

CASS Zone 5 Agenda
Friday, November 30, 2018
Calgary Catholic School District - St. Paul Center
124 24 Ave NE Calgary, AB

Chair – Michael Kilcommons

Associate Superintendent, Christ the Redeemer Catholic Schools
mkilcommons@redeemer.ab.ca

Secretary – Allen Davidson

Assistant Superintendent – Foothills School Division
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8:30 – 9:00 **Coffee and Conversation**

9:00 – 9:10 **Call to Order**

- Acknowledgement: We would like to acknowledge that we are on lands in the Treaty 7 area. We are making this acknowledgement to demonstrate our commitment to work together as a community in laying the foundation for reconciliation through education.

9:10 – 10:40 **Sub-Group Discussions: Chief Superintendents, Curriculum, Human Resources, and Inclusive Education**

Michael introduced and welcomed attendees and all the Pre-CASS sub group attendees. Explained process and intent of the initial and future conversations of the sub groups to support collaboration across the zone. Provided a structure for potential group collaborative conversations and all groups were asked to identify a facilitator who would act as individual to support next steps and be the contact for propelling the group conversation forward and provide interim communication before next meeting at FSD in March. Pre-CASS sub groups included Chief Superintendents, Curriculum, Human Resources, and Inclusive Education.

10:40 – 11:00 **Break**

11:00 – 12:00 **Sub-Group Reporting and Sharing**

Curriculum Group

Facilitator: **Brant Parker** – Calgary Board of Education (Alberta Education attendee – **Trish Randolph Beaver**)

Key Issue 1 - Jurisdiction Support and Readiness

- Many questions in the group centered on the shift from the **what** to the **how** of curriculum implementation across school jurisdictions. Key issue identified was a need for consistency and clarity in the implementation.
- Many questions around ensuring pieces are in place for implementation – toolkits, and other anchor components. It was evident within the sub-group conversation that these do not seem to be in place at this time.
- Many questions around field testing and that monetary support and toolkits are there to support this significant curriculum shift.
- **A positive result from the group conversation was to go around the table and hear what each jurisdiction was doing in their readiness and preparation for new curriculum (i.e competencies). Hopefully CASS Zone 5 can be a catalyst in such continued support for jurisdictional education leaders.**

Key Issue 2 - Teacher Support

- How do we get our teachers to shift successfully?
- How do we get a common positive approach where teachers feel supported?
- Concern is that risk is high that if this does not go well it will be a big barrier for schools, school communities. Without the supports
- **Continuing need** - Some common curriculum mapping, and helping our staff see *what is now* (current) to *what will be* (future) in a concept based curriculum.
- Grateful for CRC

Key Issue 3 - Assessment within concept based and competency based curriculum

- Many questions about assessment and what assessment will look like.
- We have a lot of work to do to get any teacher ready for this and communicate with parents and students.
- Strong appreciation within the sub-group for the structure of today as a stronger together opportunity to draw on in Zone 5. "Opens our eyes to the excellent practice across the zone and how we can gain so much from each other."

Human Resources

Facilitator: **Allen Davidson** – Foothills School Division (Alberta Education attendee – Heather Dechant)

Key Issue 1 - French Immersion/Francophone Teacher Recruitment

- BC – Piloting a Teacher visiting program with French Government - Spanish visiting program. Agreement with Government of Alberta. Wonder is could we do this within Alberta with Government of France?
- Some boards are capping their Enrolment of French Immersion programs.
- Creative solutions are pairing English specialists at High School with French Immersion teachers. Francophone schools struggling to find CTS and academic subject specialist.
- What are people/jurisdictions practices around French Immersion Schools around leadership – Having French Administration (VP/Principal) as lead.
- Another strategy for developing locally is offering all those students who graduated from our District schools an interview.
- Francophone – is putting pressure on the Ministry and putting pressure on Curtis Clarke to address the matter in the province.
- Suggestion – Ensure Advocacy via face to face conversations with DM, ADM and Minister.
- Suggestion - advocate for quality programs online for specialized and difficult to staff academic programs (Math 30,etc...)
- Partnering with Universities. U of C – semi-quota to target rural education applicants.
- AI will send Canadian Parents for French - Recommendations to Minister
- Alberta French Campaign – Could we pool resources / Montreal has a huge recruitment fair. Part of a Zone 5 strategy. Is Edmonton paying
- Suggestion - tuition incentives that help them retain teachers.

Key Issue 2 - Legislation

- Challenges around the definition of part-time teachers meeting average instructional minutes in school.
- Jurisdictions have indicated to Ministry that this has impacted educational trips. Has impacted student learning because we cannot issue credits to students based on activities that happen outside of the instructional minutes.
- Conversation around professionalism and convenient professionalism. In some cases there is an advantage for the teacher to have flexibility around 30 minutes and when it is taken.
- Employment Standards
- WCB
- OHS (Joint Health and Safety)
- Class Size

Key Issue 3 – Wellness

- We are hearing more and more about mental health. Seeing an increase in absences. Teachers are experiencing trauma. We are seeing injury rates going through the roof.
- The challenge between class size as an issue vs complexity of classrooms.
- This is happening with support staff as well. We have had major concussions. 1 division has lost a Principal for 6 weeks
Solutions - Ramped up in house training with support staff
- Providing gloves, cuffs, body armour
- 150 complex need congregated settings in our schools. Opportunity for PD support staff. We need staff to build capacity. This puts challenge for parents (respite care). But necessary for this type of staff development.
- Looking at increase of behavior support workers. This puts challenge on demand for EA's
- Creating increased specificity and role descriptions for some EA descriptions so we have opportunity to put

- them in conflict oriented positions where they may have to wear a chest protector for violent students.
- Use ASEBP resources – what resources are available
- Self care, I work in a high stress job
- Wellness strategy - No email times 7pm to 7 am - Can email but if the subject line includes URGENT then a response
- Series of videos define mental health, reduce stigma
- Developed a balance program, survey 1) what supports do they have 2) reviewed survey and then developed a program. Wellness Champion provide funds to each site. Training at the start of the year and then at the end of the year connect to review successes
- Idea: Consider monies that come back from ASEBP health spending account and reinvest wellness fund for local schools to support staff wellness.

Other/Future – Succession planning/Bargaining/Special Education/Leave Management/Legislation

Inclusive Education

Facilitator: **Heather Kane – Calgary Catholic School Division** (Alberta Education - Lorianne Tenove)

- Safety of staff and students – conversation around seclusion rooms, support for teacher. Costs of training staff.
- The variety of things school jurisdictions are doing to train staff
- One jurisdiction partnered with an online module from University of Ontario to train. This was of interest to the group as potential for building capacity of staff.

Key issue 1 - how do we fund the growing needs in this area?

- Increased complexity — How do we collectively advocate for more funding with the Ministry

Key Issue 2 – Partnerships

- How do we better partner with agencies and each other around information sharing to better meet the needs of students
- ELL/FNMI were also discussed. Key is trauma informed practices.

Key Issue 3 Middle School grades

- Middle School grade were particular area where jurisdictions are having more challenge meeting needs. Transitional years. Focus on High School completion and how needs change for these students as they move through adolescents – Gangs, peer groups, etc..

Other

- Transitions between home and school are an area to address in jurisdictions
- PUF/Grade 1 – Ongoing challenge of the transition from PUF funded student up to K. How do we advocate for this to perhaps be k-2

Chief Superintendents

Facilitator: Bevan Daverne – Golden Hills (Alberta Education – Dan Ferguson)

- Discussion touched on many of the challenges other groups have discussed
- Discussed challenges of increased regulations
- How do we retain autonomy in our jurisdictions on the HOW we impact and meet needs in our local jurisdictions?
- IMPACT – How do we support how boards advocate, and have a more common, cohesive voice to influence.
- How will we connect with other jurisdictions/zones in this effort?

12:00 – 12:45 **Lunch**

***Following Lunch and conversation those individuals attending only for sub-group collaborative may depart prior to the Regular Business Meeting.*

12:45 – 1:15 **Regular Business Meeting** (reconvened at 12:19pm)

1. Welcome and Introductions (Alberta Education guests - Trish Randolph-Beaver, Dan Ferguson, Heather Dechan &

Lorianne Tenove. Regrets – Ron Taylor

2. Additions to the Agenda (Michael Hauptman cancelled – no additions)
3. Approval of the Agenda - Moved: Pam Ranelli and seconded by Manny Ferreira. CARRIED.
4. Approval of the Minutes Moved: Murray Besenski and seconded Kurtis Leinweber. CARRIED.
5. Review and Confirm CASS Zone 5 meeting dates for 2018-2019:
 - March 1, 2019 – Foothills School Division confirmed
 - May 10, 2019 – Calgary Catholic confirmed agreed to host again

1:15 – 2:15 **Zone 5 CASS – Reports (& Feedback)** Michael Kilcommons indicated we would change the name of the section of the report to invite more feedback from participants on the reports.

6. First Vice-President's Report – Bevan Davern (GH) – Bevan Davern was appointed 1st Vice President of CASS . Invited to give feedback on new Teacher Growth, Supervision, and Evaluation policy but this was canceled. This was disappointing as we are trying hard to ensure CASS is involved in engaging conversations with Assistant Minister and Assistant Deputy Minister. One reason is that without this voice unintended consequences can result without voice of CASS. We hear they (Ministry) are recognizing this and listening. We will be interested to see action. Barry does a great job in CASS Weekly Updates.
 - Rooms are available now of CASS Summer Conference in Kananaskis – Don't overbook. Please use discretion
 - ATRF Cap has gone through. This is positive and members are encouraged to review to see what this means for them. Thank-you to Susan Page for initially bringing this forward as an issue for CASS members. Your understanding of this has been critical.
 - CASS is still determining SERP, SIPP, ATRF implications for individual contracts for what can happen in relation to the Superintendent Regulations.
 - Andrea Holowka asked that CASS Exec please elevate the themes and issues from CASS Zone 5 Sub-Group meetings to the ADM and DM
 - Scott Morrison – indicated they would also share the structure of today with DM and ADM
7. Zone Director Report – Scott Morrison (CTR)
8. Metro Director Report – Gary Strother (CCSD) – CBE has hired new Chief Super December 17 start – Christopher Usia. We welcome Christopher to CASS Zone 5. Michael Kilcommons requested that Gary Strother, on behalf of CASS Zone 5, offer personal invitation to Mr. Usia to attend CASS Zone 5.
9. Professional Development (Provincial) Bryan Szumlans (CCSD) – Reminder of CASS/ASBOA Summer Learning Conference 2019 as reported in CASS Weekly Update – November 28, 2018.
10. Treasurer Report – Cathy McCauley (CRC) – Circulated report. Nothing outstanding. (circulated statement of account)
11. Calgary Regional Consortium – Allen Davidson (FSD) – 408 sessions related to priority areas – Allen shared that at the November 27, 2018 CRC Board of Directors meeting the Curriculum Implementation Annual Report was passed highlighting work completed towards all 6 Goals. Cathy McCauley drew attention to the in-district work that was supporting all the CASS Zone 5 jurisdictions:
 - Goal Four – Deliver professional development based on the identified and emerging needs of educational stakeholders.
 - Total # of learning opportunities provided = 436
 - Total # of participants = 10, 147This year was amazing because all school breaks were similar. We offered many face to face sessions at the beginning of the year and then increased the number of in-district sessions towards the end of the year as PD funds declined.

Cathy further highlighted evidence and impact around Goal 2 to facilitate professional development, which supports the effective implementation of curricula, including instruction, assessment, resources and student learner outcomes. Here she shared the following data:

 - CRC set a goal to increase the number of learning opportunities provided in schools/authorities. These learning opportunities are called non-registered programs (NRP's). CRC offered 255 NRPs in the 2017- 2018 year. This number increased by approximately 150 sessions compared to 2016-2017.
 - CRC created 408 learning opportunities with 8956 participants in support of the priority areas defined by Alberta Education 250 of these 408 have been directly in-district sessions.

Cathy also noted the following upcoming professional learning opportunities:

- May 13, 2019 – **Dr. Dustin Louie** – Assembling Strengths: Pathways to Reconciliation
- October 22, 2019 – **Ron Ritchart** – Making Thinking Visible
- October 31, 2019 – **Sandra Herbst** and **Etienna Mootoos-Lafferty** – Exploring Quality Assessment Practices to Demonstrate the Development and Application of Indigenous Foundational Knowledge
- June 4/ June 5, 2019 – **Julie Stern** – Teaching For Conceptual Understanding K1/2 day 1, Gr.3/4 day 2
- April 20, 2020 – **Sandra Herbst** – Supporting Concept Based Assessment
(see attached CRC open sessions to support shift to concept based curriculum)

12. Regional Healthy Schools Committee – Al Davidson (FSD) – Looking for alternative representative. No report.
13. Sheldon Kennedy Child Advocacy Centre – Gary Strother (CCSD) Kim Campbell presentation. Appreciate the work other jurisdictions are doing around surveys and training re knowledge and ability to recognize, respond and report suspected abuse. Kim spoke to encouraging results from baseline understanding to post video training session and follow up.
 - First Survey was 10 questions of **knowledge** about survey. Also used same survey with preservice teachers at U of C, St. Mary's and Ambrose. Plan for U of L to do this to
 - Second Survey was **application** – factors that influence decisions to report. 200 survey respondents

To support ongoing learning there is a plan to film 6 additional FAQ's 1. Clarifying why more info is needed 2. Why CS might ask you to call parents 3. Attendance – why missing school on its own isn't sufficient to call CS 4. What steps CS takes after the call 5. Why children might be interviewed at school 6. Where to access further information on peer to peer sexualized behavior. They will be available on the SKAC website. (6 min in duration)

Gary – Center just had 5th year anniversary. 7500 kids though the center. Now 3 centers. Hope to have 3 across the province. Having a room at Center as closed circuit so kids will never have to testify

14. FNMI – Andrea Holowka (CCSD) *When attending the First Nation, Metis and Inuit CASS Action Committee, Andrea is responsible for bringing back a report of activities, **best practices and challenges** occurring in Zone 5. To help facilitate this representation, please bring to the CASS Zone 5 meeting this information from your district that Andrea can incorporate into her report.*

Andrea again asked what will be the best way for her to gather information from Zone 5 Jurisdictions to report to CASS First Nation, Metis and Inuit Action Committee?

Please have a commitment for jurisdictions send Andrea Holowka a summary.

- Pam Rannelli shared - FSD has 3 years Action Research cycle beginning with lead members from each school attending. This Action Research is supported with CRC, Elders and Knowledge leaders and ATA. Each has an Action Research cycle to take back to schools. FSD also has a collaborative with Stoney Nakoda.
- Kurtis Leinweber – shared that FFCA had their Admin Council had professional learning day on Treaty Learning at Fort Calgary and Blanket Ceremonies. Very powerful.
- Mariette Moss – CTR shared they were looking at bringing FNMI team to residential schools and meeting with elders to gather Background information.
- Other jurisdictions will send brief update/summary to Andrea as action item

Other items shared – Free Course University of Alberta – 12 module course for teachers, support staff, and administrators – Indigenous Canada (free)

Andrea Holowka highlighted – Action group – Gathering on April 10 -12 in Edmonton. Great guest speakers. Would encourage attendance from jurisdictions. Promote amongst leadership teams in your jurisdictions. Following this year the attempt will be made to attach this gathering to the Spring Cass Conference. See CASS website for info.

15. Alberta Education Director's Report – Ron Taylor (AB ED) or Designate (Dan Ferguson) November 30, 2018 spent the day with Calgary Catholic and appreciated the hosting and conversation.
 - 3 year education plans AERR are due – meetings scheduled for review with field services

Anti-Racism update

Anti-Racism Advisory Council – Over 300 applicants for 24 positions. Currently reviewing applications and preparing to interview.

Anti-Racism Community Grant Programs - Eligible non-profit organizations undertaking anti-racism projects that raise awareness and understanding of racism and its impact on all Albertans, maximum of \$25,000.

www.alberta.ca/anti-racism-community-grant-program.aspx

Indigenous Languages in Education Grant Program

\$6 million to preserve, strengthen, and revitalize Indigenous languages within Alberta schools.

Two-year projects focusing on instructor development and resource development.

In support of Alberta's commitment to the principles of the United Nations Declaration on the Rights of Indigenous Peoples and the Truth and Reconciliation Commission's Calls to Action.

One-time funding to enhance but not replace federal government funding. Details to follow.

Playground Pilot Project

\$25.5 million in Budget 2017 to support playgrounds throughout the province.

Government is taking what it learned and is developing recommendations for future policy on the construction of playgrounds.

Continuing to work with school boards to further support construction or replacement.

Announcements later this fall will include eligibility criteria.

Enhancing Second-Level Supports in Education

Support to First Nations, up to \$150,000, that provide education services in exploring a letter of intent or partnership agreement. Not intended to replace federal funding for First Nations education.

Second-level services comparable to supports and services available to children residing off-reserve.

Increased access to coordinated and integrated education programs and services.

Greater access to specialists (language, culture, curriculum), professional development and shared administrative and human services.

Enhanced access to early learning programs, wrap-around supports and technology

Great Kids Award

Recognizing children and youth for helping and changing the lives of others, and helping build stronger communities.

Nominations open until November 30, 2018. www.greatkids.alberta.ca

GSA update – orders to 28 private school operators

Through Ministerial Order the Minister has directed 28 private school operators to implement a policy that the Minister has developed in order for their schools to become compliant with legislative requirements protecting Gay Straight Alliances in schools.

In consideration of the students attending these schools, the Minister will continue to fund these operators until the end of June 2019.

Transportation Regulation and Bus Driver training update

No official direction from the Minister's Office on the update to this regulation. Continue to use existing regulation.

Rick Grebenstein has been in communication with transportation supervisors about MELT program and Transportation's requirements for teacher and volunteer drivers to obtain their S certification (a rating school bus drivers currently obtain)

Protocol for Agreements for Minority-Language Education and Second-Language Instruction

Negotiations continue with the federal government for securing education-related funding to supplement Alberta's significant investment in Francophone and French-as-a-second-language/French immersion student populations across the province.

Education fully understands that authorities continue to run education programs and services into the 2018/19 school year and are working diligently to obtain funding as soon as possible.

Action Plan for Official Languages 2018-2023

Regarding additional federal funding, Education is exploring other funding streams within the federal government's Action Plan for Official Languages 2018-2023 including federal funding for teacher recruitment and retention. Education will be reaching out to French as a second language/French Immersion stakeholders shortly. Support for Curriculum Development will be important to push back up to Minister.

Zone 5 meeting. Scott Morrison indicated that at the last meeting we were provided information and asked for feedback from Kim Brockhoff and that this opportunity was appreciated. Manny Ferreirinha indicated this was critical for CASS Zone 5 as well.

2:15 – 3:00 **Michael Hauptman: Senior Education Manager of Board Relations, Teacher Relations Branch**

- **TEBA (cancelled)**

Michael Kilcommons highlighted the following 2 Action Items for all attendees from the meeting:

1. Promote subgroup participation – and plan to promote move to action over the course of this year.
2. Have your jurisdiction FNMI lead contact with Andrea Holowka prior to December 15 with your jurisdiction best practices and challenges. andrea.holowka@cssd.ab.ca

Future Discussion Items

- Issues Arising out of Sub-Group Meetings
- Advocacy Initiatives (e.g. Seclusion Rooms, Curriculum Development, Quality Standards, OHS Legislation)
- Best Practice Sharing (e.g. New Curriculum Implementation, Local Bargaining, Cannabis, Therapy Animals)
- Professional Learning and/or Guest Presenters