



LEADERSHIP TIMES

*The newsletter of the Council on School Administration
of the Alberta Teachers' Association*

November 2009

From the Editor's Laptop

Kerry Coxen

Do you realize that the Internet is now 20 years old? This technology has changed how we live and learn. Think about how much it has changed our lives. When did you last look up a phone number in the phone book or check a movie time in the newspaper? When we are curious about something, we simply Google it. Google has only been around since January 1996. How do I know that? I Googled it.

The Internet has changed the way educators and educational leaders do business. *Leadership Times* is published only twice annually, but CSA now has a website with up-to-date information on the council's activities. If you Google CSA, you get 16,300,000 hits, and our website does not come up in the first few pages. But if you Google Council on School Administration, a link to our website appears. Feel free to explore the website. You should find the information useful. If you have any suggestions to make the website more useful, I would be happy to consider them. Please feel free to contact me at kcoxen@hotmail.com.

President's Message

Garnet Goertzen

The Council on School Administration (CSA) is the collective voice of school-based administrators in Alberta. The CSA executive takes that responsibility seriously. One barrier to success in any organization is insufficient communication. It is the responsibility of everyone involved to ensure that communication is facilitated if the purposes of the organization are going to be met. And this communication must be two-way.

CSA's mandate is to organize meaningful professional development, identify issues of concern and advocate for its members. You

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are the primary target of our PD. When it comes to advocacy, our primary targets are (1) the Alberta Teachers' Association, in the anticipation that the ATA will bring forward priorities and resolutions that recognize the demands on school-based administrators, and (2) Alberta Education, with the hope that policies, regulations, initiatives and priorities are developed in consultation with school-based administrators. We also seek opportunities to liaise with the College of Alberta School Superintendents, Alberta School Boards Association, Alberta School Councils' Association and the postsecondary institutions in Alberta. I am fortunate to sit on Alberta Education's School Leadership Framework committee where representatives from all the above groups have come together to develop recommendations to guide school leader preparation, professional growth, supervision and evaluation, and to support the development of quality school leadership in Alberta. The overall goal of this collaborative initiative is to ensure that all Alberta schools are served by highly qualified educational leaders whose work focuses on the provision of optimum learning opportunities for and the development of all students in the school.

I am heartened that stakeholder representatives around the committee table have a deep understanding of the magnitude of the expectations on school leaders. While there are many supporters of school administrators, when it comes to the competition for scarce resources, this support may diminish in favour of other priorities. The dynamics of decreasing resources is that what is good for school leadership can easily be overlooked when there are so many "important" special interests.

For that reason we must have consensus on what the role of school leadership is in this province, who has the responsibility for the development of school leaders and, more

important, how the administrator's role is defined to our different publics, which include teachers, parents and trustees.

If school administrators do not advocate for their roles today, a lack of capable people and a lack of resources to support current school leadership will continue into tomorrow. If we school administrators do not speak up for the issues that we face, we burn ourselves out, do only an adequate job of the myriad of responsibilities, and compromise our time and energy dealing with emergencies in education rather than with the realities of educational leadership. If instructional leadership is our most important role, our membership needs support, either as a significant increase in administrative time allocations to schools or a reduction of expectations put on school leaders. Our lives need not be a compromise. Although we are generally very pleased with our jobs, it is not a surprise that younger educators are not lining up to fill the openings in administrative positions.

To support you in your role, the CSA executive needs to hear from you. Come to functions hosted by your CSA regional. Share in the dialogues. The CSA executive works to provide those opportunities to connect with you.

CSA plans to host regional meetings in your area on *Leadership for Learning: The Experience of Administrators in Alberta*, an ATA research update that was published in June 2009 and sent to all schools and superintendents last spring. We also hope that at these meetings we can update you on Alberta Education's efforts to support school administrators and deal with the anticipated shortage of qualified school administrators.

CSA has the support of stakeholder groups that understand some of the needs. The CSA needs the participation of school-based administrators to consolidate the message and strengthen our voice.

News from the Regionals

Central Alberta

Dave Khatib

2008/09 was a great year for the Central Alberta Regional (CARCSA). We hosted a great fall presession to Leading and Learning with CARC (Central Alberta Regional Consortia) that featured Thomas Guskey, and we also hosted a Real Learning First (RLF) session with Stephen Murgatroyd in the spring. Looking back, the year was filled with ample professional development opportunities for administrators. We are proud to cosponsor events with the Central Alberta Regional Consortia and bring quality speakers to our region.

Perhaps the most thrilling session of the year was the RLF evening with Stephen Murgatroyd in mid-April. Informative and humorous, Murgatroyd brought a message of caution about the direction education is taking but he also gave the audience glimmers of optimism by outlining positive ways in which we, as a society, could influence the government. All in all it was a thought-provoking evening of crystal balling ideas of where education should and could be going. Given the fiscal realities of this budgetary year, it will be interesting to see and feel the effects of change in our current education system.

I would like to recognize the 2009/10 CARCSA executive and division representatives:

Vice-president: Ian Wilson, Wolf Creek School Division

Secretary: Sonja Dykslag, Wolf Creek School Division

Treasurer: Pat Maschio, Red Deer Catholic Regional Division

Communications: Brent Galloway, Red Deer College

Division representatives: Jeff Anderson, Wild Rose School Division and Clint Saunders, Red Deer Public School District
Thank you to all Central Alberta administrators for supporting our events. We are looking forward to a challenging and exciting year.

Calgary

Lindy Arndt

Things are getting started in Calgary CSA this fall. We continue to work on increasing our membership at both the executive and general membership levels. As well, we continue our quest to increase our membership at both levels with administrators from Calgary Board of Education.

Our focus on personally inviting assistant principals and vice-principals through our Bring a Friend program is having a positive effect. All CBE and Calgary Separate School District (CSSD) administrators are welcome to our meetings.

Please keep watching for Calgary CSA news as we plan our events for the coming months.

Fort McMurray

Valerie Dyck

The Corless/McGillivray/Pruden Memorial Golf Tournament was held on August 26, 2009, at Quarry Ridge Golf Centre. About 25 administrators attended from both boards. The winning team was composed of Kim Jenkins (Catholic board), George McGuigan (Catholic board), Dennis Parsons (public board) and Phil Marr (public board). Their names will be engraved on the trophy. Valerie Dyck gave the blessing before the meal and asked us to remember all local administrators who have passed on from cancer. Prizes from our corporate sponsor were raffled off during a delicious supper at the golf course.

Call for nominations for election of officers took place in June 2009. The executive met on September 24, 2009. The 2009/10 executive is as follows:

President: Valerie Dyck

Secretary: Paul Smith

Treasurer: Jessica Rumer

The executive offered a \$100 cash draw for one CSA member from each board as an initiative to recruit administrators to register CSA as their specialist council on the ATA website. The \$100 is to be used for PD (for example, books or conference registrations).

The deadline for Administrator of the Year nomination package is December 1, 2009.

Valerie was pleased to accept the provincial CSA Distinguished Leader Award on behalf of the recipient, Jeff Clow, at the Western Canadian Educational Administrators' Conference on October 22, 2009. Jeff was not able to accept the award in person. He has agreed to have his name submitted to the Canadian Association of Principals Distinguished Principal of the Year competition.

Greater Edmonton

Jeff Johnson

Greetings from the Greater Edmonton Regional (GERCSA). Planning is well under way by this year's GERCSA executive team for professional learning events for leaders in the Greater Edmonton area for the 2009/10 school year. We continue to work on increasing our membership at both the executive and general membership levels. Your district (Edmonton area) may not currently have a representative on our regional GERCSA executive team. If you would like to volunteer your services, please e-mail GERCSA president Jeff Johnson at learningcommunity@me.com.

Building on the success of last year's leadership dialogue session held at the Faculty Club in Edmonton, we are planning a variety of exciting professional learning

events that will begin in January. Please keep watching for GERCSA CSA news as we roll out our events for the coming months.

I encourage all leaders to take a few moments to become a member of the CSA. To do so, visit www.teachers.ab.ca and click on the link Renew Your Annual Specialist Council Membership for 2009/10. Renewing your membership is easy to do by following the links. First, you must log in. Your username is your `firstname.lastname@teachers.ab.ca`; for example, `john.smith@teachers.ab.ca`. You must also enter your teaching certificate number. Once there, it is a matter of a few clicks of the mouse to renew or sign up for membership. Also, make sure you choose the right region. On the website, look for GERCSA. A convenient pull-down menu will tell you what region you belong to.

I am looking forward to continuing to serve you as president of GERCSA and to grow professionally with you through some well-directed professional development.

Northeast

Morris Holota

Not a lot of PD has transpired in our region since Real Learning First. I trust our members had an enjoyable summer even though it was a bit on the cool side.

In April we bid farewell to a respected leader and colleague with the sudden passing of Doug Yeo, superintendent of St Paul Education Regional Division No 1. Doug is sorely missed. On behalf of our region, I have passed on our condolences to his wife and family.

The quality of professional development is often determined by the amount of cash in the bank. Our PD resources come from the ATA and are based on the size of our membership. Membership in the CSA and all specialist councils expires in August and is not automatically renewed. I call on all regional members to renew their membership in the CSA immediately. Go to www.teachers.ab.ca.

ab.ca and click on the link to join a specialist council. This is easy to do by following the links. First, you must log in. Your username is your firstname.lastname@teachers.ab.ca; for example, john.smith@teachers.ab.ca. You must also enter your teaching certificate number. Once there, it is a matter of a few clicks of the mouse to renew or sign up for membership. Also, make sure you choose the right region. On the website look for Central East or Northeast. (We are in the middle of a name change and this is not uniform yet.) A convenient pull-down menu will tell you what region you belong to. Our finances from the ATA are determined by our membership numbers, so be sure to sign up for the correct region.

I am looking forward to serving you as president of the Northeast region and look forward to growing professionally with you through some well-directed professional development.

Peace Area

Rodney Lee

The major event for the Peace Area Regional is the PARCSA fall conference, held annually in Grande Prairie. PARCSA 2009 “Leadership Challenges of the Future” was held on September 14–15 with 124 members in attendance. Konni deGoeij and Joyce Sherwin presented the ATA workshop on “Teacher Growth, Supervision and Evaluation,” which included the new component on practice review. Monday evening banquet was followed by Ken Valgardson’s “Observations of a Polyester Clad Chalk Dust Encrusted Educator,” which was enthusiastically received by all in attendance.

PARCSA continues to award a \$500 scholarship each year to a deserving education student on behalf of our members.

The AGM on September 15 saw the election of a full executive. We thank our former executive members for their years of

service and heartily welcome a new generation of leaders for PARCSA. The next executive meeting will occur on March 25, 2010, and will focus on planning for PARCSA 2010.

The Peace Area Regional continues to be a strong supporter of the CSA. Communication is always a problem in the north, and we appreciate the efforts of our jurisdiction contacts to ensure that information reaches all current and potential members.

Southeast

Therese Bullin

Greetings from the Southeast Regional Council of School Administrators. We had our first meeting in October and discussed plans for the upcoming year and our upcoming workshop. Everyone was busy settling into a new school year and working hard!

Fall Workshop

The committee hosted an evening dessert workshop on November 19, 2009. Konni deGoeij, the ATA’s associate coordinator of administrator assistance, spoke on the Principal Quality Standard and what it means to administrators. This information session was valuable to new people in leadership positions as well as to those aspiring to leadership positions. We thank Konni for doing this workshop.

Workshop

Our next dessert evening will be in March. We are planning to have a discussion on legal issues for administrators. We have not yet decided on specifics, but we think that this would be a great topic for administrators given how many new issues arise every month.

Preconvention Evening

We hope to have a speaker for Real Learning First, to be held on Thursday, February 18, 2010. We will work with Michael

Podlosky to arrange the speaker. We hope to have cocktails and hors d'oeuvres. This presentation will be in conjunction with our teachers' convention in Medicine Hat. Last year was quite successful; Dr Pasi Sahlberg ignited the crowd with his interesting and informative presentation.

We have had a far better turnout for our informative evenings by offering dessert and coffee. The banquets have not been supported. We have a better attendance with a short, inexpensive evening.

We have mentioned to our members that they can register online for a free membership in the specialist council of their choice. We are looking forward to a great year!

Southwest

David Fender

Here is an update of the SWCSA activities planned for the 2009/10 school year.

On the evening of November 30, SWCSA will host a dinner meeting with Dr Jim Parsons at the Sandman Hotel in Lethbridge. Up to 50 school administrators will be

present to hear Dr Parsons share the initial findings of a research project on the role of instructional leadership in building capacity of school administrators. Sponsored by the Alberta Teachers' Association, this important study will illustrate how the Principal Quality Practice Guidelines present an opportunity for school administrators to support quality instruction and assessment practices that promote real learning in Alberta classrooms.

We are coordinating another dinner evening with Dr Dennis Shirley on February 23. Dr Shirley coauthored *The Fourth Way: The Inspiring Future for Educational Change* with Dr Andy Hargreaves. School administrators, superintendents and school board members should attend.

Throughout the year SWCSA will work closely with the Southwest provincial executive council to promote Real Learning First. One idea that came from our September 14 meeting is the sharing of Real Learning First podcasts with district administrators and teachers. By working closely with the district representative, we hope to enhance stakeholders' awareness of Real Learning First.

Julius Buski Leadership Grant

The Julius Buski Leadership Grant recognizes projects and practices that have contributed to the enhancement of teaching and learning. An individual teacher or a group of teachers may be nominated for this grant. Nominated initiatives must have been in place for a minimum of one calendar year and must show evidence that teaching and learning have benefited.

The Julius Buski Leadership Grant will be awarded annually, unless there is no suitable applicant. The school that receives this grant will receive a \$500 grant to support its initiative and will be formally recognized during the Western Canada Educational Administrators' Conference (WCEAC).

Applications must include the names and signatures of the school's principal or assistant principal(s) and one teacher on staff who has worked directly with or has knowledge of the project. Application forms are available from any member of the provincial executive; a copy of the form is included with this newsletter. The deadline for applications is March 1, 2010.

Criteria

- Applicants are required to
- be current members of the ATA. The principal or assistant principal(s) must be current member(s) of the CSA;
 - provide a one-page write-up describing the school and the project and/or practice, including specific examples of how teaching and learning have been enhanced because of the project. Dates when the project and/or practice was implemented and reasons for implementation should also be included;
 - be available for a brief interview (in person or by telephone), during which a member of the selection committee will ask questions about the innovation. An interview schedule will be developed; and
 - be willing to make a one-hour presentation on the initiative to colleagues at the WCEAC following the awarding of the grant. Any reasonable costs associated with this presentation (including transportation to and from the conference and one night's hotel accommodation if necessary) will be covered by the WCEAC program planning committee.

Conferences

There are plenty of opportunities to attend conferences in the new year.

You will not want to miss the Banff Leadership Seminar, which takes place in beautiful Banff, Alberta, on March 17–19, 2010. Watch the CSA website for further details.

Another conference that has a national flavour is the Canadian Association of Principals (CAP) 2010. This conference will take place in Regina, Saskatchewan, on April 22–24, 2010. Check the CSA website for further details.

Thinking a little further ahead, we will have the opportunity to attend the International Conference of Principals convention, which will be held in Canada for the first time ever. It will take place in Toronto in August 2011. Check the CSA website for further details.

CSA Memberships Do Not Renew Automatically

Alberta teachers are now entitled to a complimentary membership in one specialist council. This began two years ago and many of us took advantage of the opportunity to join CSA. This year, our membership list is dramatically smaller; we believe that many of you thought that the membership renewal was automatic. Not so—at this time the renewal needs to be done manually. All of us need to log on to TNET and renew our membership. Instructions can be found at the following URL: <http://csa.teachers.ab.ca/Joining%20the%20Council/Pages/Types%20of%20Membership.aspx>.

When doing your renewal, please be sure to indicate which regional you belong to. To help you, a list of which jurisdictions belong to which locals is included.

Please pass this message on to your colleagues who may not have had the opportunity to renew their membership.

Jurisdictions Within CSA Regionals

Calgary Regional

Calgary Roman Catholic Separate School District No 1
Calgary School District No 19
Greater Southern Public Francophone Education Region No 4
Greater Southern Separate Catholic Francophone Education Region No 4

Greater Calgary Regional

Canadian Rockies Regional Division No 12
Christ the Redeemer Catholic Separate Regional Division No 3
Foothills School Division No 38
Golden Hills School Division No 75
Prairie Land Regional Division No 25
Rocky View School Division No 41

Central Alberta

Chinook's Edge School Division No 73
Clearview School Division No 71
Red Deer Catholic Regional Division No 39
Red Deer School District No 104
Wild Rose School Division No 66
Wolf Creek School Division No 72

North East

Aspen View Regional Division No 19
Buffalo Trail Public Schools Regional Division No 28
East Central Alberta Catholic Separate Schools Regional Division No 16
East Central Francophone Education Region No 3
Lakeland Roman Catholic Separate School District No 150
Northern Lights School Division No 69
St Paul Education Regional Division No 1

Greater Edmonton

Battle River Regional Division No 31
Black Gold Regional Division No 18
Edmonton Catholic Separate School District No 7
Edmonton School District No 7
Elk Island Catholic Separate Regional Division No 1
Elk Island Public Schools Regional Division No 14
Evergreen Catholic Separate Regional Division No 2
Grande Yellowhead Regional Division No 35

Greater North Central Francophone Education Region No 2
Greater St Albert Catholic Regional Division No 29
High Prairie School Division No 48
Living Waters Catholic Regional Division No 42
Northern Gateway Regional Division No 10
Parkland School Division No 70
Pembina Hills Regional Division No 7
St Albert Protestant Separate School District No 6
St Thomas Aquinas Roman Catholic Separate Regional Division No 38
Sturgeon School Division No 24
Wetaskiwin Regional Division No 11

Fort McMurray

Fort McMurray Public School District No 2833
Fort McMurray Roman Catholic Separate School District No 32

Peace Area

Fort Vermilion School Division No 52
Grande Prairie Roman Catholic Separate School District No 28
Grande Prairie School District No 2357
Holy Family Catholic Regional Division No 37
Northland School Division No 61
Northwest Francophone Education Region No 1
Peace River School Division No 10
Peace Wapiti School Division No 33

South East

Grasslands Regional Division No 6
Medicine Hat Catholic Separate Regional Division No 20
Medicine Hat School District No 76
Prairie Rose School Division No 8

South West

Holy Spirit Roman Catholic Separate Regional Division No 4
Horizon School Division No 67
Lethbridge School District No 51
Livingstone Range School Division No 68
Palliser Regional Division No 26
Westwind School Division No 74

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Personal information regarding any person named in this document is for the sole purpose of professional consultation between members of the ATA.

Application for the Dr Julius S Buski Leadership Grant

**Sponsored by the Council on School Administration of the
Alberta Teachers' Association**

Please PRINT or TYPE the following information:

Part 1:

School Name: _____

School Mailing Address: _____

School Phone Number: _____

School Board, District or Jurisdiction: _____

Principal's Name: _____

Part 2:

Attach a one-page description of the school, the project and/or practice, and specific examples of how teaching and learning have been enhanced because of the project. Date when the project and/or practice was implemented and reasons for implementation should also be included. (Applications submitted without this description will not be considered.)

Part 3:

I am a current member of the Alberta Teachers' Association.

Signature of teacher who has worked directly with the project

I am a current member of the Council on School Administration.

Signature of principal/assistant principal(s)

Deadline for application: Postmarked no later than March 1, 2010.
Send completed forms to the CSA president-elect/past president
at the Alberta Teachers' Association, 11010 142 Street NW, Edmonton, AB T5N 2R1.

Distinguished Leadership Award Nomination Form

Council on School Administration of the Alberta Teachers' Association

Information to Support the Nomination of

Last Name

First Name

Middle Name

Principal/Vice-Principal for Recognition

Name of School and District: _____

School Street Address: _____

City/Town: _____

Postal Code: _____ E-mail: _____

Telephone: _____ Fax: _____

School Information: Grades: _____ Enrolment: _____

Home Street Address: _____

City/Town: _____

Postal Code: _____ E-mail: _____

Telephone: _____ Fax: _____

CSA Regional nominating this candidate: _____

This principal/vice-principal is a current member of CSA:

Yes No

Name and contact information for person(s) completing this form:

Deadline for nominations is April 15, 2010.

Mail to CSA secretary at the Alberta Teachers' Association,
11010 142 Street NW, Edmonton, AB T5N 2R1.

I. Awards and Distinctions

(recognizing services to students and/or teachers)

II. Experiences in the Field of Education

(school-based activities that have benefited students and teachers)

III. Professional Growth

(indicators of the candidate's desire to keep abreast of current knowledge and trends in education, participate in research, publish articles, conduct workshops and so on.)

IV. Profile of Community Service

V. Philosophy of Student Learning:

A Statement by the Nominee

(maximum 300 words)