



**CASS Leadership Excellence: Alberta Stories of Practice**

**Welcome to the CASS Annual Conference!**

On behalf of the CASS Board of Directors, we are pleased that you are joining your colleagues at the Annual Learning Conference. The Board is honoured to represent you in your role as a system leader. We understand that our time together acknowledges the value of system leadership in Alberta and supports your professional growth based on the professional practice standards.

CASS members rely on research, colleagues and personal lessons learned to understand how best to support provincial and system excellence. Our professional practice standard is far reaching and our responsibility to support quality school leadership and teaching to create optimum learning for all students can best occur when we can learn together. We are very thankful for all system leaders who will be sharing their expertise as facilitators. For this learning opportunity, over 20 school authorities are represented by system leaders who are willing to share their stories of practice. We continue to be thankful for partners involved from ARPDC and Alberta Education, who like CASS Directors of Leadership are responsible for supporting system leaders and school authorities' practice.

Professional thanks to everyone who is attending and who will be engaging in conversation with colleagues. Nothing is a success without your involvement. Continued growth as you model CASS Leadership Excellence.

*Bevan Daverne – CASS President and David Keohane – CASS Executive Director*

**Thursday, March 18, 2021**

<b>8:10 am</b>	<b>Zoom Room Opens – Online Check in, Name that Place!</b>
<b>8:30 am</b>	<b>Welcome - CASS President Bevan Daverne O Canada, Acknowledgement of the Land, Gold Sponsors Recognition</b>
<b>8:40 -9:30 am (50 minutes)</b>	<p><b>Keynote: The Ripple Effect with Dr. Greg Wells</b> Leverage sleep, food, movement and mindset to amplify resilience and health!</p> <p>Let's face it – you need every edge you can get. Be more alert? Generate more ideas? See problems more clearly? Stay calm in a crisis? Maintain peak energy? Rediscover the joy of living? All of this is possible through the science of exponential health and performance.</p> <p>Based on his global best-selling book <i>The Ripple Effect</i>, Dr. Greg Wells offers dozens of insights about what it takes to sleep soundly, eat smarter, move more and think clearly. Engaging and personable, Dr. Wells translates complex science into actionable insights and tactics you can use to supercharge your life and reach your full potential. It's time we all embrace the fact that small daily decisions play a huge role in how we feel about ourselves, manage stress, recover emotionally from setbacks, strengthen mental health and live better overall. Beginning with the power of micro-improvements. Dr. Wells teaches audiences how to build world-class habits and routines to optimize brain function, extend lifespan and amplify healthspan.</p> <p><b>Key Learnings:</b></p> <ul style="list-style-type: none"> <li>• Make 1% gains in health habits to earn exponential performance results.</li> </ul>

- Sleeping soundly is the principal foundation of health.
- Physical activity improves memory and problem solving and makes you happier.
- Better eating boosts the immune system, lowers inflammation, and increases energy.
- Eating smarter, moving more, and sleeping soundly create a ripple effect.
- The ripple effect enhances your mental health and ability to think clearly.

9:30 - 9:45 am

Wellness Break

9:45 am – 11:15 am

Role-Alike Sessions for CASS Members only

(90 minutes)

Outcome of the CASS Provincial Role Alike opportunity is to:

1. Learn from and with one another.
2. Share voice and perspectives.
3. Provide direction to CASS based on members views.

**Chief Superintendents**

Facilitated by CASS President Bevan Daverne (Golden Hills) and CASS Executive Director David Keohane

**Workplace Wellness**

Facilitated by Lyle Cunningham, Sarah Scahill (Medicine Hat Public), Brian Andjelic and Jim McLellan

This role-alike session will include:

- A story of practice from Medicine Hat Public School Division will describe the role of their Health, Wellness and Attendance Advisor position including the rationale for the role and implementation successes and challenges.
- An “unconference” or “Ed Camp” opportunity in breakout rooms will follow. Participants in each room will have an opportunity to suggest topics of workplace wellness interest for discussion.

**Curriculum, Assessment & Technology**

Facilitated by Dr. Reagan Weeks (Prairie Rose), Amber Darroch (Horizon), Laurie Kardynal (STAR Catholic) and Dr. Naomi Johnson

Focus of this role-alike session will be Reporting and Provincial Achievement Tests during the pandemic.

You will be engaged in creating a CASS response to data collection in the pandemic. As well you will have the opportunity to provide your perspective on a draft CASS document that was created by leaders across Alberta to inform policy makers about reporting and future Provincial Achievement Tests.

**Human Resources and People Services**

Facilitated by Ray Hoppins, Shawn Russell (Chinooks Edge) and Dr. Norman Yanitski

This role-alike session will focus conversation on the following topics:

- COVID & Pandemic - issues, challenges, and solutions we are thinking about as we make our way through 2021.
- Positive Labour Relations & ATA Relationships - processes and successes that are worth sharing.

**First Nations, Métis and Inuit**

Facilitated by Joann Bartley (Holy Spirit Catholic Schools) and Elizabeth Gouthro

Focus of this role-alike opportunity will be a discussion/sharing on the growing learning gaps for students during the pandemic.

- What is currently happening in our First Nations and provincial school systems for students and,
  - What strategies/actions are being taken or are being considered to mitigate this challenge.
- [CBC/UNESCO article](#) about the COVID disruption to learning -

**Treaty 6, 7, 8 Educators Alliance**

Facilitated by Chester Auger (Bigstone)


This role-alike session is an information session about the Treaty 6, 7, 8 Educators Alliance. It will be an opportunity for Treaty system leaders to receive information on this newly formed group. The focus for this group will be to guide the development of a First Nations education system.

11:15 – 11:30 pm

Wellness Break












<b>11:30 am – 12:15 pm Alberta Education Updates with opportunities for Questions and Answers (45 minutes)</b>			
<b>Meet &amp; Greet</b> With <b>Andre Tremblay</b> , Deputy Minister of Education	<b>Assurance Framework</b> With <b>Anthony Warren</b> , Senior Manager School Authority Accountability System Assurance Branch	<b>Curriculum</b> With <b>Jennifer Cassidy</b> , Acting Executive Director Curriculum Coordination and Implementation	<b>Alberta Research Network</b> With <b>Leslie Twilley</b> , Director Research Branch
<b>12:15 – 1:00 pm Lunch Break</b>			

**Thursday, March 18, 2021**

<b>1:00- 2:15 (75 minutes)</b>	<b>CASS Leadership Excellence: Alberta Stories of Practice</b>				
 <b>Workplace Wellness</b>	<b>System Leadership</b>	<b>Assurance Framework</b>	<b>Continuity of Learning: Online Environments; Curriculum &amp; Assessment</b>	<b>Human Resources</b>	
<ul style="list-style-type: none"> <li>✓ <b>Building Effective Relationships</b></li> <li>✓ <b>Modeling Commitment to Professionalism</b></li> </ul> <p><b>The Science of Well-Being</b> Presented by Dana Fulwiler</p> <p>Well-being and resilience are becoming increasingly prioritized in education as research and lived experiences emphasize their impact on teaching, learning, and leading.</p> <p>The pandemic has presented an additional, far-reaching ripple effect on education, and school leaders face unique challenges and opportunities in creating environments in which well-being is valued and modeled.</p> <p>Positive psychology offers a science of well-being and resilience with proactive, research-based approaches</p>	<ul style="list-style-type: none"> <li>✓ <b>Modeling Commitment to Professionalism</b></li> <li>✓ <b>Visionary Leadership</b></li> <li>✓ <b>Leading Learning</b></li> </ul> <p><b>From SEA to SEE: Pathways Out of the Pandemic</b> Presented by Gary Strother (Life Member) and Dr. Scott Morrison (Christ the Redeemer)</p> <p>This session will present one simple idea to guide our thinking and promote reflection on how we navigate our school divisions out of the pandemic.</p> <p>Out of necessity, school districts have had to simplify, exempt, and accommodate for students to survive the challenges of the current situation. Many meetings that focus</p>	<ul style="list-style-type: none"> <li>✓ <b>Visionary Leadership</b></li> <li>✓ <b>Leading Learning</b></li> </ul> <p><b>Landing on the Same Page: How Schools and Jurisdictions Can Use Data to Inform Decision-making</b> Presented by David Smith (Rocky View)</p> <p>How can we foster generative decision-making using data? Often a jurisdiction uses surveys and qualitative data to inform their vision and direction. They ask questions of parents, students, and teachers and combine the information from academics to arrive at salient points of intersection.</p> <p>What if the jurisdiction used the survey and academic information and melded in other metrics to assist</p>	<ul style="list-style-type: none"> <li>✓ <b>Building Effective Relationships</b></li> <li>✓ <b>Modeling Commitment to Professionalism</b></li> <li>✓ <b>Visionary Leadership</b></li> <li>✓ <b>Leading Learning</b></li> <li>✓ <b>Supporting Effective Governance</b></li> </ul> <p><b>Leading Learning Continuity in a Pandemic</b> Presented by Mary Lynne Campbell (Sturgeon) with co-presenters Dr. Naomi Johnson (CASS) and Adelee Penner (ARPDC)</p> <p>Come and share impactful leadership practices that afforded your school authority the ability to move learning and student achievement forward during the pandemic.</p> <p>Hear from Sturgeon Public Schools on how they attended to teacher efficacy, learner agency and student</p>	<ul style="list-style-type: none"> <li>✓ <b>Building Effective Relationships</b></li> <li>✓ <b>School Authority Operations and Resilience</b></li> </ul> <p><b>Workplace Investigations</b> Presented by Angela Anderson and Team (Edmonton Public Schools)</p> <p>Edmonton Public Schools will share their story of practice through the journey they have had with addressing workplace investigations. Sharing lessons learned amongst colleagues in similar HR roles will be included.</p>	

<p>to help individuals and schools navigate adversity and build psychological resources.</p> <p>As a result of participating in this session, you will have the opportunity to explore high-impact strategies to add to your personal and organizational well-being toolkit.</p>	<p>solely on operations and survival have been the order of the day.</p> <p>As a result of participating in this session, you will have the opportunity to look at a return to normal, where standards, expectations and excellence come back to the fore. This will take time, years perhaps, and we will speak to how that might come about in a practical approach. You will have a tool to expand your thinking on how to move forward as we see light at the end of the COVID-19 tunnel.</p>	<p>schools in understanding the data and the direction of the jurisdiction? A greater sense of unity and direction would occur.</p> <p>As a result of participating in this session, you will learn a story of practice from RVS which includes:</p> <ul style="list-style-type: none"> <li>• how we learned to structure their data to be revealed to classroom teachers, the school, and the jurisdiction.</li> <li>• how we utilized academic data, student efficacy data, jurisdictional learning supports, student attendance, and success of learning goals.</li> </ul>	<p>achievement during the last few months.</p> <p>As a result of participating in this session, you will have the opportunity to learn how to work through a problem of practice (disrupted continuity of learning) and hear an example of how to maintain learning continuity in a crisis - in this case the pandemic.</p>	
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2:15 – 2:30 pm	Wellness Break
2:30- 3:45 (75 minutes)	CASS Leadership Excellence: Alberta Stories of Practice

	Workplace Wellness	System Leadership	Assurance Framework	Continuity of Learning: Online Environments; Curriculum & Assessment	Human Resources
	Building Effective Relationships	 Building Effective Relationships	 Visionary Leadership	 Building Effective Relationships	 Building Effective Relationships
	Leading Learning	 Modeling Commitment to Professionalism	 School Authority Operations and Resilience	 Visionary Leadership	 School Authority Operations and Resilience
	<p><b>Student Mental Health Considerations Upon Re-Entry During the Pandemic</b> Presented by Andrea Holowka (CCSD) and Dr. Kelly Schwartz (UofC)</p> <p>The pandemic presented unique challenges regarding student mental health and well-being.</p>	<p><b>Unpacking Instructional Leadership – Four Leadership Practices That Are Impacting Leaders, Teachers and Students</b> Presented by Kathleen Finnigan, Ryan Ledene and Ryan Sawula (RDCRS)</p>	<p><b>Assurance Dashboard</b> Presented by Thérèse deChamplain-Good and Brian Wynder (EICS)</p> <p>Elk Island Catholic Schools has been a leader in tracking Assurance Data and displaying this transparently for several years.</p>	<p><b>In the Midst of Challenges, Lies Opportunities!</b> Presented by John McDonald, Daniel Danis, Helmut Kaiser, Kevin Deforge (CCSD)</p> <p>Crisis creates opportunity. Through the challenges of COVID-19, members of the Calgary Catholic Learning</p>	<p><b>The Art and Science of Collective Bargaining</b> Presented by Colin Fetter (Partner – Brownlee Barristers and Solicitors)</p> <p>This session will be a practical, real world, step by step walk through of key approaches and strategies for school authorities to use in collective bargaining with their union employee groups from beginning to end.</p>

<p>In this session, the Calgary Catholic School District's re-entry mental health plan that involved collaboration with other school authorities, community partners and post-secondary institutions will be explored. Additionally, Dr. Kelly Schwartz from the University of Calgary will highlight findings from a study that surveyed students from the four metro school jurisdictions in Alberta. Information regarding the mental health of students in response to the pandemic and implications for school authority leaders will be provided.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• learn about the strategies, resources, and supports provided by the Calgary Catholic School District with respect to supporting student mental health during the pandemic.</li> <li>• gain an understanding of the findings of the University of Calgary's research regarding student mental health upon re-entry and what to consider in supporting the wellness of students during this time.</li> </ul>	<p>Red Deer Catholic embarked on a journey to unpack the massive concept of instructional leadership into four specific areas: setting the direction, instructional walk throughs, leading learning, and collective leadership.</p> <p>Through research and action, these four instructional leadership practices are impacting leadership, quality of teaching, student learning and well being in the school division.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• understand how a school division focused, planned, and implemented the four leadership practices within the past two years.</li> <li>• witness how they engaged in a change process to support leaders and teachers with the goal of supporting student learning and well being.</li> </ul>	<p>Recently, EICS has rebuilt their assurance dashboard using Google Data Studio. Come learn how you can develop your own Division Assurance Dashboard, which could be rapidly copied with a set of sample data, customized by people with only moderate technical ability (no programming required!) to meet the needs of your own division, populated from the Alberta Education, provided APORI data, and expanded to include custom data sets based upon your division's own measures and priorities.</p> <p>Join us to explore the Assurance Dashboard and the developed supporting documentation and walk away with a plan to start your own dashboard suitable for internal or external consumption.</p> <p>As a result of participating in this session, you will have the opportunity to learn from a school authority's example and replicate a dashboard for your own context.</p>	<p>Services Team will speak to the successes and challenges they have experienced in the creation of St. Isidore, a stand-alone online school for grades 1-9 that serves over 5500 students.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• hear a story of practice (both successes and challenges) based on SLQS competencies.</li> <li>• reflect on your own context and apply learnings for continuous improvements</li> </ul>	<p>With proper preparation and a unique but effective approach to collective bargaining, most employers can save bargaining time and get a better deal while at the same time strengthening, not eroding, their important relationships with their employees and their bargaining agent.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• acquire confidence in approaching collective bargaining.</li> <li>• have a plan from beginning to end prior to starting face to face bargaining.</li> <li>• save time by focusing on the real issues rather than the posturing ones.</li> <li>• understand and use approaches, forms and formats for your bargaining proposals that will save time and easily organize and keep track of bargaining progress and outcomes.</li> </ul>
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Friday, March 19, 2021

8:10 am	Zoom Room Opens – Name that Place Continues...
8:30 am	Welcome and CASS Updates - CASS Executive Director David Keohane Acknowledgement of the Land
8:40 – 9:10 am (30 minutes)	<p><b>Mini Keynote: It's Always the Right Time to Learn About Human Rights with Alberta Human Rights Commissioner Michael Gottheil</b></p> <p><b>Leading Learning</b></p> <p>Education and Human Rights – like two peas in a pod. Human rights are said to be inalienable and universal. Yet, for principles that are supposedly so natural, they don't necessarily come naturally, or are naturally understood. Why is that? Why is it that these “fundamental” values are so often debated and contested? And never more than at this present moment.</p> <p>What we can say is that teaching about human rights has always been central to school authorities and curriculum, whether to teach civic responsibility, promote respect (and self-respect), and to power young people to become confident engaged social agents. The challenging question is not so much whether, but how current events and movements such as Indigenous reconciliation, Black Lives Matters, #MeToo and accessibility for persons with disabilities require us to modify how we teach human rights.</p> <p>As system leaders, what do we need to learn ourselves, and to exemplify in our own actions, to ensure human rights continue to have meaning and to guide us through these strange and challenging times?</p>

9:10 – 9:30 am Wellness Break

9:30 – 10:45 (75 minutes) CASS Leadership Excellence: Alberta Stories of Practice

WELLNESS	Workplace Wellness	System Leadership	Assurance Framework	Continuity of Learning: Online Environments; Curriculum & Assessment	Human Resources
	<ul style="list-style-type: none"> <li>Building Effective Relationship</li> <li>Modeling Commitment to Prof</li> <li>Leading Learning</li> </ul>	<ul style="list-style-type: none"> <li>Leading Learning</li> <li>School Authority Operations and</li> </ul>	<ul style="list-style-type: none"> <li>Ensuring First Nations, Métis and Inuit Student Success Tool Kit</li> </ul>	<ul style="list-style-type: none"> <li>Building Effective Relationship</li> <li>Visionary Leadership</li> <li>Supporting Effective Governan</li> </ul>	<ul style="list-style-type: none"> <li>Building Effective Relationship</li> <li>Modeling Commitment to Prof</li> <li>Visionary Leadership</li> <li>Leading Learning</li> </ul>
	<p><b>The CASS Workplace Wellness Playbook</b> Presented by Community of Practice (CoP) Chairs Adelee Penner (ERLC), Krystal Abrahamowicz (CRC), Heather Putio (Peace Wapiti Public School Division), Robbie Charlebois (Horizon School Division) and Cynthia Glaicar</p>	<p><b>Standard of Practices and Leadership Development in French Immersion and Bilingual Programs</b> Presented by Martin Poirier (CBE)</p> <p>This session will be an opportunity to learn about and explore components of a robust French Immersion and Bilingual programs Standard of</p>	<p><b>First Nations, Métis and Inuit Student Success Tool Kit</b> Presented by Chris Corley</p> <p>The focus of this session is to share the development of the draft First Nations, Métis and Inuit Student Success Tool Kit and gather feedback from participants.</p> <p>The overall purpose of the Tool Kit is to support school</p>	<p><b>Community Engagement: What you've brought, what you've got, where to go...</b> Presented by Tannis Topolnisky and Kim Kolenc Certified Public Participation Professional</p> <p>Here's what we are noticing... There are increasing expectations from the public,</p>	<p><b>Current Practices in Online Assessment</b> Presented by Dr. Reagan Weeks (Prairie Rose)</p> <p>Is virtual assessment different from face-to-face? Or does quality assessment practice span models for interaction.</p>
					<p><b>Alberta Human Rights: Employment and Labor Relations</b></p> <p>Dig deeper with Mr. Michael Gottheil, Chief of Commission and Tribunals, Alberta Human Rights Commission. In this “Fireside Chat”, David Keohane will interview Chief Gottheil, and will explore the procedures followed at the Commission</p>

<p>(Foothills School Division) and Brian Andjelic, Jim McLellan</p> <p>Since the 2020 CASS fall conference and at the urging of CASS members, the CASS Workplace Wellness CoP has been working diligently to co-author a resource to support the CASS Workplace Wellness Guide to Planning and Implementation (The Guide).</p> <p>The intent of the playbook is to assist school authorities in their workplace wellness planning with additional evidence-based practices and resources.</p> <p>As a result of attending this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• learn about workplace wellness practices and resources that research and your colleagues suggest have impact.</li> <li>• share practices you have experienced within your school authority that have value.</li> <li>• consider how these practices and resources are connected to the 5 workplace wellness conditions as described in the CASS Workplace</li> </ul>	<p>Practices. It will also look at the establishment of a long-term strategy for the development of language education. System leaders will engage in discussion and brainstorming activities about how we can best develop school leaders for language programs.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• develop an understanding of the process that was used to develop a standard of practice for Languages at the Calgary Board of Education and discuss how it could be adapted to your jurisdiction.</li> <li>• collaboratively explore how to develop a long-term strategy for the development of language programs.</li> <li>• leave with a toolbox of ideas to develop leaders for language programs.</li> </ul>	<p>authorities in developing new approaches to fostering, measuring and reporting on First Nations, Métis and Inuit student success. The document is designed to support and complement the assurance framework and reporting material found in the Alberta Funding Manual.</p> <p>We will engage the participants in conversation to explore the draft Tool Kit concept and discuss how school authorities can support the success of First Nations, Métis and Inuit students.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• learn about the planned components of the draft First Nations, Métis and Inuit Student Success Tool Kit</li> <li>• learn from your colleagues about practices and strategies that have been successful in supporting the success of First Nations, Métis and Inuit students</li> <li>• consider how the Tool Kit may be suitable for your own context and needs.</li> </ul>	<p>communities and stakeholders to not only be informed but involved in key decision making and choices of organizations. During the session we will explore together:</p> <p>What you've brought: What you already know and what you've experienced - none of us are starting from a blank slate - let's pull together this collective wisdom.</p> <p>What you've got: what is the knowledge, skills, tools and resources that's needed to undertake community engagement in a meaningful way.</p> <p>Where to go: what's the state of your organization, what's needed to support, lead, guide and nurture a culture of engagement.</p> <p>As a result of participating in this session, you will have the opportunity to:</p> <ul style="list-style-type: none"> <li>• have a common understanding of what public engagement is (and isn't) and when to use it</li> <li>• understand emerging trends, changes and new</li> </ul>	<p>Come and hear how Prairie Rose School division created conditions for making thinking and learning visible during the pandemic.</p> <p>As a result of participating in this session, you will have the opportunity to learn how Prairie Rose School division created conditions for making thinking and learning visible during the pandemic.</p>	<p>and Alberta's Human Rights Tribunal. Topics will include the proactive steps that can prevent complaints, as well as best approaches when a complaint is received. The discussion will also cover new and emerging issues such as inherent and unconscious bias, systemic discrimination and embracing a truly diverse and inclusive environment.</p> <p><a href="#">Alberta Human Rights Commission</a></p> <p><a href="#">Alberta Human Rights Act</a></p>
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Wellness Guide to Planning and Implementation. <a href="https://cassalberta.ca/resources/wellness/">https://cassalberta.ca/resources/wellness/</a>			expectations for public engagement <ul style="list-style-type: none"> <li>• learn tools needed for effective and meaningful engagement practices</li> <li>• hear insights in building and maintaining trust in a way that comes across your organization</li> <li>• explore elements that contribute to a positive culture of engagement</li> </ul>		
<b>10:45 – 11:00 am Wellness Break</b>					
<b>11:00 – 12:30 am CASS Annual General Meeting (90 minutes)</b>					

**Speaker Bios in order of Last Name:**

**Mary Lynne Campbell** is a visionary and astute leader with successful experience in leadership roles including Chief Executive /Chief Education Officer serving Public Education in two provinces. Mary Lynne has demonstrated skills in strategic / Capital and emergency response planning, community development, Government stakeholder relations and governance. She uses a Distributed Decision Making model to review, develop and implement public policy that positively impact the delivery of educational and community programs. Mary Lynne is an innovative leader committed to strong working relationships which support equitable learning opportunities for all children. Mary Lynne is currently serving as the Superintendent of Schools / CEO for the Sturgeon Public School Division.

**Chris Corley** is the Acting Manager, First Nations, Métis and Inuit Education Directorate with Alberta Education.

**Daniel Danis** is an Area Director in the Department of Learning Services for the Calgary Catholic School District. His responsibilities include overseeing and providing operational support to St. Isidore as well as 21 other schools in the South West quadrant of Calgary for schools from K-12.

Currently serving as Assistant Superintendent, Educational Excellence, Elk Island Catholic Schools, **Thérèse deChamplain-Good** takes pride in serving for the benefit of student learning. During her 32 years, primarily in Catholic education, Thérèse has taught at all grade levels. In 2000, she took her first vice-principal role which progressed to leadership at all levels of the system; Administrator, Consultant, Director, Senior Manager, Alberta Education and Executive Director, Edmonton Regional Learning Consortium. A native of Legal, Alberta, Thérèse holds a Bachelor of Education in Secondary Education in French Immersion Schools and a Masters of Education in Educational Studies in Leadership, both from the University of Alberta. Currently, Thérèse is responsible for system assurance, curriculum, assessment and instruction, leadership and teacher formation.

**Kevin DeForge** is a Supervisor of Learning Services in the Calgary Catholic School District. His primary responsibilities include overseeing STEAM and International Languages in the district.

**Colin Fetter** has extensive experience and specialization in the representation of Municipal and School Division clients, and in these areas, his practice and experience also extends to a wide array of issues affecting these unique institutional clients such as governance, risk management, and other issues arising from legislation such as the School Act and Municipal Government Act. Colin Fetter was drawn to



the legal profession by his love of advocacy. Now as a Partner at Brownlee, and the Leader of the firm's Employment and Labour Practice Group, Colin relishes and takes pride in tackling employers' often complex and highly inflammatory employee problems, often providing solutions and practical advice during the first phone call.

**Dana Fulwiler** is an Alberta-based educator, consultant, and facilitator. She earned her Master of Applied Positive Psychology (MAPP) from the University of Pennsylvania, where she learned from leading well-being researchers and the field's founder, Dr. Martin Seligman. Her teaching and professional experiences over the past 15 years span public education, non-profit, and post-secondary, including current roles as Assistant Instructor in UPenn's MAPP program and BEd Sessional Instructor at the University of Calgary. Dana has written for the EdCan Network, is a featured guest on the Podclass podcast, and has facilitated well-being workshops for the CASS Start Right program, Ever Active's Shaping the Future Conferences, and for schools locally and internationally.

**Michael Gottheil** is the Chief of Commission and Tribunals of the Alberta Human Rights Commission, a role he assumed in August 2018. Mr. Gottheil brings many years of leadership experience in the Administrative Justice sector, having previously served as Chair of the Human Rights Tribunal of Ontario and Executive Chair of both the Environment and Land Tribunals Ontario and the Social Justice Tribunals Ontario.

Since commencing in his role at the Commission, Mr. Gottheil has focused on improving meaningful access to human rights enforcement in Alberta, by reducing the historic delays and backlogs in complaint resolutions. At the same time, he is driving the Commission to be more proactive, build capacity to address systemic discrimination, and to be a key partner in a diverse, inclusive and just Alberta. Mr. Gottheil has written and presented widely on justice reform, including the importance of tribunal independence, and recruitment practices that value substantive knowledge, diversity and cultural awareness. He has driven collaborative initiatives which understand the critical role community organizations play in making justice accessible and meaningful for those who need it most.

As a person with a disability, Mr. Gottheil has always been open to sharing his experiences, and to be inquisitive about other's differences, challenges and insights. He is a firm believer that by listening and hearing diverse perspectives, we all grow stronger, individually and as a community.

**Andrea Holowka** is the Superintendent of Learning Services with the Calgary Catholic School District. Her role involves leading all diverse learning supports within the district, supervising school operations and managing human resources. Andrea sits on many external committees within the city and province. Her previous roles during her 25 years with the Calgary Catholic School District include instructional supervisor, school-based administration and classroom teacher.

**Helmut Kaiser** is a Director in the Department Learning Services with the Calgary Catholic School District. His responsibilities include overseeing the Department of Teaching and Learning and acting as the primary school-district liaison with Alberta Education for Assessment and Curriculum development.

**Kim Kolenc** has over 10 years working in the field of engagement and has developed a passion for designing and facilitating conversations that matter and creating engagement experiences where participants feel valued, relationships are built, and initiatives and projects move forward. You will find her in both large and small-scale projects, bringing experience facilitating community forums in large urban centers or walking pipelines with Elders in the remote wilderness. Over the last number of years, she worked with clients to provide advice and strategy development for high-stakes and emotionally charged conversation and situations. It is her great pleasure to work with public organization, governments and private companies across Canada as well as internationally and have worked with clients in multiple sectors including energy, healthcare, education, land use planning among others.

**John McDonald** is one of three Superintendents in the Department of Learning Services for the Calgary Catholic School District. His portfolio includes overseeing the Department of Teaching and Learning, South Area and Chestermere schools as well as the District Threat Assessment Team for the district.

**Martin Poirier** is the Education Director for Language programs at the Calgary Board of Education. He can tie a bow tie without looking in a mirror.

**Dr. Kelly Dean Schwartz** is Associate Professor, School and Applied Child Psychology, in the Werklund School of Education, University of Calgary. As a registered psychologist, Dr. Schwartz has been engaged in the study of children, youth, and their families for over 25 years, most notably focusing on the development assets and family strengths contributing to healthy development and thriving. As Director of the Social Development Research Team (SDRT), his lab has received provincial and national grants to study child and youth engagement with social media and technology, international positive youth development, student mental health, and resiliency in first responder and military families. As a member of the Alberta Children's Hospital Research Institute, the Mathison Centre for Mental Health Research and Education, and the Owerko Centre, Dr. Schwartz also serves on numerous community, provincial, and national boards, advisory committees, and national institutes focused on research and training that informs evidence-based psychological services (prevention and intervention) for children, youth, and families.

**David Smith** has been in education for 24 years. He has been an administrator for 14 years and is currently working as the Divisional Principal of Technology at Rocky View Schools where he assists and schools in educational technology, administration decision-making and jurisdictional technology to advance education.

**Tannis Topolnisky** is a Certified Public Participation Professional (CP3), a licensed trainer of the International Association of Public Participation (IAP2) Foundations training program and has 18 years of experience in the field. As owner of Topent, she combines her passions of engagement, facilitation and capacity building. Bringing people together to make a difference in the individual, the organization, their relationships and beyond into programs, policies and decision-making is what she has dedicated her career to. She has experience in a wide diversity of projects where impacts on health, livelihood, relationships, well-being and community are most common. She has worked on projects and for organizations that have won both IAP2 Canada and IAP2 International's Core Values Awards for Project of the Year and Organization of the Year. When not doing this work, she can be found at the hockey rink and soccer pitches cheering on her two kids, spending time outdoors, running, reading, learning and enjoying chocolate (not in this order).

**Dr. Reagan Weeks** is the Deputy Superintendent Prairie Rose School Division which serves students in South East Alberta. She is a former school principal, vice-principal, and classroom teacher who is fortunate to work alongside colleagues designing exceptional learning experiences. She earned her doctorate from Johns Hopkins University studying community and education partnerships. Other post-secondary education includes a Bachelor of Education and a Master of Business Administration.

**Dr. Greg Wells** Health and Performance Expert | Physiologist | Bestselling Author

In high performance business situations, the human mind and body have to work together for ultimate results. Dr. Greg Wells is a health and high performance expert who, as a scientist and physiologist, has dedicated his career to making the science of human limits understandable and actionable. In his informative and engaging keynotes, Wells draws parallels between elite athletes and top executives to help business leaders perform at the highest level, even when under the most extreme circumstances.

For more than 25 years, Wells has worked with some of the highest-performing individuals on the planet, including Olympic and World champions, as well as organizations ranging from General Electric to BMO, Deloitte, KPMG, BMW, Audi, Sysco Foods, YPO, and Air Canada. He is also committed to inspiring children and young adults through his close working relationship with several school boards and independent schools. A veteran endurance athlete himself, Wells has participated in the grueling Nanisivik Marathon 600 miles north of the Arctic Circle; Ironman Canada; and the Tour D'Afrique, an 11,000 km cycling race that is the longest in the world. He is also a travel and expedition adventurer who has journeyed through every imaginable terrain and conditions in more than 50 countries. Wells is the author of four bestselling books: Superbodies, The Ripple Effect, The Focus Effect, and his most recent, Rest, Refocus, Recharge: A Guide for Optimizing Your Life. He also hosted the award-winning Superbodies series, which aired on Olympic broadcasts worldwide in 2010 and 2012. As a speaker, Wells has travelled the world speaking at events such as TEDx and The Titan Summit, and has shared the stage with Robin Sharma, Richard Branson, Steve Wozniak, and Deepak Chopra.

Wells has a PhD in Physiology, served as an Associate Professor of Kinesiology at the University of Toronto, and is currently a senior scientist at the Hospital for Sick Children in Toronto. He is also the CEO and founder of Wells Performance, a global consulting firm committed to achieving the moonshot of helping teams, schools, and businesses become places where people get healthy, perform optimally, and reach their potential. <https://drgregwells.com/>

