of Trustees is adequately represented at meetings and activities.

The two types of Operational Indemnities shall be as follows:

<u>Effective Date</u>	<u>Attendance Indemnity</u>	<u>Extended Attendance Indemnity</u>	<u>Daily Maximum Indemnity</u>
November 1, 2017	\$80.97	\$161.92	\$161.92
November 1, 2018	80.97	161.92	161.92
January 1, 2019	92.31	184.59	184.59

The attached Schedule "A" sets out the criteria for eligibility to receive Operational Indemnity payments, Mileage payments and Out Of Pocket Expense reimbursements.

Effective November 1 each year, commencing with November 1, 2019, Trustees' annual Operational Indemnities as hereinbefore set out shall be adjusted according to the average monthly rate of increase in the Winnipeg Consumer Price Index for the twelve month period for the immediately preceding October through September.

FIRST READING ON THIS _____ day of _____, 20____

SECOND READING ON THIS _____ day of _____, 20____

THIRD READING AND PASSED _____ day of _____, 20____

Chair of the Board

Secretary-Treasurer

LEADERSHIP, SERVICE AND ADVOCACY

54th Annual Convention
March 15 - 16, 2018
Delta Winnipeg
350 St. Mary Ave.

MANITOBA
**School
Boards**
ASSOCIATION

LEAD. SERVE. ADVOCATE. These three simple words capture the complex work of school boards. Effective boards are leaders who envision tomorrow, and work to ensure students have the skills and knowledge they'll need to thrive. They are public servants, committed to working for all students, their families, and the community. And they are advocates who understand that everyone has a stake in public education, even if they have to remind people of that fact from time to time. Delegates to the Association's 2018 Convention will have an opportunity to explore each of these themes, and the inter-connections between them.

Overview

Thursday, March 15, 2018

Time	Event
7:30 a.m. to 8:30 a.m.	Registration and breakfast
8:45 a.m.	Call to Order and Welcome
9:00 a.m.	Final Call for Nominations
9:10 a.m. to 10:00 a.m.	Keynote Address: Jamie Vollmer
10:00 a.m.	Break
10:20 a.m. to 11:20 a.m.	Concurrent Workshops A
11:30 a.m. to 12:30 p.m.	Concurrent Workshops B
12:30 p.m. to 2:00 p.m.	Lunch and presentation of Student Citizenship Awards
2:10 p.m. to 3:10 p.m.	Concurrent Workshops C
3:10 p.m.	Break
3:30 p.m. to 4:30 p.m.	Student Debate
4:30 p.m. to 6:00 p.m.	Board Chairs meeting with the Minister of Education & Training (to be confirmed)
8:00 p.m. to 10:00 p.m.	Joint Hospitality (with MASS/MASBO)

Friday, March 16, 2018

Time	Event
7:30 a.m. to 8:30 a.m.	Registration and breakfast
8:45 a.m.	President's Address
9:15 a.m.	Regional Meetings/Elections
10:15 a.m.	Break
10:30 a.m.	Election—Vice-President (6000+)
10:45 a.m. (approx.)	Resolutions debate begins
12:30 p.m.	Lunch and presentation of Premier Award for School Board Innovation
2:00 p.m.	Executive Director's Address
2:15 p.m.	Resolutions continue until complete
6:00 p.m.	Cash bar opens on mezzanine
6:30 p.m.	Banquet with entertainment by Sierra Noble and Presentation of Presidents' Council and Long Service Awards



Supporting a Good Cause:

First Steps will be the recipient of monies raised by our very popular raffle. Thank you to our member boards for their generous support of this endeavour.

conference hashtag: #mbsba2018

For more details about important dates, sessions, speakers, resolutions and elections, follow the convention links at mbschoolboards.ca

Twitter & Instagram:
@MBSchoolBoards
YouTube: MBSchoolboards



Keynote Presentation

9:10 a.m.



Welcome to the Great Conversation: Exercising your power to build support for Manitoba's schools one community at a time—Jamie Vollmer

An award-winning advocate of public education, Jamie Vollmer has worked for the past 29 years to help schools and communities come together to remove obstacles to student learning. His goal is to energize his audiences while showing them that they have the power to create a community-wide climate that supports rising student achievement. His keynote builds on the themes presented in his book, *Schools Cannot Do It Alone*, proclaimed by the *American School Board Journal* as "One of the top ten books of the year."

Jamie reviews his transformation from public education critic to ally. He talks about his life-changing experiences working as a teacher's aide, and discusses his discovery of "Nostesia" – the debilitating mental disease that binds community members to archaic notions of "real school". Most importantly, Jamie shows his audiences how they can "connect the dots" and make the case that everyone in the community benefits when they support their local schools.

At each stage, Jamie employs humour, logic, and statistics to encourage his audience to build a thoughtful, positive conversation that increases community support for schools. Participants will walk away with practical, concrete steps they can take to neutralize public criticism and overcome the resistance to change.

Concurrent Workshops A

10:20 a.m. to 11:20 a.m.

A1: Twitter for Trustees—Sandy Nemeth, Trustee, Louis Riel S.D. and Vice-President, Manitoba School Boards Association

This workshop is designed primarily for trustees who have a Twitter account, but who may be unsure of how to use it to its full capacity. The focus will be on using Twitter to tell your trustee 'story', share what is happening in your school division, and engage with other trustees and Twitter users.

Included will be an overview of how to:

- make your Twitter profile stand out.
- embed photos, and links to articles or websites in your Tweets.
- use settings to filter or capture the content you want, or want to avoid.
- retweet and reply to Tweets.
- send direct messages to other Twitter users.
- use hashtags.

Also included will be a look at what factors make a Tweet effective, engaging and noteworthy, and what to consider when Tweeting for public viewing. Feel free to arrive with a tablet or hand held device so you can Tweet as we go, and then throughout convention.

A2: Schools Cannot Do This Alone: Student success in an age of rising expectations—Jamie Vollmer

Both practical and energizing, this interactive session presents an inspiring call-to-arms, and a powerful case for the need to increase local support for public schools. It is designed to complement Jamie's keynote presentation, **Welcome to the Great Conversation**.

Using his own transformation as a backdrop, Jamie employs a series of Q&A periods to help his audience identify the corrosive social forces currently undermining support for schools, and he discusses a strategy to reverse this trend. He examines the threats arising from shifting demographics and media hype. In clear layman's terms, he teaches his audiences how to effectively implement a public engagement strategy to secure the Four Prerequisites of Progress:

1. **Community understanding** of the challenges facing our children and our schools,
2. **Community trust** in their local schools to accomplish the goal,
3. **Community permission** to make the changes needed to teach all children to high levels, and
4. **Community support** throughout the complex and emotional restructuring process.

Appendix 1 for 16.1.: C2018 Program

A3: Leadership and Advocacy for Student Well-Being—Roza Gray, Superintendent, and Scott Hill, Assistant Superintendent, Evergreen S.D.

In October of 2017, Roza Gray, Superintendent, and Scott Hill, Assistant Superintendent of Evergreen School Division facilitated a one-half day learning session for all of their school division's staff. The purpose was to begin a division-wide conversation about well-being that would inform a key component of the division's education plan. Areas of inquiry included: What is meant by "well-being"? How is a focus on mental health different than a focus on mental illness? What can we do to strengthen our well-being and the well-being of others? In this presentation, Roza and Scott will share an abbreviated version of their session, reflect on the involvement of students and staff in subsequent work on "well-being", and engage participants in conversation about a topic that is so important to our schools and our province.

A4: The Difficult Consequences of Not Being Actively Culturally Diverse and Inclusive—Dr. Rehman Abdulrehman, Director and Clinical Psychologist at Clinic Psychology Manitoba and Diversity and Inclusion Consultant at Lead With Diversity

Our country has always been diverse, but that diversity increases by the year. Given that diversity makes up not only our values but also our demographics, the issue of making policies, practices and institutions more culturally inclusive is a necessity. Not doing so causes psychological harm in both a majority and a minority population. This in turn has a marked impact on academic performance and psychological health. This session reviews the psychology of how not being culturally inclusive can be harmful to society, but will also provide effective and actionable solutions on how to remedy this.

A5: PROMISE Years: Leaders Working Together as Advocates for Rural Children—Grant Wiesner, Assistant Superintendent of Student Services, Turtle Mountain S.D., Leslie Norrie, Coordinator of Student Services, Prairie Spirit S.D., Corrie Wiesner, PROMISE Years/School Division Clinician, Vicki Neufeld, Coordinator of PROMISE Years' Parent-Child Coalitions

PROMISE Years (Partners Researching Options to Maximize Integrated Service for Early Years) is a partnership between Fort La Bosse School Division, Southwest Horizon School Division, Prairie Spirit School Division, Turtle Mountain School Division, Prairie Mountain Health Authority, Child and Family Services of Western Manitoba, Manitoba Family Services and Housing, Manitoba Health, and Healthy Child Manitoba. PROMISE Years is jointly funded by Health and Education. These organizations work together to provide quality pre-school and school-age programming for rural children through parent-child programs, pre-school speech & language programming, pre-school and school age physiotherapy programming, and pre-school and school age occupational therapy programming.

The goal of PROMISE Years is to provide services to rural children and their families through community-based partnerships. Specific objectives include increasing the number of children receiving service, improving the ability of children to successfully function within their home, community and school, enhancing the quality of parent/child relationships, enhancing the community awareness of services available, enhancing communications between parents and service providers, and improving the available therapy services for children.

Concurrent Workshops B

11:30 a.m. to 12:30 p.m.

B1: Leading in the Midst of Challenges—Floyd Martens, Trustee, Mountain View S.D., Past President, Manitoba School Boards Association, and President, Canadian School Boards Association

School trustees, by their very role, are leaders in their communities. As leaders, they are required to navigate through what can often be difficult, challenging and changing times. This workshop will focus on key components of leadership, which trustees can use in their role to lead effectively in what are often difficult environments.

B2: MERLIN— Members of the MERLIN Advisory Board

Today more than ever, our school systems rely on cost-effective and reliable technology solutions. Come spend an hour and learn about the services that MERLIN provides to make both the instructional and operational side of school divisions work. Whether you know it or not, your division is likely already taking advantage of many of the supports and services MERLIN provides. The partner program, provincial purchasing and licensing, consulting, internet access, hosted services, security and technical training for IT staff—MERLIN is part of the provincial education community and is here to work with you to improve educational outcomes in Manitoba. Come and learn how MERLIN is supporting innovation in Manitoba schools.

Appendix 1 for 16.1.: C2018 Program

B3: From data to sustainable interventions—Louise Legal-Perrin, Curriculum Director, and Deny Gravel, Middle Years Coordinator, Division scolaire franco-manitobaine

The use of data in academic planning is evolving with the availability of tools and research. Using an approach described in Fullan's Coherence and Wellman's methods in *Got Data, Now What?*, the Division scolaire franco-manitobaine (DSFM) is learning how to be more efficient in its interventions. Evaluation tools, data management, systems analysis and decision-making processes are guiding us to sustainable strategies not used in the past. Success indicators point to improvement in students' academic success and school staff culture.

Presentation will be bilingual and information will be spoken and projected in French and English. Venez apprendre et grandir avec nous.

B4: A trustee's story – Who we are and what we do—Trustees from the River East Transcona S.D. Board of Trustees

At the beginning of our term, our board talked about the questions that they were getting at doors during the election campaign. The two most common questions? Who were their trustees, and what did trustees do. In doing internal interviews, we also found many of our staff didn't know what trustees or the board did. So four years ago, the board made it a priority to improve communications with both internal and external partners in education.

We have been diligently working on how to improve our communications and get the word out to both our staff and community on who we are and what we do. Initiatives include:

- Group video (talks about why we became trustees), individual video (talks about who we are), and trustee video (talks about what we do—the role of a trustee)
- The Torch (divisional paper putting out the board's news)
- Trustee contact information included in all school newsletters
- Meeting with our MLA's (getting to know them, giving them information on us and what we do, how we can work together)
- Board priorities—the process by which we set them, and how we communicate them out to our internal and external public, through The Torch, the website, letters to MLA's, letters to parent council, etc.
- An Evening of Conversation on Student Success (talking with senior years students, principals, trustees and senior administration) on what success looks like and letting students know the role we play in the division

Concurrent Workshops C

2:10 p.m. to 3:10 p.m.

C1: Refugee Realities – Working together to support newcomer students and their families—Abdikheir Ahmed (Director of IPW—Immigration Partnership Winnipeg) and Noelle DePape (Senior Project Manager at IPW), Co-chairs of the Newcomer Education Coalition Advocacy Committee

The number one area of population growth in our province comes from immigrants from around the world. Every year 16,000 new immigrants arrive in Manitoba, with approximately 10% coming from refugee backgrounds. With an influx of refugee students in our schools, cultural proficiency and an understanding of the challenges and assets of these students and their families are important keys to ensuring we have equitable and inclusive schools. School trustees play an invaluable role in ensuring the right direction and policies are in place so that young people of all backgrounds see themselves reflected in schools, educational initiatives and curriculum. This interactive workshop will be facilitated by members of the Newcomer Education Coalition (NEC), a multi-stakeholder group that seeks to support boards, schools and others in further creating welcoming and inclusive schools.

C2: Instructional Walkthroughs for the purpose of school improvement—St. James-Assiniboia S.D.

St. James-Assiniboia School Division has been working on the implementation of Instructional Walkthroughs for the purpose of school improvement and the development of collective teacher efficacy. Our process began in 2013 with the Administrative Council identifying and defining a list of "look fors" as a way to establish common beliefs around the expectations for learning in our schools. Each year our process has evolved to become more streamlined and aligned with our Divisional Strategic plans and individual school plans. Our process has involved many steps, including the creation of a Divisional Walkthrough committee, creating a bank of co-created resources, sharing celebrations of learning, planning for vertical and horizontal partnerships (K-12), and monthly sharing at Administrative Council with a focus on literacy, numeracy and student engagement in all schools. Administrators use the information collected during walkthroughs as evidence to support school plans and/or focus areas. In this session we will share our walkthrough journey, including both our successes and challenges towards collective efficacy, school improvement and ultimately improved student learning.

Appendix 1 for 16.1.: C2018 Program

C3: Leadership, Service and Advocacy: National and International Perspectives—Valerie McLeod, Executive Director, Canadian School Boards Association

In Canada, education may be a provincial responsibility, but that doesn't mean that schools—or school boards—operate in a vacuum. Whether it's in Manitoba, another province, or the United States, school boards are being buffeted by many of the same forces: a rise in populism, expanding partisan divides, and the fallout from a growing public distrust of public institutions of all sorts, including schools. In this session, CSBA Executive Director Valerie McLeod will not only provide an overview of some of the challenges facing school boards in the present social climate, but also offer some insight into how mission-focused leadership, targeted advocacy, and an unrelenting commitment to public engagement can counter these negative forces.

C4: Building Your Army of Advocates—Janis Arnold, Board Development Consultant, Manitoba School Boards Association

School trustees have a lot in common with the immediate school community, including a commitment to the well-being of kids. Most external community members also share that commitment. However, some have specific interests, and they value certain indicators of well-being and success above others. This workshop will expand upon the point introduced by keynote speaker Jamie Vollmer, that there's no need to do it alone. Using a hands-on approach, trustees will develop their own framework that identifies specific groups and people within their own division and their interests and priorities, in order to get everyone working toward a common goal. By collaborating deliberately with all segments of their communities, school boards can build an army of advocates who actively support kids and public schools.

C5: CPEF in a Métis Community—Serge Carrière, principal of École communautaire Aurèle-Lemoine, Division scolaire franco-manitobaine

L'École communautaire Aurèle-Lemoine uses part of its Community Schools Partnership Project (CSPP) funding to provide family and early learning childhood centre services to its community. The objectives include: offering activities that develop EDI competencies, facilitating transition from early learning years to school, building bridges between community and school, developing language skills when brain development is optimal, offering structures that encourage positive long term mental health, and protecting a rich Métis heritage. The school offers a *Centres de la petite enfance et de la famille* (CPEF) program where children are invited, with a parent, grand-parent or other caregiver, to participate in activities that promote the child's development.

Presentation will be bilingual and information will be spoken and projected in French and English.

Student Debate

3:30 p.m. to 4:30 p.m.

We'll be closing out day one of our convention with a lively, entertaining and informative debate that will get to the very heart of what it means to serve as an elected official. What should guide your decision-making: the collective will of constituents, or your own conscience and convictions? Over the course of this one-hour session, two experienced debate teams from Manitoba high schools will offer up facts and arguments designed to sway you to their way of thinking. **Jordan Burg**, a consultant with the Manitoba Speech and Debate Association, will moderate this session.

Entertainment

Join us on Thursday from 8:00 p.m. to 10:00 p.m. for an evening of camaraderie, fun, and entertainment by jazz singer and pianist **Helen White**. Helen is a regular at all the main jazz venues in Winnipeg and has been a guest artist with the Winnipeg Jazz Orchestra. She has recorded three full-length studio albums, with a fourth scheduled for release in 2018. Helen is also a vocal instructor who runs regular "Variety Nights" for her students to perform with a live professional band in different venues around town. This evening is co-sponsored by our partners MASS and MASBO.



Appendix 1 for 16.1.: C2018 Program

Our closing banquet entertainer will be **Sierra Noble**. Sierra has been a well-known part of the Canadian music scene since a very young age. She began her touring career when she was only 14 years old as a solo old-time fiddle player, but she has subsequently evolved as both a singer and songwriter. She debuted her new talents in a song called “Possibility,” which went on to be featured on television shows such as “One Tree Hill” and “Switched at Birth.” Sierra has performed as the opening act for international music legends Bon Jovi and Paul McCartney, but on Friday evening, she is performing just for us!

Sierra Noble

Photo: sierranoble.ca



Awards and Recognition

In 2018, we once again will be honouring the outstanding people and programs that make Manitoba schools great, but we'll be doing so throughout the two-day convention. The Student Citizenship and George Harbottle Memorial Awards will be presented at lunch on Thursday, and the recipient of the Premier Award for School Board Innovation will be named at lunch on Friday. The Presidents' Council Award will be presented at the President's Banquet on Friday evening, and long-service trustees will also be recognized at that time.



**Student
Citizenship
Award**



Premier Award
for School Board Innovation



ASSOCIATION OF MANITOBA MUNICIPALITIES



Presidents' Council Award

Board Chairs meeting with the Minister (to be confirmed)

New time, new format, but still a great opportunity for an open exchange of ideas and priorities between board chairs and Manitoba's Minister of Education and Training! This annual meeting will take place after the last session wraps up at 4:30 p.m. on Thursday, March 15, and will run from 60 to 90 minutes. In order to make the most efficient use of the time available, we have solicited questions from school boards in advance of the meeting. This process will enable us to consolidate those that deal with similar topics, as well as to ensure that we cover as wide a range of topics as possible.



**LEADERSHIP,
SERVICE AND
ADVOCACY**

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Appendix 2 for 16.1.: Equal Voice Boot Camp

From: Equal Voice [<mailto:equalvoicemb@gmail.com>]

Sent: Wednesday, January 3, 2018 3:11 PM

Subject: Equal Voice presents a Campaign Boot Camp January 27th, 2018

[View this email in your browser](#)



*ev*equal voice
Manitoba

INVITATION Equal Voice Campaign Boot Camp

Winnipeg, January 27th, 2018

If you want to be a candidate, run a campaign, or just be more knowledgeable about the political process, this Campaign Boot Camp is for you. Participants will walk away with a better understanding of campaigns, the political process, and what you need to do to get started as a candidate or campaign organizer from a multi-partisan perspective.

This Campaign Boot Camp will be focused specifically on the upcoming Municipal elections (City Councillor, School Trustee).

This event is open to anyone who has an interest in seeing more women get elected at any level of government.

Date: Saturday January 27th, 2018

Time: 9:00 am - 4:00 pm (registration starts at 8:30 am)

Location: Manitoba Legislative Building, 450 Broadway, Winnipeg



Manitoba Legislative Building

Registration Fee: \$35 for regular admission, \$25 for students
Includes lunch and refreshments

[Get your tickets here](#)

Brought to you by: Equal Voice Manitoba and Speaker Myrna Driedger

If you have any questions, please contact manitoba@equalvoice.ca for more information.

We look forward to seeing you there!

EV Manitoba Chapter is on: [Facebook](#) | [Twitter](#)

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Delaney Coelho
Equal Voice Manitoba Co-Chair

“Partners in Learning”

A Live Stream Event Produced by Right Click, F.S.D

Friday, January 26, 2018

WINNIPEG - THOMPSON - CRANBERRY PORTAGE - NORWAY HOUSE

FACILITATORS

Winnipeg Board Office

Bradley Hampson

Assistant Superintendent, Frontier School Division

Ken Klassen

Executive Director, Manitoba Association of School Superintendents

Cranberry Portage Area 4:

Darren Kinden

Superintendent, Area 4, Frontier School Division

Thompson Area 1:

Don McCaskill

Superintendent, Area 1, Frontier School Division

Bruce Shamray

Chair, Council of School Leaders of the MTS

Norway House Area 5:

David Swanson

Superintendent, Area 5, Frontier School Division

David Williamson

Dean of Education, University College of the North

9:00 - 9:15

INTRODUCTION TO THE DAY

Facilitators at the 4 sites

9:15 - 9:45

OPENING ADDRESS - “Partners in Learning”

Tyson Mac Gillivray, Assistant Superintendent, Frontier School Division

Concurrent Sessions 1		10:00 - 10:45	
1A Winnipeg	Parents Be the Change: How an action inquiry project explodes into positive change!	Sherlyn Skwarchuk & Naomi Kruse	University of Winnipeg & Manitoba Association of Parent Councils
1B Norway House	Spirit Lines: A partnership project with the Manitoba Museum	April Krahn	Frontier School Division
Concurrent Sessions 2		11:00 - 11:45	
2A Winnipeg	Data Driven Partnerships at Brooklands School	Rex Baird Ferguson	St. James Assiniboia School Division
1B Thompson	Community Schools and BSAP	Cheryl Montgomery & Mike Murrin	Frontier School Division
LUNCH		12:00 - 12:30 (To be provided at the sites)	
Concurrent Sessions 3		12:30 - 1:15	
3A Winnipeg	Wraparound Supports for Children and Youth with Emotional and Behavioural Challenges in the Context of a Community School	Nadine Bartlett	University of Manitoba
3B Cranberry Portage	Jordan's Principle - Child First Initiative	Reg MacDonald	Frontier School Division
Concurrent Sessions 4		1:30 - 2:15	
4A Winnipeg	Manitoba First Nations School System	Nora Murdock	Manitoba First Nations School System
4B Thompson	Response to the First Nation, Metis, Inuit Policy Framework: Promoting Successful Indigenous education in the School District of Mystery Lake	Lorie Henderson	School District of Mystery Lake
CLOSING		2:15 - 3:00	
Facilitators at the 4 sites			

CONCURRENT SESSIONS

Program Information: <http://www.mern.ca/program.asp?id=54>

To Register Online: <http://www.mern.ca/registration.asp?id=54>

Registration for this event is FREE



Annual Convention
Leadership, Service and Advocacy
 Workshop Selection Form
 March 15, 2018

191 Provencher Blvd.
 Winnipeg, MB R2H 0G4
 Tel: (204) 594-5174
 1-800-262-8836
 Fax: (204) 231-1356

See the convention program or go to www.mbschoolboards.ca for workshop descriptions.

Division/District: _____

Workshop selection
form must
accompany the
conference
registration form.

THURSDAY WORKSHOPS

Secretary-Treasurers: Please complete the following workshop selection form by listing the name of each registrant, and his/her first and second workshop choices in each time slot.



Registration is on
a first-come, first-
served basis.

Please indicate 1 st & 2 nd choices for each timeslot	Workshop A (10:20 a.m.)		Workshop B (11:30 a.m.)		Workshop C (2:10 p.m.)	
	1st	2nd	1st	2nd	1st	2nd
Name:						

Please see convention program for full workshop descriptions.

Workshop A (10:20 a.m.)	Workshop B (11:30 a.m.)	Workshop C (2:10 p.m.)
A1) Twitter for Trustees	B1) Leading in the Midst of Challenges	C1) Refugee Realities
A2) Schools Cannot Do This Alone	B2) MERLIN	C2) Instructional Walkthroughs
A3) Leadership & Advocacy for Student Well-Being	B3) From data to sustainable interventions	C3) Leadership, Service and Advocacy: National and International Perspectives
A4) Consequences of Not Being Actively Culturally Diverse and Inclusive	B4) A Trustee's Story	C4) Building Your Army of Advocates
A5) PROMISE Years		C5) CPEF in a Métis Community

Appendix 5 for 16.1: Holocaust Education Forum
JANUARY 27TH & 28TH, 2018
NOVOTEL NORTH YORK
TORONTO, ONTARIO

NATIONAL POLICY CONFERENCE ON HOLOCAUST EDUCATION

THE FUTURE OF HOLOCAUST EDUCATION



Max Eisen
Holocaust Survivor



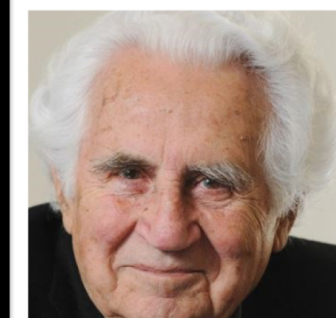
Liebe Geft
Director, Museum
of Tolerance
(Los Angeles)



Hon. Irwin Cotler,
P.C., O.C.



Wendy Lower
Acting Director,
Joseph & Morton
Mandel Center for
Advanced Holocaust
Studies, USHMM



Bill Glied
Holocaust Survivor

In recognition of International Holocaust Remembrance Day, join Friends of Simon Wiesenthal Center for Holocaust Studies for an innovative & impactful conference experience featuring renowned Holocaust & human rights educators & experts.

To register contact Melissa at mmikel@fswc.ca or 416.865.9735 x40





St. James-Assiniboia School Division

"Great Schools for Growing and Learning"

requires an

ASSISTANT SUPERINTENDENT, EDUCATION (K-8) AND STUDENT SERVICES

We invite applications from exceptional educational leaders to assume the above-noted position effective July 1, 2018.

Qualifications:

The successful candidate for this position will possess a Level I or II Administrator's Certificate and an M.Ed. degree in Educational Administration (or equivalent). The candidate will have a minimum of ten years of combined experience in classroom teaching and school principalships at the early, middle, and senior years levels. Experience in Student Services is desirable. Well-developed skills in leadership, supervision, and research are essential. The successful candidate will have the ability to work in a team setting to facilitate change in a dynamic educational environment.

Duties and Responsibilities:

The successful applicant will assist the Chief Superintendent substantially and effectively in the best interests of providing leadership in developing, achieving, and maintaining the best possible educational programs, services and staff in the Division's schools.

Major areas of responsibility include:

- Student Services
- Instructional Programs
- Assessment and Evaluation

Please submit detailed Curriculum Vitae with the names of three references, no later than **Thursday, February 8, 2018 at 12:00 p.m. (noon)** to Bernice Kitsch, Executive Assistant at bkitsch@sjsd.net to the attention of:

Brett Lough, Chief Superintendent
St. James-Assiniboia School Division
2574 Portage Avenue
Winnipeg, MB R3J 0H8

All applicants are thanked for their interest; however only applicants selected for an interview will be contacted. Employment is contingent upon the provision of clear Criminal Record and Child Abuse Registry checks.

***The St. James-Assiniboia School Division is proud to employ staff
who represent the diverse community it services.***

e-bulletin

January 10, 2018

191 Provencher Blvd. Winnipeg, MB R2H 0G4
Phone: 204-233-1595 Toll Free: 1-800-262-8836

www.mbschoolboards.ca

Follow us on Twitter [@MBSchoolBoards](https://twitter.com/MBSchoolBoards)

CONVENTION REGISTRATION IS NOW OPEN!

The full program and registration forms for our 2018 convention, [Leadership, Service and Advocacy](#), were distributed in today's divisional email. The program is also available online, but registrations must be handled through school division offices. And with convention a little more than two months away, here are a few reminders.

- The deadline for submission of all nominations for our [recognition and awards programs](#) (student citizenship awards, long service trustee, school board innovation, and Presidents' Council) is January 26.
- The deadline for cancelling any rooms booked within our block at the Delta Hotel, without incurring a one-night penalty, is January 26.
- [Nominations](#) for provincial executive office will be accepted up until the final call for nominations on Thursday, March 15, but they may be submitted at any time.
- [Donations](#) for our raffle in support of [First Steps](#) may be delivered either to the association office in advance of the convention, or brought to the on-site registration desk during the event, but if delivered on-site, we would ask that they be dropped off as early as possible on Thursday.



NEW YEAR, RENEWED ADVOCACY

Not even two weeks into the New Year, and 2018 is already shaping up to be a busy year on the advocacy front! On January 8, we were pleased to welcome Minister of Education and Training Ian Wishart to our provincial executive meeting, to discuss the association's [2017 convention resolutions](#) and the pending school trustee elections, among other topics. And on January 9, we co-sponsored a Manitoba Chambers of Commerce event that featured a dialogue with Honourable Navdeep Bains, Federal Minister of Innovation, Science and Economic Development. This luncheon provided us with an opportunity to promote the coming fall election campaign, while also shining a spotlight on the continuing importance of Parliamentary protection of the [fair dealing provisions](#) of the *Copyright Act*. These provisions save school boards in Manitoba

millions of dollars each year through the limited use of published materials to support student learning. To keep up-to-date on the association's [advocacy efforts](#), visit our website.



MERN WINTER FORUM

[MERN's](#) Winter Forum, with a focus on Partners in Learning, is happening on January 26, 2018.



Participants can [register](#) online to attend in person at any of the sites: Frontier School Division Board Office (Winnipeg), Frontier Area 1 Office (Thompson), Frontier Area Office (Cranberry Portage), or Frontier Area 5 Office (Norway House). Sessions on a variety of topics will be delivered by Frontier S.D., the School District of Mystery Lake, St. James-Assiniboia S.D., the Universities of Winnipeg and Manitoba, MAPC, and the Manitoba First Nations School System.

EQUAL VOICE CAMPAIGN BOOT CAMP

As we always do in a municipal election year, the association will be holding information sessions for potential school trustee candidates. Dates and locations of these sessions are still being determined, but in the meantime, the Manitoba chapter of [Equal Voice](#) is offering a session that may be of interest. The Equal Voice "campaign boot camp" will be focused specifically on municipal elections (city councilor and school trustee), which are being held in Manitoba on October 24, 2018. [Pre-registration](#) is required for this session, and space is limited. The session is open to anyone wanting to see more women elected to office, at any level of government. It will be of interest not only to potential candidates, but also to anyone thinking of managing a campaign, or simply wanting to become more knowledgeable about the political process. Participants will walk away with a better understanding of campaigns and the political process, and with the knowledge they'll need to get started as candidates or campaign organizers. This non-partisan session is being held at the Manitoba Legislative Building in Winnipeg on January 27.



REMEMBERING YESTERDAY FOR BETTER TOMORROWS



The Friends of Simon Wiesenthal Center for Holocaust Studies will be hosting the [3rd Annual National Policy Conference on Holocaust Education](#), January 27 and 28 in Toronto. This two-day conference, which looks at the future of Holocaust education, will feature renowned Holocaust educators and human rights experts. For registration and accommodation details, visit the conference website.



SUPERINTENDENT OF SCHOOLS/CEO LIVINGSTONE RANGE SCHOOL DIVISION NO. 68

The Board of Trustees invites applications for the position of Superintendent/CEO for Livingstone Range School Division No. 68. Duties will commence at a mutually agreed date.

The Division

Livingstone Range School Division is a rural school division located in the southwestern corner of Alberta. The large geographical area includes portions of the Rocky Mountains, the foothills, and many farming communities in the prairies. The name is taken from the Livingstone mountain range within the Division.

Our 14 schools draw rural students from the communities of Nanton, Stavely, Claresholm, Granum, Fort Macleod, Pincher Creek, Lundbreck and Crowsnest Pass. Currently the Division serves Hutterian students in 13 colony schools; we also provide programming through three outreach/NAPI friendship centers and one virtual school. We are committed to providing a broad range of student learning experiences outside the classroom and are proud to provide an amazing place for students from around the world to study and learn.

Livingstone Range School Division employs approximately 228 teachers and 230 support staff, including secretaries, bus drivers, maintenance workers, educational assistants, custodians and others to deliver educational services to approximately 3400 FTE students. The annual operating budget for 2017-18 is approximately \$52,000,000.

Seven trustees were recently elected in three wards to serve students and to provide for the governing of the Division. The Board is committed to governance excellence.

Our vision statement “to be leaders in providing quality education to rural students in a dynamic learning environment” reflects both our greatest strength and primary challenge. Our goals are based on a continual commitment of building success for our students, and working in the community context is important to us.

The Division models and promotes a safe and caring environment of mutual respect within the education community. Accountability for excellence in student achievement is supported by the following behaviours:

- transparent and effective communication
- collaborative decision-making
- commitment to success and achievement
- recognition and celebration of accomplishments

The Region

The region boasts an extensive variety of year-round recreational opportunities and is a popular holiday destination. Strong and diverse cultural opportunities are provided throughout this rural area, which has ready access to major urban centres. Ranching, farming, logging, tourism, wind power, oil and natural gas provide a strong economic base for this area.

The Candidate

The successful candidate will qualify for an Alberta teaching certificate, hold a master's degree, and have significant, successful, broad-based educational leadership experience, including work as a system and school-based administrator. Knowledge of current educational research, issues and trends, including Alberta's transformation agenda and impending legislation, would also be an asset.

As an innovative and collaborative leader, you have a vision for vibrant rural education and are committed to building strong working relationships within the Division and with external partners; significant experience with diverse student populations would also be vital to your role as Superintendent.

The Board seeks a supportive, knowledgeable individual who is passionate about meeting student needs, with a strong focus on shared decision making, the capacity to develop leadership potential of others, and commitment to student achievement and success in all curricular areas.

More Information

www.lrsd.ca

www.claresholm.ca

www.albertasouthwest.com

The competition will remain open until a suitable candidate is found. Applications received prior to February 2, 2018 are assured careful consideration.

Applications

Email by February 2, 2018, a cover letter, curriculum vitae, and a list of at least five recent references to:

Mr. Jim Gibbons

Alberta School Boards Association

E: jgibbons@asba.ab.ca P: 403.507.9522



LIVINGSTONE RANGE SCHOOL DIVISION No. 68

SUPERINTENDENT OF SCHOOLS/CEO SEARCH

IDEAL CANDIDATE PROFILE

Education

- Master's degree as a minimum
- Must qualify for or hold teaching certification in the Province of Alberta
- Knowledgeable of current educational research, issues and trends, including Alberta's transformation agenda and impending legislation

Professional Experience

- Significant, successful, broad-based educational leadership experience, including work as a system and a school-based administrator
- Demonstrated strong classroom experience
- Significant, successful experience with diverse student populations
- Knowledgeable and supportive of First Nations, Métis and Inuit culture, education and issues

Student Focus

- Committed to meeting student needs first
- Ensures each student is provided with a safe, caring and inclusive learning environment
- Strong commitment to student achievement and success in all curricular areas
- Committed to providing a broad range of student learning experiences outside the classroom
- Continued support of international student programs

Rural Education

- A vision for vibrant rural education - commitment to diversity of programming in rural communities
- Understanding of and passionate about rural and small urban education issues

Leadership Style/Skills

- Is an ethical leader who demonstrates personal and corporate integrity
- Committed to a collaborative, transparent approach to decision-making processes
- A strong focus on shared decision making
- Navigates difficult issues and takes responsibility for decisions
- Models lifelong learning
- Demonstrates supportive teambuilding skills

Appendix 8 for 16.1.: Livingstone SD Job Posting

Leadership Style/Skills (continued)

- Committed to building strong working relationships within the Division and with external partnerships
- Works collaboratively and has the ability to establish a positive working relationship and a “first team” approach with the Board of Trustees
- Committed to continuous improvement of self, others and the organization
- Capacity to develop leadership potential of others
- Maintains an effective process for staff growth, supervision and evaluation
- Ability to work effectively with other partners – local, regional and provincial
- Committed to innovative and visionary leadership building on current Division strengths
- Utilizes policy effectively to guide decision making
- Is politically astute and has the ability to work effectively with Alberta Education and other ministerial partners
- A proven innovator who has the courage to implement change and enables others to do so
- A good listener who seeks first to understand and is non-judgmental
- Capacity to facilitate strategic planning processes with appropriate stakeholder input
- Represents the Division in a positive, balanced and professional manner
- Ability to work with rural and small urban communities to support community goals
- Models a healthy balance between personal life and work

Fiscal/Organizational Management Skills

- Is knowledgeable and has an understanding of technology applications to enhance organization and learning effectiveness
- Strong oral and written communication skills
- Strengths in planning, delegating, time management, assignment of responsibilities and ensuring successful completion of tasks
- Displays knowledge of the policy process and an ability to facilitate the Board’s work regarding advocacy, governance and policy issues
- Ability to understand and optimize financial operations for maximum student learning

Communication/Community Engagement

- Clearly articulates and inspires a shared vision throughout the Division
- Demonstrates strong communication and facilitation skills, including public engagement
- Will seek out new opportunities for collaborative partnerships at local, provincial, national and international levels
- Is approachable and has the capability to work effectively with administrators, staff, parents and school councils within the community context



Due to the retirement of our Superintendent, the Board of Trustees invites applications for the position of Superintendent for St. Albert Public School District No. 5565. Duties will commence August 1, 2018 or as mutually agreed.

The District

St. Albert Public Schools provides an exciting world of opportunities for students - opportunities to learn, create, investigate the wonders around us, and excel. The District is committed to supporting the individual needs, abilities and interests of all students and believes in inclusive learning environments that honour and value diversity. Provincial achievement tests and diploma examination results demonstrate tremendous success in student achievement and growth. Scholarship dollars, certificates and medals attest to student accomplishments in academics, science, fine arts and athletics.

Approximately 890 staff serve over 8,000 students enrolled in pre-school to grade 12. There are 14 schools as well as an Outreach High School and multiple pre-school locations within this growing District.

The District is committed to offering a number of programs of choice to students seeking alternative means of pursuing their education. It offers early and late French Immersion programs, International Baccalaureate and Advanced Placement programs, Academic Challenge, Knowledge and Employability courses, a Logos Christian program, a Cogito program, Career and Technology Studies, and pre-school programs.

The District's operating budget for 2017/18 is approximately \$98 million.

The Region

The City of St. Albert consistently is rated as one of Canada's most livable communities. It is renowned for its rich heritage, artistic community and natural environment, and is known as The Botanical Arts City.

Minutes from the City of Edmonton, there is ready access to all the amenities of the Capital Region and to the international airport.

The Candidate

The Board seeks a student-focused, highly ethical, courageous, communicative, relational and visible leader who will build on current District strengths and respect and maintain the District's unique culture, which is marked by high morale, caring, listening, collaboration, transparency, and mutual trust.

This visionary change agent will have the ability to meaningfully engage community stakeholders and to collaboratively work with Alberta Education and other partners to accommodate the needs of a growing student population. A strong commitment to a site-based decision-making model which is centrally coordinated, as currently practiced in the District, is required. Exceptional conflict resolution skills with an ability to build consensus are essential.

Candidates must qualify for Alberta teacher certification, hold a relevant Master's degree and have an exemplary, broad-based record of educational leadership success, including successful teaching experience and preferably both principal and central office experience.

More Information

Visit our District website at www.spschools.org and the City of St. Albert website at www.stalbert.ca.

The competition will remain open until a suitable candidate is found. Applications received prior to January 20, 2018 are assured careful consideration.

Applications

Email by January 20, 2018, a cover letter, curriculum vitae, and a list of at least five recent references in a single PDF file to:

Mr. Terry Gunderson
Alberta School Boards Association
E: tgunderson@asba.ab.ca
P: 780.451.7116

Our Mission

Through our commitment to excellence in public education, we strive to ensure all students become life-long learners, confident and capable of shaping their future and meeting the challenges of today and tomorrow.



St. Albert
PUBLIC SCHOOLS

ST. ALBERT PUBLIC SCHOOL DISTRICT NO. 5565

SUPERINTENDENT OF SCHOOLS/CEO SEARCH

IDEAL CANDIDATE PROFILE

Academic Qualifications

- ◆ Holds a Master's degree as a minimum
- ◆ Holds or qualifies for teacher certification in the province of Alberta
- ◆ Maintains a working knowledge of current legislation, educational research, issues and trends

Professional Experience

- ◆ Displays significant, successful, broad-based educational leadership, preferably as a District and a school-based administrator
- ◆ Displays a breadth of administrative proficiency in significant, responsible positions
- ◆ Exhibits direct supervisory experience
- ◆ Demonstrates strong classroom experience
- ◆ Demonstrates significant, successful experience working with people of diverse cultures and backgrounds

Student Focus

- ◆ Ensures that each student is provided with a quality education within a welcoming, respectful, safe, caring and inclusive learning environment that fosters and maintains respectful and responsible behaviours
- ◆ Maximizes student learning and student engagement
- ◆ Demonstrates commitment to student achievement and success in all curricular areas as characterized by outstanding leadership, exemplary staff performance, and excellence in learning
- ◆ Maintains a commitment to citizenship and character development of students
- ◆ Demonstrates commitment to a strong extra-curricular program for students
- ◆ Realizes the goals set by the province and the District
- ◆ Advocates passionately for public education recognizing the importance of a diverse student population

Leadership Style/Skills

- ◆ Models life-long learning
- ◆ Provides effective educational leadership
- ◆ Builds and leads a professional learning community
- ◆ Demonstrates commitment to innovative and visionary leadership, building on current District strengths
- ◆ Provides clear direction for the District
- ◆ Maintains a commitment to a collaborative, transparent approach to decision-making processes, balanced with the strength to make necessary difficult decisions, all in the best interests of students
- ◆ Facilitates and encourages staff development

Appendix 9 for 16.1.: St. Albert Public Schools Job Posting

- ♦ Gently but persuasively encourages and supports new and creative ideas for District improvement
- ♦ Demonstrates personal and District integrity as an ethical leader
- ♦ Demonstrates a commitment to building strong working relationships within the District and with our community partners
- ♦ Maintains knowledge and commitment to the advancement of technology to enhance learning and organization effectiveness
- ♦ Maintains an achievement and results oriented focus
- ♦ Works through a team approach
- ♦ Displays the capacity and the commitment to develop leadership potential of others
- ♦ Presents a strong, positive, proactive leadership image
- ♦ Follows through on commitments
- ♦ Utilizes a well-developed annual planning cycle
- ♦ Builds trust in and respect for the Board
- ♦ Models a culture of self care and well being
- ♦ Participates in, and contributes to, professional associations

Management Skills

- ♦ Understands and is committed to a site-based decision-making model that is centrally coordinated with a focus on collaboration
- ♦ Maintains a positive, solution-oriented climate
- ♦ Respectfully plans for District improvement in a forward-looking and visionary manner
- ♦ Gives recommendations and judgments based on sound rationale
- ♦ Looks at issues from diverse perspectives and considers alternatives
- ♦ Involves stakeholders in a meaningful way
- ♦ Demonstrates consensus building skills
- ♦ Understands the change process
- ♦ Organizes and maintains effective administrative systems
- ♦ Supervises and evaluates District schools, programs and services
- ♦ Completes evaluations of senior staff using a fair process in a timely manner
- ♦ Ensures the fiscal and physical assets of the District are well managed
- ♦ Ensures quality and timely reporting is completed as required by Alberta Education
- ♦ Selects competent staff
- ♦ Provides timely notice for, and makes judicious use of, administration meetings
- ♦ Makes efficient use of committee structures

Relationship-Building Skills

- ♦ Promotes a culture of respect, caring and collaboration
- ♦ Maintains a good working relationship with teaching, support, and District office staff
- ♦ Inspires and ensures the development of strengths in teaching, support, and District office staff
- ♦ Makes system decisions that are viewed as consistent
- ♦ Works effectively with other partners – local, regional, provincial, national and international
- ♦ Builds respectful relationships and works synergistically with the Board of Trustees

Appendix 9 for 16.1.: St. Albert Public Schools Job Posting

Communication Skills

- ♦ Demonstrates excellent speaking and writing skills
- ♦ Ensures a strong, transparent communication system within the District
- ♦ Maintains accessibility and visibility in the District and community
- ♦ Exercises great listening and keen observing skills
- ♦ Advocates for public education
- ♦ Demonstrates a strong public profile when speaking on behalf of the District
- ♦ Maintains a repertoire of skills needed to work with interest groups
- ♦ Acknowledges and responds appropriately to concerns
- ♦ Develops, in collaboration with the Board, a strong public relations program within the community
- ♦ Provides information in a timely and appropriate manner
- ♦ Represents the District in key areas with the public and staff

Political Skills

- ♦ Understands and manages political situations
- ♦ Exercises common sense in consideration of various stakeholder perspectives
- ♦ Demonstrates political acuity and works effectively with Alberta Education and other ministerial partners

Board/Superintendent Relations

- ♦ Keeps the Board informed
- ♦ Provides quality and timely Board reports
- ♦ Deals with issues and reports back on outcomes
- ♦ Enhances Board success
- ♦ Assists the Board in its short- and long-term planning
- ♦ Works to achieve Board-approved goals

Superintendent Series

LEADING THE STRATEGIC PLANNING PROCESS



Free On-line Webinar

Developing strategic directions and monitoring progress are essential roles of school boards. Strategic directions are created through sound planning processes, which is fundamental to good governance.

This half hour webinar will provide an overview of a strategic planning process that engages stakeholders in developing a shared vision, mission, and goals. The webinar will outline one board's journey in creating a strategic plan that commenced with trustees leading focused conversations with parents, community members, students and staff. The ultimate goal was a strategic plan that provided overall direction to the division with a focus on student learning and well-being.

Resources for this webinar will be posted one week before the event. You can download them by visiting our [website](#) and following the links.

To register, contact [Janis Arnold](#), Board Governance Consultant on either email (jarnold@mbschoolboards.ca) or by phone at the association office. The registration deadline is 10:00 January 30.



Presented by:
Donna Davidson, Superintendent
Mountain View School Division

Date & Time

Tuesday, January 30, 2018

12:00 noon

How does a webinar work?

This live presentation is given over the Internet. Once registered, you'll receive a unique confirmation email with instructions and on the day of the event, click on the email link to listen in. At the end of each webinar there is an interactive Q&A session.

And if you miss a webinar, you can always check out the recorded version on our web site.





RAINBOW RESOURCE CENTRE PRESENTS

STANDOUT! GSA CONFERENCE

FOR LGBT2SQ+ YOUTH AND ALLIES IN GSA'S IN MANITOBA

This conference is created for lesbian, gay, bisexual, transgender, two-spirit, queer, questioning and allied youth from grade 7-12 schools across Manitoba that have a Gender & Sexuality Club (GSA) or similar group.

THIS YEAR'S CONFERENCE THEME IS "TAKING UP SPACE"

This theme draws on ideas of reclaiming and creating space, inside and outside of the LGBT2SQ+ community for other parts of our identities, Racism, sexism, ableism, classism, transphobia, xenophobia, fatphobia and other oppressive behaviours still exist both inside and outside of the LGBT2SQ+ community, Collectively, we have the capacity to stand up to these oppressive behaviours by unapologetically taking up space.

APRIL 10, 2018

AT THE VICTORIA INN AND SUITES