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# LEADERS & LEARNERS

THE VOICE OF THE CANADIAN ASSOCIATION OF  
SCHOOL ADMINISTRATORS/L'ASSOCIATION  
CANADIENNE DES ADMINISTRATEURS ET DES  
ADMINISTRATRICES SCOLAIRES

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## Upcoming CASA Events

- Join us at this year's Summer Leadership Academy. It takes place at the Delta St. John's in St. John's, Newfoundland, from July 14 to 16, 2005.
- We are holding the CASA Annual Conference at the Delta Quebec City in October 2005.

Details on CASA events will be posted at [www.casa-acas.ca](http://www.casa-acas.ca).

## Message From The President: Imagine What We Can Accomplish Together

It is my pleasure as president to share with you the first edition of *Leaders & Learners*, the Canadian Association of School Administrators' official newsletter. Your CASA executive and members of the affiliate council know how important it is to connect with our members across Canada. We'll use this forum to tell you about professional development opportunities, the achievements of our members and their school districts, and national education issues and trends.

CASA is the national voice for Canadian senior educational leaders. Our organization is a federation of the professional associations representing the senior administrators in the provinces and territories. Over the years, we have offered opportunities for educational leaders to come together to share current issues, expertise, and successes. We believe it is our



Ruth Mattingley  
CASA president

moral imperative to work together to strengthen public education in Canada. Each of us individually works towards achieving this every day—imagine what we can accomplish together through our national association. We can harness the wealth of expertise and experience of educational leaders across the nation to discover new strategies and programs that will help all of our students reach their full potential.

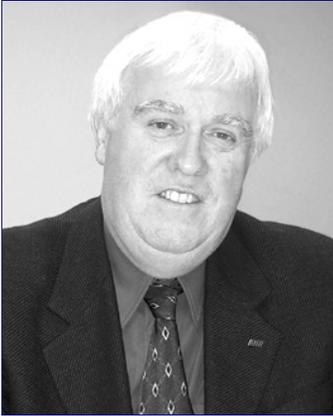
It is our goal over the next year to reach out and invite

all of you to share in the national dialogue on educational issues affecting us all. We recognize the unique nature of each province and territory, and respect the mandate for each jurisdiction to design and deliver educational programs that meet the needs of their students. We also strongly believe that CASA members can learn from one another and support each other in areas of shared interest and concern.

I hope you will join us at the 2005 Summer Leadership Academy and CASA Annual Conference. Through events such as these, CASA has become a catalyst for celebrating successes in Canadian education and making sure there is continuous improvement in student learning.

I look forward to this next year as your president and hope that I will have the pleasure of meeting you at future CASA events.

## Message From The Executive Director: Let's Communicate With Each Other



Frank Kelly  
CASA executive director

**A**s a national organization with very limited funds, CASA

works hard to maintain a voice for senior leaders in districts across Canada. These initiatives are sustained through the volunteer efforts of affiliate members who believe strongly in the need for a national presence.

We offer effective professional development and a continuous liaison with provincial affiliate councils and with the American Association of School Administrators. Recently there has been regular interaction with the British association. These organizations welcome Canadian input and want to share current programs and educa-

tional initiatives. All who have worked with us speak highly of the professional growth opportunities.

The CASA office responds to regular inquiries from affiliates and other provincial groups providing information on senior administrative issues. Over the past year we have been involved with the Council of Ministers of Education, the Canadian Association of Principals and Health Canada. There are frequent requests for CASA representation on national committees, many of which we must turn down because of limited volunteer resources.

To sustain involvement, CASA continues to look at better ways of communicating and bringing its members into a forum to exchange ideas. We value your advice and welcome your suggestions for improving service. *Leaders & Learners* is one step towards better communication. We need your input for inclusions in future editions. Please forward comments and items to me at frank\_kelly@opsoa.org.

## Congratulations To 2004 EXL Award Recipients

**S**ince 2002, CASA has teamed up with Xerox Canada to recognize the outstanding leadership of superintendents across Canada.

The 2004 national award recipient was **Ed Wittchen**. Ed was nominated through the College of Alberta School Superintendents, CASA's Alberta affiliate.

The EXL provincial award recipients were: **John Carlyle**, Manitoba Association of School Superintendents; **Leo La France**, Association of Administrators of English Schools of Quebec; **Ruth Mattingley**, Ontario Public Supervisory Officials' Association; **Margaret Nelson**,

Ontario Catholic Supervisory Officers' Association; and Ed Wittchen, CASS.



**Ed Wittchen** (left) and **John Darroch**, the 2004 and 2002 EXL Award recipients.

Thank you all for your years of service and dedication.

The EXL provincial awards and one EXL national award are presented annually at our fall conference. The 2004 conference was held this October in Niagara Falls. Xerox Canada representatives **Randy Brydges** and **Linda Lucas** kindly presented the awards.

Previous national award recipients were **John Darroch** (2002) and **Roy Seidler** (2003).

It's not too early to start thinking about the 2005 EXL awards. Nominations will be accepted until June 30, 2005. You can check the CASA website for details on how to nominate someone you feel is worthy of this honour.



**Education is not the filling of a pail, but the lighting of a fire.**

—WB Yeats

## Our Shared Priorities: The Canadian Educational Landscape

By Ruth Mattingley  
CASA president

**E**ducators across the nation are committed to improving student achievement, helping all students to succeed and closing the achievement gap. We share the same vision of continuous improvement in student learning, and we also share many of the same challenges. At CASA, we believe that by bringing together educational leaders to share expertise, experience and ideas, we will raise education to new heights for the benefit of our students.

Delegates at the 2004 CASA Annual Conference had the privilege of hearing from some of Canada's outstanding leaders in education. These senior educational administrators came together as a

panel to discuss our common issues and challenges, and to present possible solutions. We heard from **John Carlyle**, former deputy minister (Manitoba) and current superintendent for River East Transcona School Division; **Maria David-Evans**, former deputy minister (Alberta); **Denis Vaillancourt**, assistant deputy minister (Ontario); **Dennis Cochrane**, deputy minister (Nova Scotia); and **Chris Gonnet**, director of learning (Yukon).

Each of the panel members gave an overview of the current priorities and challenges facing their provincial or territorial jurisdictions. The most striking aspect of the discussion was not the many differences that exist in education across the country, but rather how many priorities and challenges we actually share.

Some common themes emerging from this panel discussion included:

- increased public attention to ensure high quality results
- accountability for student success
- improved student outcomes
- closing the achievement gap—success for all students
- focusing on literacy and numeracy
- meeting learning needs of First Nations students
- public demand for character education
- the importance of engaging parents in their children's education
- meeting the growing population of special needs students
- governance
- declining enrolment—scarce resources
- aging buildings
- strengthening school-to-work transitions
- safe schools
- developing professional learning communities

These educational leaders instilled pride in all of us as they highlighted the many innovative strategies and programs being carried out across Canada. Exciting things are happening in each province and territory—imagine what we will accomplish if we continue to learn from one another and share our successes.

## Conference Panelists Discuss Provincial, National And International Perspectives On Education

**A** highlight of the 2004 Annual Conference was a panel chaired by **Frank Kelly** outlining issues in carrying out provincial education policies. **Don Kussmaul**, president of the American Association of School Administrators, joined six Canadian affiliate representatives to talk about provincial, national and international perspectives on education.

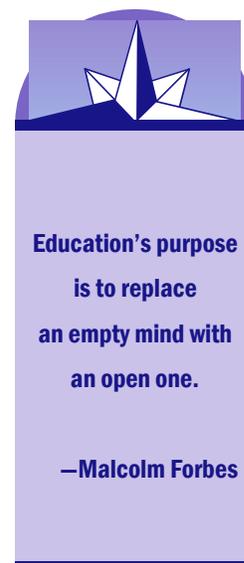
**Jim Gibbons** reported that the **Alberta** government has endorsed 86 recommendations from the 2003 provincial learning report. These include 30 minutes of physical education in grades 1–9; class caps of 17 in K–3, 23 in grades 4–6, 25 in grades 7–9, and 27 in grades 10–12. Plans are underway for a provincial fibre optic installation.

**Jan Schubert** stated that provincial testing in

**Manitoba** is held only in grade 4. Superintendents are discussing governance. Schools there have diverse populations and there is an emphasis on offering programs for Aboriginal students.

**Patricia Manson** commented on the effects of the new Ontario government and the challenges of developing new forms of consultation. She

*(Continued on page 7)*



## Your Newsletter, Your Organization: CASA Is The National Voice For Public Education

By Ed Wittchen  
CASA professional  
development coordinator

**Y**ou may be wondering why you are receiving this newsletter. You may not even be aware of what CASA is. You may not know or understand your connection, as one of the senior administration personnel in your system, to CASA.

Put simply, if you are in a central office, you are a member of CASA because you are a member of your provincial affiliate. Our organization is not just for directors, directors general, supervisory officials or superintendents (some of the names that CEOs are known by in the various affiliates). Anyone in a central office position who is eligible for pro-

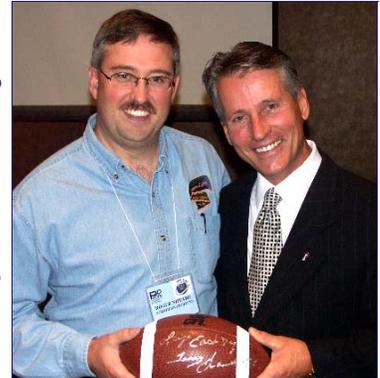
vincial affiliate membership is automatically a CASA member, and part of our target audience for *Leaders & Learners*. We'll publish electronically seven to eight times each year to keep you informed and involved.

Currently, LEADS and BCSSA (our Saskatchewan and British Columbia affiliates, respectively) are not members, but we are going to keep them informed of our activities in the hopes that one day both organizations will revisit their membership. We would love for them to once again become part of CASA, the national voice for public education.

Not all of our affiliates have executive directors or offices, so it has been hard to get information to everyone regu-

larly in the past. Hence we are sending the newsletter to both school board offices and the provincial affiliates.

Future issues of *Leaders & Learners* will feature stories from every part of Canada, celebrating the success stories in which many of you are involved and sharing those successes with all members. We will also profile rising stars among the CASA membership as we recognize outstanding leadership in the workplace. Welcome to the first issue of your CASA newsletter!



### A FOOTBALL LEGEND

Canadian Football Hall of Fame member **Terry Evanshen** (right) shares a smile with **Roger Nip-pard** (assistant superintendent, Northern Lights School Division, Alberta). Terry was our keynote speaker at this year's conference, courtesy of the Gordon Bell Foundation for the Prevention of Addictions. If you'd like Terry to speak at your event, contact him through [terryevanshen.com](http://terryevanshen.com).



### AT-RISK STUDENTS ONE OF MANY ISSUES COVERED AT 2004 ANNUAL CONFERENCE

(From left to right) **Edie Wilde**, assistant superintendent, Seven Oaks School Division, Manitoba; **Dustin Walker**, principal, Cold Lake Off Campus School, Northern Lights School Division, Alberta; **Bob Mills**, assistant director general, Lester B. Pearson School Board, Quebec; **Grant Clarke**, director, Secondary Schools Policy and Programs Branch, Ontario Ministry of Education, discussed at-risk students from a broad government perspective (Grant), from a division office perspective (Bob and Edie) and from the perspective of a school comprised of at-risk students (Dustin).



The beautiful thing  
about learning is  
that no one can take  
it away from you.

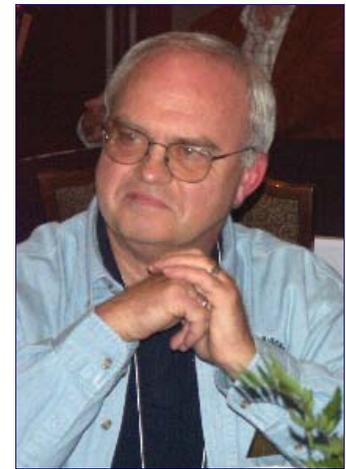
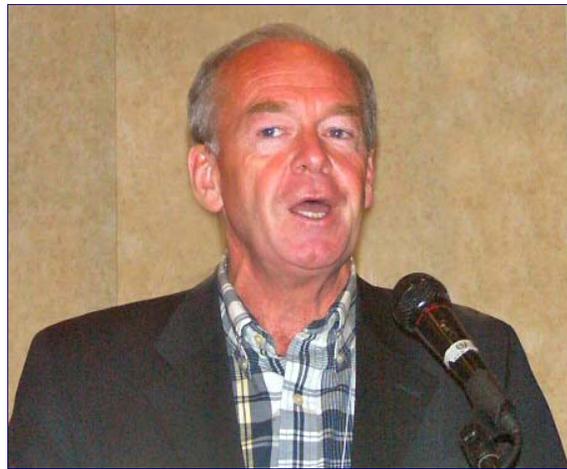
—BB King



## CASA PEOPLE: Faces In The Crowd

*Clockwise from top left*

1. **John Darroch** and **Maria David-Evans**: John, former CASA president, presented Maria, former deputy minister of Alberta Learning, with a Distinguished Service Award for her help in bringing our agenda in front of the Council of Ministers of Education in Canada and for her advice on how to become a national force in education.



2. **Gillian Van Zant**: Gillian also received a Distinguished Service Award for being the glue that holds CASA together.

3. **Sylvia Tyson**: Sylvia was the featured entertainment at the 2004 CASA Annual Conference in Niagara Falls.

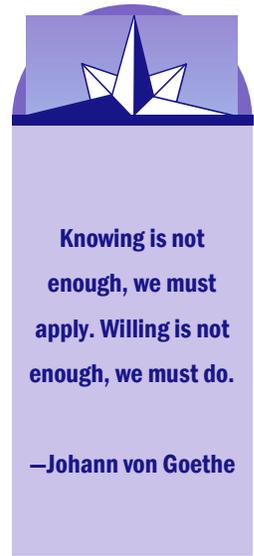
4. **Don Kussmaul**: Don is the president of the American Association of School Administrators.

5. **Dennis Cochrane**: Dennis is the deputy minister of the Nova Scotia Department of Education.

## CASA Provincial Affiliates

<b>AAESQ</b>	Association of Administrators of English Schools of Quebec ( <a href="http://www.aesq.com">www.aesq.com</a> )
<b>ADGESBQ</b>	Association of Directors General of English School Boards of Quebec
<b>ANSEA</b>	Association of Nova Scotia Educational Administrators
<b>CASS</b>	College of Alberta School Superintendents ( <a href="http://www.cass.ab.ca">www.cass.ab.ca</a> )
<b>MASS</b>	Manitoba Association of School Superintendents ( <a href="http://www.mass.mb.ca">www.mass.mb.ca</a> )
<b>NBSSA</b>	New Brunswick School Superintendents' Association
<b>NLADE</b>	Newfoundland & Labrador Association of Directors of Education ( <a href="http://www.nlade.com">www.nlade.com</a> )
<b>OCSOA</b>	Ontario Catholic Supervisory Officers' Association Inc. ( <a href="http://www.ocsoa.ca">www.ocsoa.ca</a> )
<b>OPSOA</b>	Ontario Public Supervisory Officials' Association ( <a href="http://www.opsoa.org">www.opsoa.org</a> )
<b>SAPEI</b>	School Administrators of Prince Edward Island

...and in 2005, we will welcome our new affiliate in the Yukon Territory ([www.education.gov.yk.ca](http://www.education.gov.yk.ca)).



## Your 2004-05 CASA Executive Officers & Regional Directors

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## Our Mission:

CASA will advance quality public education and excellence in system level leadership through advocacy and national collaboration.



## Our Beliefs:

CASA believes that:

- Cultural diversity is a unique strength that enriches our nation.
- Communication and collaboration with parents and other partners is integral to successful student learning.
- Quality public education provides the best opportunity for a nation to enhance the lives of all its citizens.
- Effective system, provincial and national level leadership enables and supports excellence in teaching and learning.
- A comprehensive education, equitable and accessible to all, is the key to meeting the diverse needs and securing a successful future for our youth.

Specific strategies to advance the mission:

- Establish position papers on specific topics as they relate to the beliefs and interests of the association.
- Recruit new people.
- Establish a national representation.
- Establish a three-tier public relations and publications strategy.
- Establish a funding team to create an operating budget.

## Perspectives On Education

*(Continued from page 3)*  
identified issues including special education funding, transportation, the elementary class cap of 20, and the problems of collective bargaining across the province.

**Carol Gray** said a deputy minister was appointed for the English system in **Quebec**, which represents 10 percent of students. She described accommodation regulations, including the “last school in the village” law. She also commented on integration design in both Quebec systems.

**Alex Dingwall** described recent governance changes in **New Brunswick**. The system is fully government funded; the current model could be described as true educational governance. Board meetings focus on education, not operations. Research-based initiatives are underway in areas such as male literacy. The province wants to revitalize its extensive technology superstructures.

**John Darroch**, speaking as past president, shared **CASA**’s perspectives and directions. He emphasized

that the association should direct its efforts toward:

- advocacy for public education
- national leadership development
- ethical positions for policy direction
- programs for our diverse population
- long-term systemic changes
- dispelling the myths surrounding public education
- establishing the purposes of education
- distinguishing process and content
- reinventing appropriate rights and responsibilities

**Don Kussmaul** brought the perspective of American superintendents. He commented on problems created by the “No Child Left Behind” legislation and the AASA position that it labels children. He asked **CASA** to consider the learning styles of new leaders who are part of Generation X, pointing out the different ways they process information. He also advised monitoring carefully trends affecting education leadership.