



An Interactive Short Course for Newly  
Appointed Principals, Assistant/Vice  
Principals and Aspiring Leaders

## Start Right 2018-Program Description

July 3-6, 2018      Olds College      Olds, Alberta

## PROGRAM INFORMATION

Tuesday, July 3

Student Alumni Center

12:00 – 3:00 pm Registration at the Student Alumni Center

**Please note: Arrangements have been made with Centennial Village for participants to check-in to their accommodations starting at 1:00 pm.**

3:00 pm Welcoming Remarks & Overview of the Start Right Program (Del Litke)

3:15 – 5:30 pm **Leading First Nations, Métis and Inuit Education for All Students**

Leading First Nations, Métis and Inuit Education for All Students Description: In the anticipated Principal Leadership Quality Standard, the inclusion of a separate competency (Competency 5 - First Nations, Métis and Inuit Education for All Students-A School Authority leader establishes the structures and provides the necessary resources for the school community to acquire and apply foundational knowledge about First Nations, Métis and Inuit for the benefit of all students) is the most significant change from the previous standards. This session will seek to deepen leader's awareness and understanding of some of the requirements of the competency. Note: this is a concurrent session with the Leading for Learning participants.

**Session 1: Leading Through Relationship:** Charlene Bearhead will engage participants in a dialogue around the importance of relationship in leading reconciliation in education and redefining success with Indigenous students and within schools and school communities. Charlene will provide thoughts and ideas to consider while inviting participants to reflect on their own value, practices and ideologies around leading, learning and success.

**Session 2: Cultural Connectedness in Leadership:** Elder Wilson Bearhead will lay a foundation of cultural practices, protocols, values and teaching of the First Peoples on this land. He will share teachings through story and lived experience to engage participants in considering how this learning might guide them in connecting with the Indigenous students and families within their school communities.

**Charlene Bearhead** is a mother, grandmother, community member, experienced educator and education innovator with 30 years of regional, national and international experience in the field. Most recently Charlene served as the first Education Lead for the National Centre for Truth and Reconciliation at the University of Manitoba. Currently Charlene serves as the Education Coordinator for the National Inquiry in to Missing and Murdered Indigenous Women and Girls, the Coordinator – First Nations, Métis and Inuit Relations for the Alberta School Boards Association and an Education Consultant for CASS as well as the co-chair of the Downie-Wenjack Fund Board of Directors and is a member of the Pathways to Education Canada Indigenous Education Advisory Circle.

Charlene previously served as the National Coordinator for Project of Heart, the primary focus of which is the education of Canadians on the history and legacy of Indian Residential Schools in Canada, and for the National Day of Healing and Reconciliation, the primary goal of which is to educate Canadians on the legacy of federal government policy on various ethnic groups throughout Canada's history and to promote respect and reconciliation. Ms. Bearhead coordinated the Education Days within the TRC National Events for the Truth and Reconciliation Commission of Canada, which focused on inspiring teachers and students to further educate themselves around the history and legacy of Indian Residential Schools as well as to support and facilitate the building of positive and respectful relationships between Aboriginal and non-Aboriginal people in Canada.

**Elder Wilson Bearhead (Nakota)** is a member of the Wabamun Lake Indian Band in Treaty 6 territory, Alberta. Wilson has served his people for many years as a koashka tayzun (traditional helper) in ceremony and community events. He has also served as a Chief in his community, the Grand Chief of the Confederacy of Treaty 6 First Nations and Alberta Regional Chief for the Assembly of First Nations. In addition, Wilson has an abundance of experience working with survivors and their families, educating non-Indigenous people as well as assisting in the reclamation of culture through teachings and ceremony. He is currently working as an Elder and cultural educator/support with Elk Island Public Schools.

5:30 – 6:30 pm	Dinner (First Nation traditional feast) in the cafeteria
6:30 – 8:30 pm	Opening session continued
8:00 – 8:15 pm	Session evaluation and journal reflections
8:15 – 10:30 pm	Get Acquainted Social Activity, non-alcohol and appetizers hosted by CASS

<b>Wednesday, July 4</b>	<b>Student Alumni Center</b>
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8:45 – 11:45 pm      “Seeing the Big Picture: Leading Upward and Outward”  
(Presenters: Jody Dennis and Ray Hoppins)

**Leadership Dimension 7:** Leadership Dimension 7: Understanding and Responding to the Larger Societal Context suggests that if the principal is to be an effective leader, he/she must understand the “Big Picture” – i.e. how systems, both internal and external, interact.

How does a leader advocate for his/her school and diverse community needs while responding to political, economic and legal realities/contexts, conditions? How does a school leader manage the sometimes competing interests of school and community with the expectations of the jurisdiction or provincial ministry of education? How does the principal balance time and energy in his/her role as instructional and educational leader with that of facilitator, manager, advocate?

Many experienced leaders have remarked that this dimension of leadership was the biggest difference they found as they assumed the principalship and the one for which they were least prepared. This session will focus on understanding and responding to such contexts and examples of the dilemma’s that principals face in their leadership roles. Participants will be presented with actual case studies that beginning and experienced principals have faced and will be asked to work together to first identify and understand the systems at play and secondly, to respond in an effective manner. Participants will also gain a perspective of the expectations of system leaders for principals and the principal for system leaders.

In preparation for this session, participants should be familiar with Dimension 7 and its descriptors and be prepared to share “Big Picture” examples of their own.

**Jody Dennis** is honored to have spent the past 30 years in education. She has had the opportunity to participate as a Pre-K – grade 9 teacher, vice-principal, and most recently, a principal. She is the principal of Poplar Ridge School, which is a K-6 school, located between Red Deer and Sylvan Lake. She has a Master of Education degree in Leadership and School Improvement from the University of Alberta. Jody has had the opportunity to be involved with the Literacy Steering Committee and the Learning Commons Visioning Committee for Chinook’s Edge School Division. She has a passion for Instructional Leadership and enjoys working alongside teachers to improve teaching and learning. Jody resides in Red Deer and enjoys spending time with her husband, Wade, and her two boys. This is the 5<sup>th</sup> consecutive year that Jody will be presenting at the *Start Right* short course.

**Ray Hoppins** has spent the last 27 years as a teacher, vice-principal, principal, and central office



8:45 – 11:45 pm

“Where to ‘Begin’ When I Don’t Know What I Don’t Know”- Leadership in a Dynamic Educational World ”

(Presenter: Pam Davidson)

The role of a school-based administrator is one of the most influential, complex, challenging and rewarding in education today and this session will dive right into some of the intricacies of fulfilling that role in the dynamic educational landscape. We will discuss, how as new administrators, you can begin to define yourself as a ‘formal leader’ in your school setting. As leaders charged with the mandate of marrying literacy and numeracy foundations with contemporary competencies, and more ubiquitous and flexible access to courses and programs, combined with tight resources, each of us is confronted with blending the educational structures in which many of us learned, trained and have taught with new and emerging structures that are being created. We will share and exchange successful strategies that have been used in this ‘evolutionary’ process and discuss how to navigate some of the barriers to this ambitious and important work as new leaders. Participants will be provided with some specific tools that they can take back and use in their respective contexts. As Dr. Richard Moniouszko stated, “We need to prepare kids for their future, not our past.” and we will talk about how we can go about doing just that.

**Pam Davidson** remains excited about the invigorating and demanding times we currently inhabit in education. She has just completed her thirty-third year in teaching and still declares, “*There is never a dull moment.*” Her commitment to student leadership throughout her career fueled her passion as a high school English teacher and as a school-based leader at both the middle and high school levels. Her time as president of the Alberta Association of Students’ Councils and Advisors, as well as her time as the Alberta representative for the Canadian Student Leadership Association created a professional network that impacts her work daily. At the provincial level, Pam’s work as the chair of the Alberta Excellence in Teaching Awards formal selection committee for seven years provided her the privilege of learning about amazing leadership and teaching practice occurring all across Alberta. After an undeniably engaging sixteen years as an administrator, she is now the Director of Learning Services with Rocky View Schools and Pam is incredibly honoured to be presenting at Start Right for the 9th time.

11:45 – 12:00 noon Session evaluation and journal reflections

12:00 – 1:00 pm Lunch at the cafeteria

1:00 – 4:30 pm “Creating Safe and Caring Schools”

(Presenter: Dr. Scott Morrison)

Thoughtful administrators engage in routine activities every day to help ensure their schools are safe and caring. Scott will share some principles from both personal experience and research that empower administrators to create a safe and caring culture in a very intentional way. Scott’s focus will be on how the administrative team can create and promote a safe and caring culture by managing attention and by managing meaning.

**Dr. Scott Morrison** is the Chief Superintendent of Christ the Redeemer (CTR) Catholic Schools, serving 10,000 students in Okotoks, High River, Brooks, Strathmore, Canmore, Drumheller, Oyen, and Calgary. Scott has been an educator for over 25 years, also serving in roles as a secondary classroom teacher, an elementary school principal, a high school principal, a division principal, and an associate superintendent. Scott also serves as a sessional instructor in educational psychology at St. Mary’s University in Calgary. Scott has a B.Ed. from the University of Lethbridge, an MA from Gonzaga University, and an Ed.D. from Taft University. Scott has presented dozens of professional

development workshops on the topics of academic achievement, creating safe and caring schools, classroom management, educational leadership, teacher supervision and evaluation, schools of hope, and student engagement. Scott's research interests include formative assessment, curriculum alignment, distributed practice, student achievement, educational leadership, teacher efficacy, student efficacy, literacy, and organizational storytelling. This is the 13th consecutive year that Scott will be presenting at *Start Right*.

6:00 pm                      Banquet at (Student Alumni Center)  
8:00 – 11:00 pm          Socializing and Networking

<b>Friday, July 6</b>	<b>Student Alumni Center</b>
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**Please check out of accommodations before the morning session**

8:30 – 11:30 pm          “The Keys to Surviving Year One”  
(Presenters: Del Litke and Kurt Sacher)

Del and Kurt will share some practical suggestions and gems of wisdom for new school administrators. Participants will be taken through a simulated role play exercise with respect to a dysfunctional staff. They will have participants reflect on personality types that typically make up a school staff and how to deal with the challenges. They intend to conclude with some practical words of advice, based on the literature surrounding successful assistant principals and principals, and based on their wide array of experiences both in the field and supervising the field. Participants will be challenged to think, have fun, and expand their skill set with respect to school-based leadership.

**Dr. Del Litke** from his 30+ years in education, he has a total of 18 years of teaching and school-based administrative experience, including 16 years at the junior high school level. He has also served 17 years at the division office level. Following his career as a school-based administrator, Del served for 12 years on the superintendency team in Wolf Creek Public Schools. Del has presented at a number of major conferences including the Alberta Middle School Association Conference, the Alberta Beginning Teachers' Conference, CASS/Alberta Education Curriculum Symposium, the Central Alberta Teachers' Convention, Leading and Learning Conference, and the Greater Edmonton Teachers' Convention. He has published articles for Educational Leadership, Phi Delta Kappa, Alberta Journal of Educational Research and Journal of Distance Education. He has also served as an instructor for the University of Alberta, University of Lethbridge, Gonzaga University and Red Deer College. In August of 2010, Del joined the central office team in Foothills School Division in the position of Deputy Superintendent of Schools. In the summer of 2014, Del completed his career in public education retiring as the Superintendent of Schools in Foothills School Division. Currently, Del maintains his passion for education serving as the Director of Leadership Learning for the College of Alberta School Superintendents. To expand his horizons, Del also recently completed a short stint as principal of a high school in Kaifeng, China. This is the 15<sup>th</sup> consecutive year that Del will be presenting at the *Start Right Short Course*.

**Kurt Sacher** has served as Superintendent of Schools in Chinook's Edge School Division for the past eight years. Prior to that, he served for 8 years as an Assistant Superintendent in charge of Human Resources for Wolf Creek Public Schools. He has 32 years of teaching and administrative experience, including 11 years as a school-based administrator. Kurt was Head Teacher for an Outreach School in Penticton, British Columbia, Assistant Principal and Principal at Trochu Valley School, and concluded his school-based administrative experience by serving as Principal of Lacombe Composite High School for 5 years. Kurt has presented “The Story of Lester” at venues across Alberta for the past 12 years which facilitates insight around the complexity of teacher performance issues. Kurt has also presented on several occasions to schools and various other groups on topics such as: "Building an Effective Team"; "The Big Little Things Great Teachers Do"; and "Dealing with Difficult Parents". This is

the 14<sup>th</sup> consecutive year that Kurt will be presenting at the *Start Right Short Course*. Kurt will be the President for CASS for the 2018-19 school year effective July 1, 2018 and is also a member of the C21 CEO Academy of Canada. This is the 15<sup>th</sup> consecutive year that Kurt will be presenting at the *Start Right Short Course*.

11:30 – 11:45 pm      Session evaluation and journal reflections  
11:45 – 12:15 pm      Presentation of certificates; “Home time” and the beginning of summer vacation!

## About Program Co-coordinator Elizabeth Gouthro

**Elizabeth Gouthro** was an educator with the Calgary Board of Education (CBE) for forty three years. Since 2010, she has served as Director, Instructional Services, (Special Education, English Language learning, psychology, Early learning, Aboriginal Education, Outreach.). Prior to this, she served as Director for Diversity since September 2007 where she has responsibility for providing culturally and linguistically services and support to the CBE. Liz has also served in numerous other areas including Area Director, Principal and classroom teacher.

Elizabeth’s academic credentials include Doctoral Studies - Educational Leadership and a Master of Education, Human Resources and Organizational Behaviour from the University of Calgary; a Bachelor of Education Degree in Secondary Education, Math and Science from Acadia University; a Master of Science Degree in Endocrinology, Dalhousie University; and a Bachelor of Science Degree in Biology and English, St. Francis Xavier University. [elizabeth.gouthro@cass.ab.ca](mailto:elizabeth.gouthro@cass.ab.ca)

## OLDS COLLEGE INFORMATION

### 1. Accommodations

Participants will stay in the new residences at Centennial Village! Each room is furnished with a double bed, desk plus chair, closet with shelving, a night stand, and private bath. All units are non-smoking. Free parking is available. For more information, go to <http://oldscollege.ca/student-life/student-housing/centennial-village/index>.

### 2. Meals

Participants will be provided with a cafeteria meal ticket for dinner on Tuesday evening; breakfast on Wednesday, Thursday and Friday plus lunch on Wednesday, Thursday and Friday. There will be a catered meal on Wednesday evening at 6:00 p.m. This will be a joint function with the *Leading for Learning* participants. A catered meal will also be provided on Thursday evening. Breakfast will be served from 7:00 a.m. to 8:15 a.m., lunch from 12:00 noon to 1:00 p.m. and dinner from as scheduled. Refreshments will be available during session breaks.

### 3. Location of Sessions

All sessions will be held on the beautiful Olds College Campus. Smoking is not permitted inside the Centre or any other building on campus.

## University Graduate Coursework Registration Procedures: Start Right 2017

### 1. University of Alberta

Please e-mail Dr. José da Costa, Ed.D., Professor of Educational Administration and Leadership, Department of Educational Policy Studies, Faculty of Education at [jdacosta@ualberta.ca](mailto:jdacosta@ualberta.ca). Dr. da Costa will provide information about both the registration procedures and the additional reading and assignment required.

### 2. University of Calgary/Werklund School of Education

Please e-mail Dr. Jim Brandon, Associate Dean, Professional and Community Engagement, Werklund School of Education, University of Calgary. [jbrandon@ucalgary.ca](mailto:jbrandon@ucalgary.ca). Dr. Brandon will provide information about both the registration procedures and the additional assignment(s) required.

#### Start Right: Courses Eligible

EDER 619.12 Contemporary Instructional Leadership

EDER 619.06 Leadership in Learning

EDER 619.05 Schools as Collaborative Cultures

### 3. University of Lethbridge

In-program University of Lethbridge M.Ed. students and current M.Ed. applicants should contact Kevin Matis at [matis@uleth.ca](mailto:matis@uleth.ca) with regard to registration with a copy to Dr. Mombourquette at [carmen.mombourquette@uleth.ca](mailto:carmen.mombourquette@uleth.ca) who will provide information about Independent Study and Open Studies Registration processes. (i.e. deadlines and additional expectations for academic work.)

Please note: The University of Lethbridge will only take applications from U of L current and former students.