



uLead is one of the world's premier events for school leaders
Join us in Alberta, Canada April 24-27, 2016



"BUILDING NEW NARRATIVES FOR EDUCATION IN OUR CENTURY"

Conference Information: tinyurl.com/ulead2016

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#uLead16

ULead 2016 Banff, Alberta

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Kerry Desjardins, and
BJMercier

April 24 - 27, 2016

Renewal 3: Leadership for Learning Excellence

Our Goals

- to transform school culture to improve student achievement and well-being
- to ensure the ongoing provision of exemplary service to schools from central office support staff
- to ensure continued exemplary system leadership through strategic leadership development and succession planning initiatives

Our Priorities

- create Catholic communities of faith at Board, school and classroom levels
- create cultural conditions for change, growth and relationship building
- value the voice of teachers and others, including students in the education process
- establish a shared understanding of and commitment to organizational vision
- strive for reciprocal and respectful communication
- establish, promote and support a culture of professional learning



SpeakingWithSpirit.com

ULead supports the development of the following Leadership Quality Competencies:

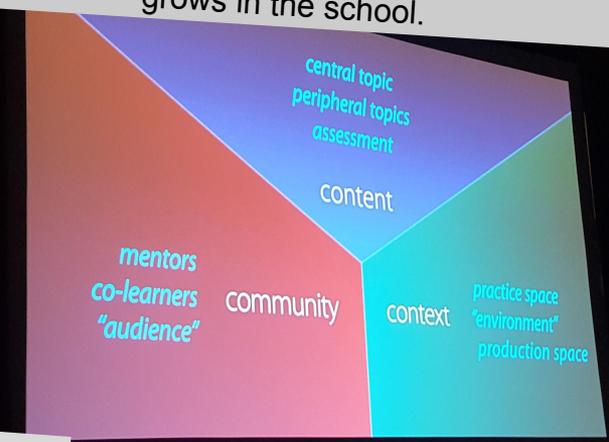
- Fostering Effective Leadership
- Embodying Visionary Leadership
- Leading a Learning Community
- Providing Instructional Leadership
- Developing and Facilitating Leadership
- Managing School Operations and Resources
- Understanding and Responding to the Larger Societal Context



Successful ecosystems...

- durable community**
failure is survivable, participants are self-(re)composing & self-feeding
 - diverse many kinds of participants & activities
 - relational participants are deeply connected
- symmetrical context**
locally situated & appropriate, yet still in relationship to other contexts
 - balanced access generates participation
 - torsional competition drives advancement
- controlled content**
resources are limited, so not all choices are (or should be) pursued
 - dynamic changing elements drive response
 - sustainable production exceeds consumption

Part of the job of a leader is to find out what grows in the school.

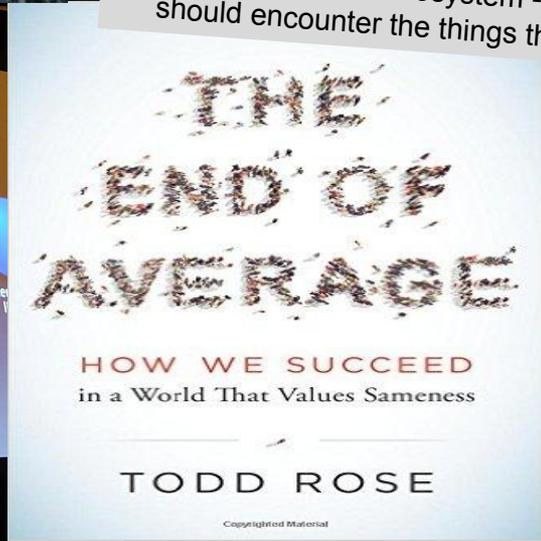


The brain wants an ecosystem - school is where you should encounter the things that challenge you.

Todd Rose

- textual literacy
- numerical literacy
- rhetorical literacy
- visual literacy
- emotional literacy
- inter...

If we are building an M&M curriculum based on averages then we are building a curriculum for no one.



Maria Montessori

“Education should no longer be mostly imparting knowledge, but must take a new path, seeking the release of human potentials.”

Education is not about gatekeeping and control, but rather engagement and experience



Celebrating our Faith St. Mary's



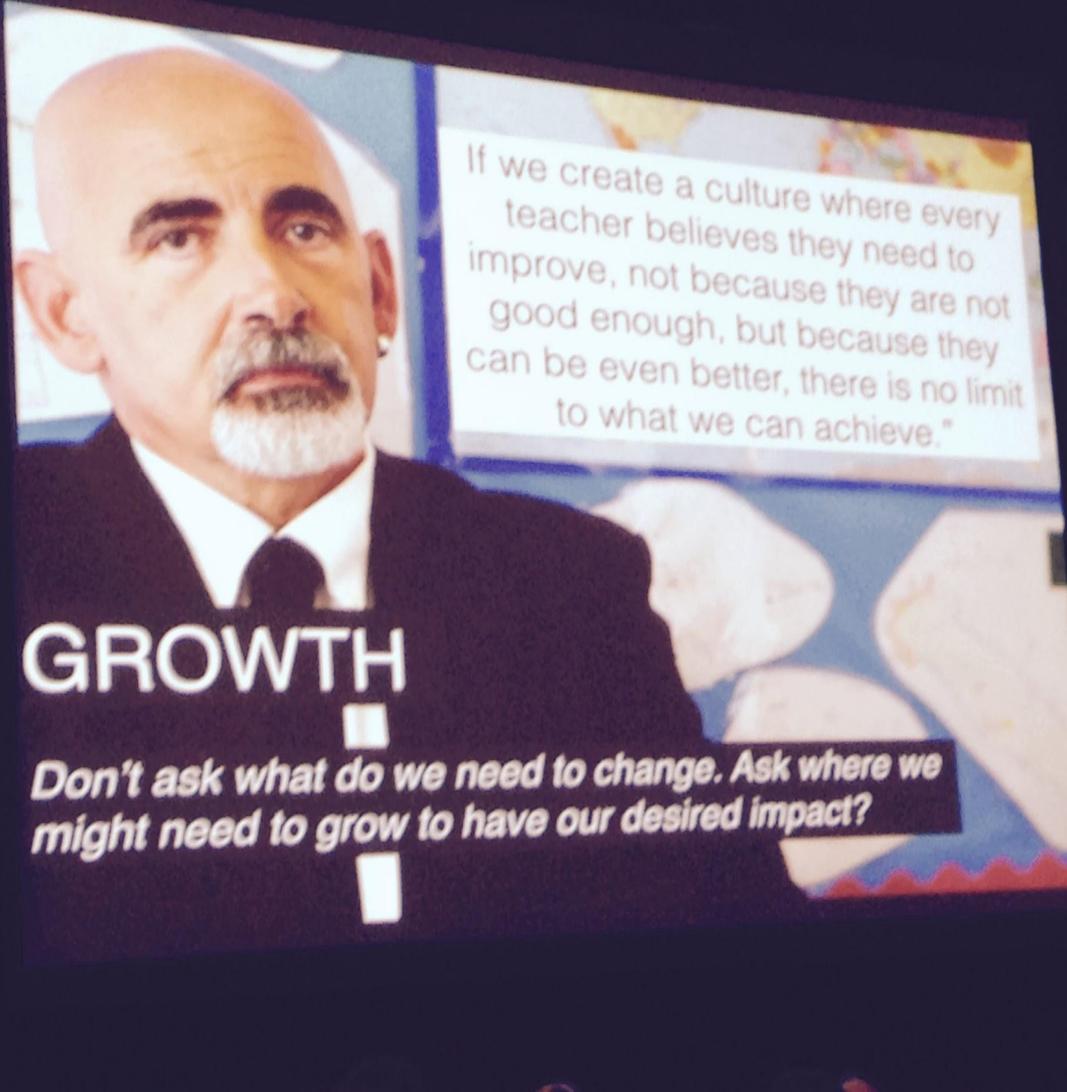
We were blessed to hear the
High School choir from
Sherwood Park sing at mass!



EDUCATORS DO NOT
NEED ANOTHER WHAT
BUT A **BETTER HOW**

Simon Breakspear - Agile Leadership

We learn by doing .
~ Start small, learn fast, fail well ~

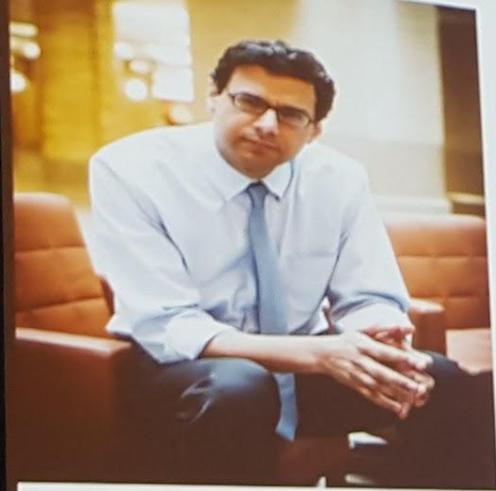


If we create a culture where every teacher believes they need to improve, not because they are not good enough, but because they can be even better, there is no limit to what we can achieve."

GROWTH

Don't ask what do we need to change. Ask where we might need to grow to have our desired impact?

- The dance of continuity and change - what needs to change and what needs to stay the same?
- **We need to embrace change, adapt to the future and drive continuously better learning**
- The most important work deserves the focus until there is impact
- **We need to grow expertise by deepening adult learning - important, complex focus needs intentional attention - we need to move student learning forward, "block out the noise"**
- The greatest impact is leading teacher learning & development
- We need to establish trusting relationships and share practices
- **We need to give ourselves permission to do LESS better!**



“Better is possible. It does not take genius. It takes diligence. It takes moral clarity. It takes ingenuity. And above all, it takes a willingness to try.”

— Atul Gawande, *Complications: A Surgeon's Notes on an Imperfect Science*

BETTER ALL THE TIME

Define a problem worth solving, to gain your desired impact - as a team what is really getting in the way?

It takes time to make sustained change in education!

How do we as educators -teachers, principals, system move from being the subjects of change to the agents of change?

We need to focus on the well being of our students and staff!

OUR GOAL

THE CAPACITY FOR
GROWTH IN US
AND OUR STUDENTS SO
THAT THEY CAN,
IF THEY CHOOSE,
CHANGE THE WORLD...



75

An engaged
parent/teacher begins
with a belief
each student is unique,
each the one and only
who will ever trod the earth,
each worthy of reverence.

77

Leadership and Social Justice

The message to children
and youth is clear:

*You are a valuable
and valued person here;
without you this entire enterprise
would flounder and fail.*

79

At Our School:

*We are a work in progress,
EMERGENCE...
on a daily basis, to bring about
TRANSFORMATION.*

Leadership in our students is what will change the world...their world.



Leadership

“Leadership is the ability to get people to do what you want, making them think it is what they want”

Sir Winston Churchill

All it takes is one who see you as a leader and you see them as an equal - then you have a movement.

Leadership Questions

- How do leaders engage these new groups of employees that are significantly more adaptable, connected and mobile than any other group they have seen in the past?
- How can we create work environments that maintain high levels of growth, engagement and productivity?

The 'what' of learning is determined by provincial expectations. The 'how' is dictated by the ones in our classrooms.

Carol Campbell



If you want to change teaching think about policy and practice. You have to take a step back to see the big picture.

- Which students...
 - Which schools, teachers and leaders...
 - Which parents and communities...
- ...require what specific supports and targeted resources...?

Leadership is the exercise of influence. You have influence - how are you going to use it?

Education is THE Knowledge Profession

Professional knowledge, evidence & experiences

Informed professional judgement and practices for leading and teaching and for student engagement, well-being, equity and achievement

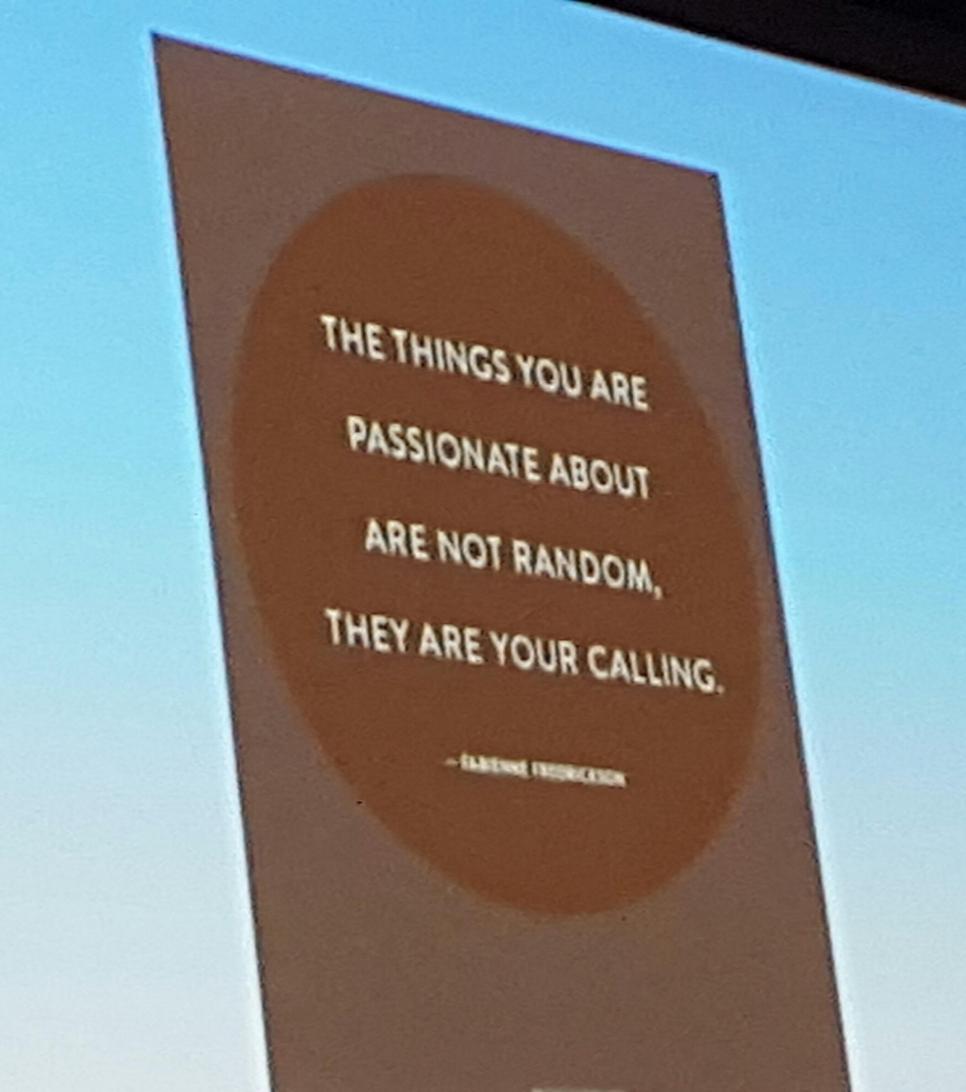
External evidence & expertise

The 5 P's of Leading with Evidence for Educational Improvement:

1. Persuasion
2. Precision
3. Professional
4. Partnerships
5. Perseverance

"There is no elevator to success.
You have to take the stairs."

"Be stubborn about your goals and
flexible about your methods."

A photograph of a brown sign with a circular graphic. The sign is mounted on a light blue wall. The text on the sign is white and reads: "THE THINGS YOU ARE PASSIONATE ABOUT ARE NOT RANDOM, THEY ARE YOUR CALLING." Below the main text, in smaller font, is the attribution: "— FABRIZIO FERRICIONI".

THE THINGS YOU ARE
PASSIONATE ABOUT
ARE NOT RANDOM,
THEY ARE YOUR CALLING.

— FABRIZIO FERRICIONI



Why a strengths based approach?

Character Strengths – What are your top 5? Discover, Cultivate, Build

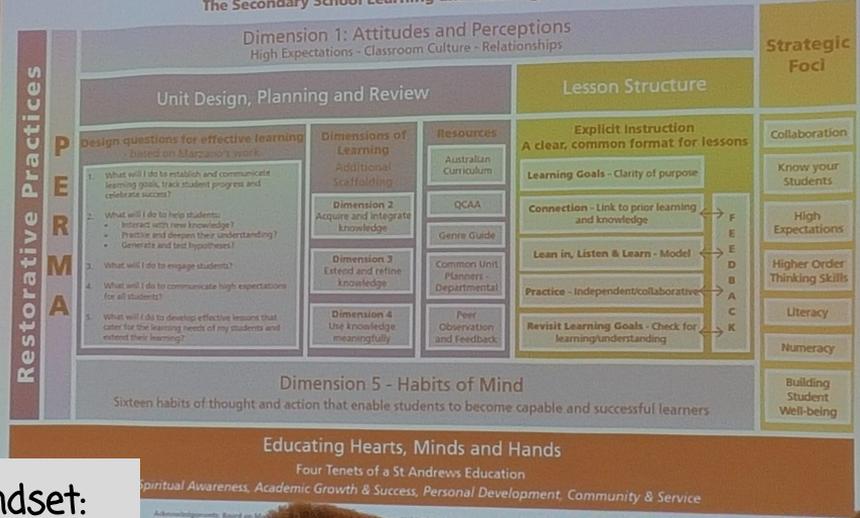
Wisdom (Head Strengths) <ul style="list-style-type: none"> • Creativity • Curiosity • Love of learning • Judgement • Perspective 	Courage (Heart Strengths)	Humanity (Strength of Others) <ul style="list-style-type: none"> • Love • Kindness • Social intelligence
Temperance (Strengths of Self)	Justice (Community Strengths) <ul style="list-style-type: none"> • Fairness • Leadership • Teamwork 	Transcendence (Strengths of Spirit) <ul style="list-style-type: none"> • Appreciation of beauty & excellence • Gratitude • Humor • Spirituality

VIA Survey

(Values in Action)

<http://www.viacharacter.org/www/character-strengths-survey>

The Secondary School Learning and Teaching Framework



Growth Mindset:
Positive Psychology
and Great Teaching



Why a Positive Organization?

- Positively related to:
- **job satisfaction and job performance** (Luthans et al. 2007)
 - **organizational commitment** (Youssef & Luthans 2007), and
 - **employee absenteeism** (Avey et al. 2006).

Offers scope for enhancing satisfaction, motivation, and productivity in the workplace (Martin, A, 2006, p113).

Staff led by Leader/s who build Positive Organization outstrip staff not led by such a Leader/s in learning and performance by a factor of 4:1 (Drewson, P. 2006, p 50)

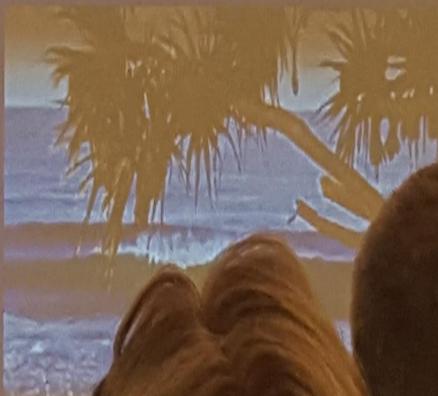
Staff Engagement

Engagement – staff give the organization they work for discretionary effort

Research carried out by the Gallup organization showed that staff members will be significantly more engaged when they:

- know what is expected of them (clear vision, clear goals, know how what they do helps to achieve the vision/mission of the organization)
- have the resources they need to get the job done well
- have a supervisor who cares for them as a person
- have someone at work who encourages their development
- receive regular encouragement for their good work**
- have an opportunity to do what they do best every day**
- (Play to their strengths)

1. Start with Staff (Learn it, live it, embed it)
2. Start by answering 'the Why' (Big Picture)
3. Adopt a Framework (PERMA, PROSPER) - Not a Prescriptive Recipe/Formula
4. Provide clarity and coherence - 'How things fit together'
5. Make a start
6. 'Don't sweat the small stuff!' - *'clarity emerges as you engage in the work'* (Fullan)
7. Focus on 2-3 things at a time
8. Celebrate Successes - Staff Sharing successes with Colleagues
9. Gather data and feedback
10. Keep moving towards the vision
(align, realign) Keep questioning

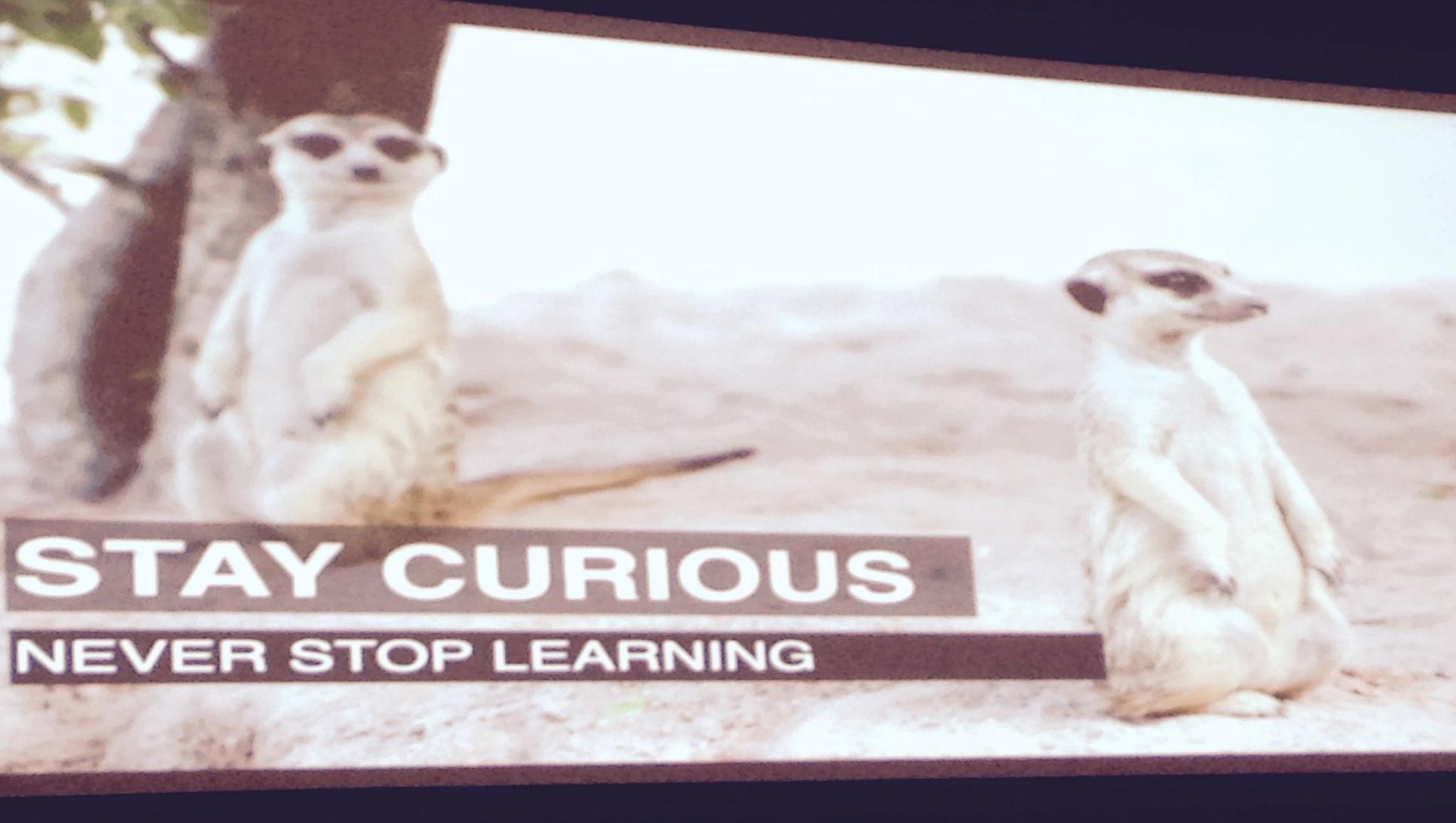


Character is the goal of education and parenting. It is embedded into everything.

What you focus on grows. Within priorities staff can play - explore what that will look like in their school.

What is our collective purpose? Why are we here?

Above all.....show gratitude!



STAY CURIOUS

NEVER STOP LEARNING

Our learning and future applications :

- Our learning for all focus includes all students in the learning. This is not the case in other places. What are you passionate about as your priority purpose in and for education? This question resonated with us through the entire conference. We all need to reflect on why did we choose education and is this passion still alive in our work. How do we make Learning for All the foundation of our work in every school across the system? How can we align the notion that ALL students can learn, in our work in Math and the other areas of the curriculum? The learning that emerged from this opportunity will support us in aligning our work in the system.
- It reminds us that as leaders we “need to generate followers.” Carol Campbell reminds us that our words and relationships matter! How do we continue collaborative discussions with our teams? This will support us in developing a collaborative learning culture that will change practice!
- What is our collective purpose? Why are we here?” This resonated with us because we often think about how we have to build leadership within all groups (staff, students and parents) in order to build positive school communities. This conference supported us in developing a vision for leadership and understanding that our words really matter in creating communities of trust. We need to think carefully about these words - remember less...but better. Together we will have the greatest impact when we step back and see the big picture. This will help us to embed our learning of the 7 Habits of Highly Effective People in empowering our schools, principals, students, and parents in developing their leadership potential.