



## CASS PROFESSIONAL PRACTICE STANDARDS IMPLEMENTATION SUPPORT

### SHARED VISION

Stakeholders share an understanding of and commitment to the intended outcome(s).

**CASS leads support for the Implementation of Superintendent Leadership Quality Standard (SLQS)**

**OUTCOME/SHARED VISION:** Superintendent leadership supports quality school leadership and teaching to create optimum learning for all students in Alberta.

*(Adapted from SLQS Alberta Education)*

- Annual (or yearly) outcomes
  - 2017-18: Creating awareness and understanding, building a commitment to action
  - 2018-19: Deepening understanding, applying the learning and leading the work
  - 2019-20: Deepening the understanding and applying the learning to support implementation of professional practice
- Value of identifying the project and yearly outcomes so we can:
  - Design supports and services
  - Determine the best data to collect to know if our actions are having an impact
- Alberta Education has supported the Implementation of the Superintendent Leadership Quality Standard (SLQS). CASS actions are coherent with Ministry direction and CASS Strategic Plan.

### LEADERSHIP

Leaders have the capacity to champion the shift from the current reality to the intended outcome(s).

CASS exists to advocate for the success of all students through supporting system leader capacity. Leadership comes from both the organization and members.

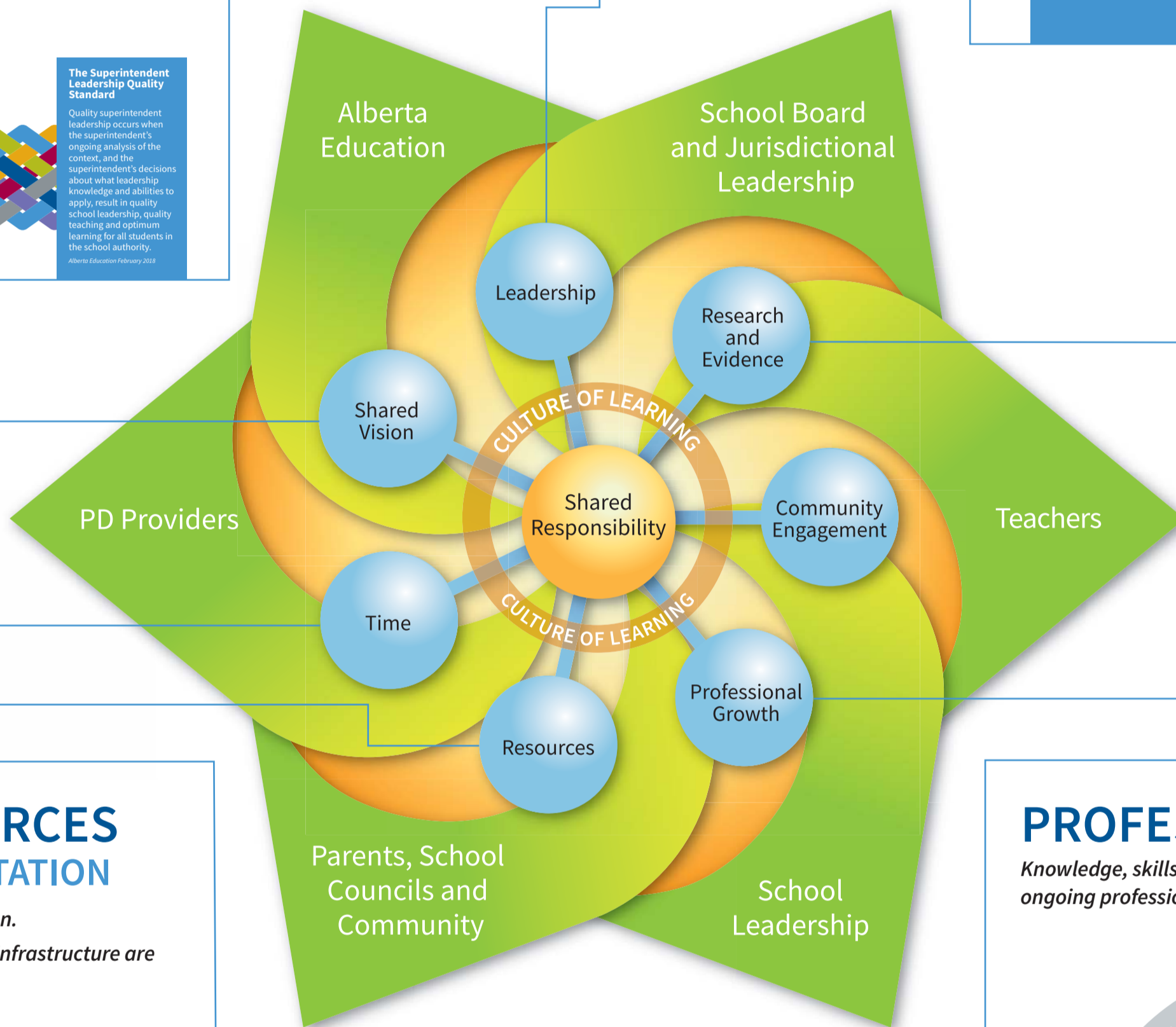


### RESEARCH AND EVIDENCE EVALUATION FRAMEWORK

Evidence collected and lessons learned inform implementation decisions.

- Evaluation framework developed based on outcomes
- Supports and services provided (Resources, Time and Professional Growth) and measured based on “doable and manageable” practices
  - Conference surveys
  - Downloads on website
  - Anecdotal feedback
- Evidence collected and analyzed with CASS leaders to determine next steps

The following documents can be obtained by contacting: [admin@cass.ab.ca](mailto:admin@cass.ab.ca)



Adapted from A Guide to Support Implementation: Essential Conditions

### TIME AND RESOURCES PHASES OF IMPLEMENTATION

Time is provided to support implementation. Human resources, materials, funding and infrastructure are in place to realize the intended outcomes.

### ACTIONS FOR LEARNING AND LEADING

#### PHASE ONE January 2017 – March 2018

**OUTCOME:** Creating awareness and understanding, building a commitment to action

**MEASURES**

- Survey data from members
- Website access of materials
- Zone dialogue

**SUPPORTS AND SERVICES (Actions and Tasks)**

- Securing support from Alberta Education
- Indigenous and SLQS needs assessment/analysis
- Comprehensive professional learning and implementation plans
- Evaluation Framework
- CASS Fall Conference
- CASS / Alberta Education Annual Learning Conference
- First Nations, Métis & Inuit Education Gathering
- Superintendent Professional Practice workshop
- Literature review, leadership development programs research
- SLQS Competency overview
- Professional Learning Module call for proposal and development
- Communications / website (cassalberta.ca)
- Indigenous learning opportunities
- CASS and stakeholder engagement committees

#### PHASE TWO April 2018 – August 2019

**OUTCOME:** Deepening understanding, applying the learning and leading the work

**MEASURES**

- Survey data from members
- Website access of materials
- Members dialogue

**SUPPORTS AND SERVICES (Actions and Tasks)**

- CASS / Alberta Education Annual Learning Conference
- CASS / ASBOA Summer Learning Conference
- Professional Learning Modules (in-depth) learning for Visionary Leadership, Governance, Building Effective Relationships, Leading Learning, Indigenous Education, Human Resources, and Leading for Inclusion
- Online Indigenous Guide
- Practice Profiles for Superintendents and System Leaders
- Website development
- Executive coaching

#### PHASE THREE September 2019 –

**OUTCOME:** Deepening the understanding and applying the learning to support implementation of professional practice

### FACE TO FACE LEARNING OPPORTUNITIES

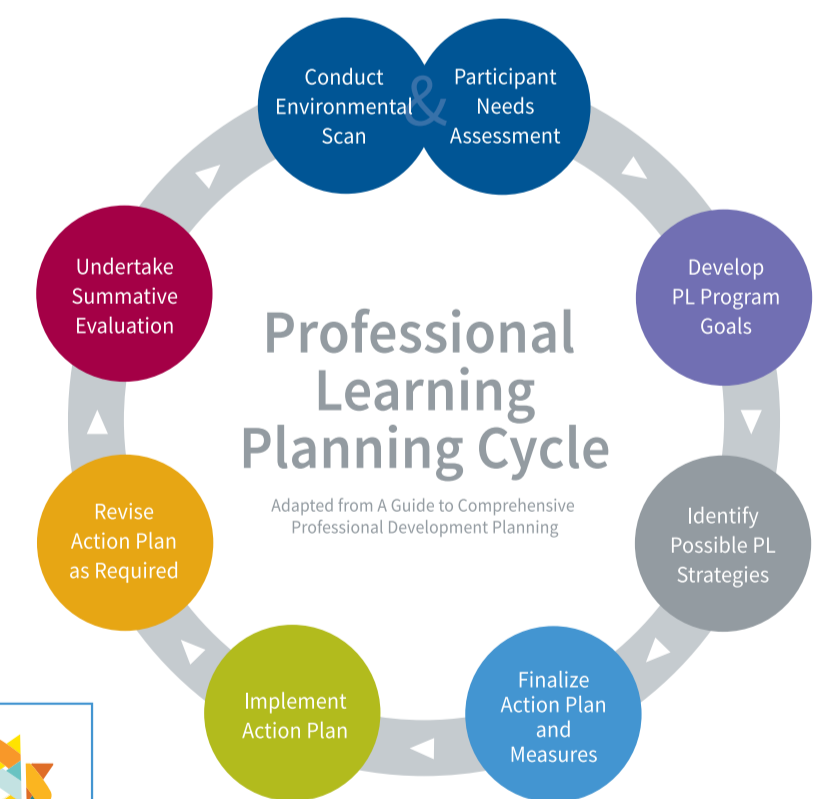


### PLANNING FOR IMPLEMENTATION



### PROFESSIONAL GROWTH

Knowledge, skills and attributes are enhanced through ongoing professional learning.



### TOOLS AND RESOURCES



[cassalberta.ca](http://cassalberta.ca)

#### CASS VISION

Leadership excellence for world-class public education

#### CASS MISSION

The College of Alberta School Superintendents, the professional voice of system education leaders provides leadership expertise and advocacy to improve, promote and champion public education

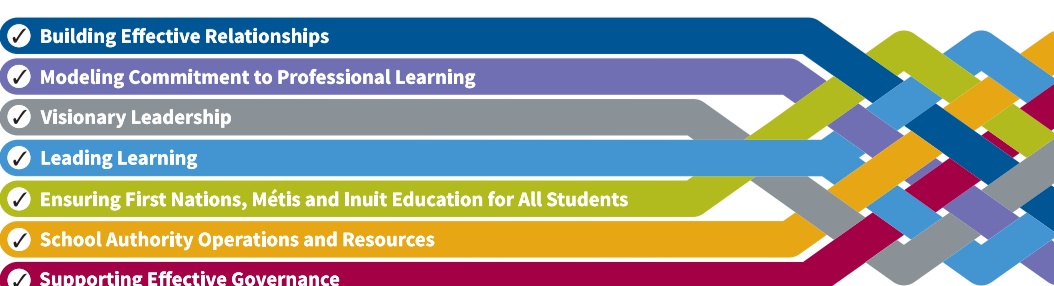
#### CASS STRATEGIC PLAN (2016-2019)

1. Effective advocacy in promoting success for all students
2. Leadership capacity is built and supported

#### The Superintendent Leadership Quality Standard

Quality superintendent leadership occurs when the superintendent's ongoing analysis of the context, and the superintendent's decisions about what leadership knowledge and abilities to apply, result in quality school leadership, quality teaching and optimum learning for all students in the school authority.

Alberta Education February 2018



**CASS**

College of Alberta School Superintendents

The College of Alberta School Superintendents, the professional voice of system education leaders, provides leadership, expertise, and advocacy to improve, promote, and champion student success.

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