



April-May
2012

Volume 7, Issue 45

Leaders & Learners

THE VOICE OF THE CANADIAN ASSOCIATION OF SCHOOL ADMINISTRATORS / L'ASSOCIATION CANADIENNE DES ADMINISTRATEURS ET DES ADMINISTRATRICES SCOLAIRES
WWW.CASA-ACAS.CA

Inside this issue:

Message From The Executive Director	2
Creativity and Innovation On Top Of The World: Whistler 2012 Annual Conference Sessions Preview	3
Partners In Education Leadership: The Role Of CASA's Sponsors At The Annual Conference	5
Still Time To Nominate For Annual Awards	6
Contact CASA	6
CASA's Mission, Beliefs And Goals	6

Upcoming Events

- The 2012 annual general meeting is at 2pm on Thursday, July 5, and the 2012 EXL Awards will be presented at 7:15pm. All events take place at the Hilton in Whistler, BC.

Message From The President: The Integral Role Of Educational Leadership

This issue of the CASA newsletter takes us to the conclusion of another school year where CASA members have continued to exercise educational leadership to positively impact student learning.

District leadership is an important component of successful school districts. CASA members provide the much-needed support and guidance so that all students can learn and benefit from an education that meets their needs and future dreams.

If we reflect on the amount of time that students spend in Canadian schools during their educational careers studying curricula, participating in educational activities and interacting with teachers and administrators, we recognize how educational leadership plays an integral role in the shaping of all Canadian students.

As educational leaders, CASA members continue to demonstrate the various dimensions of educational leadership to influence and support our educational systems. Daily, weekly, monthly and yearly, CASA members nurture and lead schools so that students, teachers and administrators can work



Lee Ann Forsyth-Sells
CASA president

together collaboratively to support students on their educational journeys.

A book entitled *The 8 Dimensions of Leadership*, written by **Jeffrey Sugerman, Mark Scullard and Emma Wilhelm**, explores the eight dimensions from which a leader leads, depending on the situation and how a leader makes decisions in an organization. (You can learn more about the book and concepts at 8dimensionsofleadership.com.)

The eight dimensions are

- pioneering
- energizing
- affirming
- inclusive
- humble
- deliberate
- resolute
- commanding

(Continued on page 2)

Message From The Executive Director: Characteristics Of Successful Leaders In Education

CASA members are practising leaders of education. Such a diverse group has many different leadership styles. It is not easy to summarize what makes an effective leader. The good leader adapts style and characteristics to the local education system.

System leaders generally focus on the future and on change to get to that new status. Managers generally concentrate on the present and on the short term.

In the literature on leadership, a number of characteristics define the positive role of superintendents and directors. First, those who are successful have an ability to set and commit to goals. Then they are able to look at the big picture and then build a plan to achieve it. The good leader has an action orientation and is able to direct the system team to achieve the accepted goals.

Coaching management teams is a complex and necessary trait of leadership. The leader must work to develop a comprehensive pattern of staff development and intensive coaching in line with the accepted vision and goals. Modern school systems demand careful team building and this action will challenge the leader to recognize diversity and the necessary skills for the team to communicate with both the public and with staff.

Message From The President: The Integral Role Of Educational Leadership, continued

(Continued from page 1)

The authors suggest that each individual has a comfort zone from which he or she leads, and that “unless we understand the nature of these psychological influences on our work as leaders, we remain captive to our own beliefs, attitudes and priorities.” This is an interesting model of leadership for us to consider, as we lead our school districts through changes that influence our decisions for the education of all students.

Therefore, as we approach the summer of 2012, it is an opportunity for each of us as CASA members to take the time to reflect on our educational leadership practices and to challenge our comfort zones.

From which dimension are we leading our school districts and how are we making decisions that affect the lives of students? Are we pioneers and energizers, are we affirming and inclusive? Furthermore, are we humble, deliberate, resolute

The effective leader in today’s modern school system will work constantly to improve knowledge relevant to all aspects of learning. The leader need not be the expert on all matters, but should have sufficient knowledge to relate to system experts.

Progressive and effective systems have leaders who exhibit these traits as well as many others. It is because of these leadership traits that trust is built among staff and constituents.



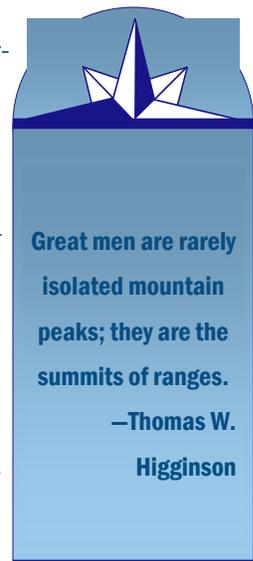
Frank Kelly
CASA executive director

*It was announced at press time that, after many years of service, **Frank Kelly** has retired as executive director of the Ontario Public Supervisory Officials’ Association (OPSOA). Thank you, Frank, on behalf of all of your OPSOA colleagues, for everything you have done for the organization and for senior administrators in education.*

and commanding when required to lead our districts forward in the ever-changing landscape of Canadian education?

This is our time to make a difference, and to continue to challenge ourselves professionally and personally as Canadian educational leaders, as we continue to provide support and guidance in our school districts across Canada.

I wish each of you a very restful, reflective and restorative summer 2012. I look forward to seeing many of you at the summer conference in Whistler!



Great men are rarely
isolated mountain
peaks; they are the
summits of ranges.

—Thomas W.
Higginson

Creativity And Innovation On Top Of The World: Whistler 2012 Annual Conference Sessions Preview

Every July, CASA members gather in a spectacular setting to share their ideas about and their passions for education and leadership. This year is no different. The conference setting for 2012 is the beautiful mountain village of Whistler, BC, and the conference theme is creativity and innovation.

The CASA annual general meeting starts at 2pm on Thursday, July 5, in the Black Tusk Room at the Hilton Whistler Resort and Spa. All delegates are invited and welcome to attend.

The conference opening ceremonies gets underway at 6:30pm in the Mount Currie Ball Room. All delegates and guests are welcome to attend. There will be a no-host bar.

At 7pm, incoming CASA president **Roger Nippard** will deliver the welcome address and recognition of guests and sponsors.

A highlight of the opening ceremonies is the annual CASA awards, presented by long-time CASA conference sponsors Xerox Canada. Once again, **Randy Brydges**, Xerox Canada's director of western Canada operations, will be on hand to present the awards for the 2012 EXL nominees and winner. The ceremony starts at 7:15pm. Come cheer on your colleagues and recognize their dedication to excellence.

At 8pm, CASA is very proud to present Olympic champion skicross athlete and the pride of Whistler **Ashleigh McIvor** as the opening keynote address speaker. After her address, Ashleigh will sign autographs and pose for pictures with her Olympic gold medal. This reception will also include a variety of hors d'oeuvres and snacks.

CASA president Roger Nippard will offer opening remarks to get things underway at 8:30am on Friday, July 6. The first breakout sessions start at 8:40am and go through to 10am. These include Building Successful and Meaningful Partnerships Between Schools and Businesses (with **Jennifer Dusyk-Johnson, Dierdre Squires, Rose Lapointe, Kelly Johnson and Justin**



Ashleigh McIvor

Robinson), Building a Positive School Culture to Promote Creativity and Innovation (with **Don MacIntyre**), Project Action 3D: Digital Teaching, Digital Learning, Digital Classrooms (with **Lynne Paradis**), Towards a Culture of Inquiry: Embracing the Questions (with **John Malloy and Mag Gardner**) and Putting It All Together: Character Education, Anti-Bullying, Equitable Practices and Youth Mental Health (with **Amy Johnson**).

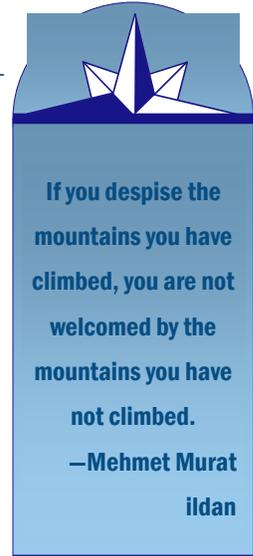
There will be displays from various sponsors in the lobby foyer. Be sure to check them out during the coffee break. Your first break is from 10 to 10:30am on Friday.

Friday's second round of breakout sessions run from 10:30 to 11:45am. They include Preparing for the Future Not the Past: Using Creative and Courageous Leadership to Integrate Diversity and Equity Principles and Practices in District Priorities (with **Walter Piovesan and Janice McCoy**), Coaching for Success (with **Gina Daus and Lisa Bussiere**), You Can Get There From Here: Reaching At-Risk Learners (with **Cindy Finn and Christopher Fuzessy**), Creative Outreach for At-Risk Students (with **Lori Meyer**) and Aboriginal Ways of Knowing (with **Shelly Niemi and Angela Carter**).

Lunch is scheduled from 11:45am to 1pm at the Cinnamon Bear Grille and Mount Currie Room. The buffet lunch at the Cinnamon Bear Grille is a ticketed event. Tickets are free for all CASA delegates and guest tickets are \$25.

The first afternoon breakout sessions on Friday goes from 1 to 2:15pm. Sessions include Leveraging Social Media Tools in Your School Community (with **Mark Carbone and Ed Doadt**), Understanding Me: Promoting Mentally Healthy Schools (with **Karen Edgar, Dr. Barrie Evans, Melanie Ferdinand, Dr. Michelle Gilpen and Karen Wilkinson**), Best Practices in the 21st Century: Embracing Technology, Engaging Our Students (with **Catherine McCullough, Nicole Snow, Dennis Bazinet, Terry Papineau, Rossella Bagnato and Gerry Robillard**), Developing an Assessment for Learning Culture (with **Greg Reeves, Jonathan Bibby, Joan Carragher, Ron McNamara and**

(Continued on page 4)



Creativity And Innovation On Top Of The World, continued: Whistler 2012 Annual Conference Sessions Preview

(Continued from page 3)

Deirdre Thomas) and a to-be-determined session led by staff from the Yellowknife Education School District 1.

There will be a brief 10-minute break to change session rooms from 2:15 to 2:25pm, and then the final breakout sessions of the day will get underway. These include The Instrumented Classroom: Supporting Differentiated Instruction and Tiered Intervention Through Technology (with **Vicki Corcoran** and **Peter Joshua**), Thinking Outside the Box: A Unique Alternative Learning Model (with **Larry Clifford**), Strong Like Two People: How One Small School Division Has Embraced Its Cultural Diversity and Significantly Improved Student Achievement (with **Curtis Brown** and **Brent Kaulback**), Strengthen Human Resource Practices and Develop Transformational Leadership by Redesigning the Leadership Identification Program (LIP) and the Administrative Internship Program (with **Mario Ciccarelli**) and Supporting Students At Risk: Creative Approaches to Keeping Kids in School (with **Todd Manuel**).

At 6pm on Friday, there will be a CASA Executive Dinner with sponsor representatives and invited guests. Delegates are free to enjoy Whistler for the evening.

Saturday's breakout sessions start at 8:40am and go through to 10am. They include Enhancing Teaching Practice (with **Krimsen Sumners**, **Lois Gluck** and **Catherine Coyne**), Creative Ways of Engaging Schools: An Innovative Journey (with **Alexis Holstead**, **Tom Sperling** and **Brian Celli**), Why Wikis Make Educational Sense (with **Emmanuel Roussos** and **Mark Lefebvre**), Discovering Your Possibilities: From Risk to Resilience (with **Kathy Furlong**) and From the School-wide Goal to the Big Screen (with **Sylvie de Grandpré** and **Jason Ludwar**).

There will be a half-hour coffee break in the lobby foyer before Saturday's second sessions get underway at 10:30am. These include National Golf in Schools Program (with **Patti Christensen**), Leading Creative Organizations (with **Peter Gamwell** and **Frank Wiley**), The Use of the iPad as an Emerging Technology to Enhance Learning for Elementary School Students (with **Tina Benevides**), Creativity and Innovation from a Charter School Perspective (with **Lee Lucente** and **Karen Spencer**) and Cast Your "Net": A School District's Plan to Utilize Social Media in

the Classroom (with **JoAnn MacGregor**, **Dan Parr**, **Dan Bodkin** and **Sean McDade**).

Lunch is once again in the Cinnamon Bear Grille (ticketed event, free for delegates and \$25 for guests) and Mount Currie Room from 11:45am to 1pm.

Saturday afternoon sessions start at 1 and go until 2:20pm. You can choose from HELP! I Need Somebody (with **Rob Bell**, **Sandy Parkins** and **Melanie Ferdinand**), Organizational Culture in School Divisions (**Dr. Laura Vilness**), Truly Collaborative Teams in a Rural School Division (**Lori Meyer**) and two additional sessions that, at press time, are still to be determined.

Conference closing activities take place from 2:20 to 2:40pm in the Mount Currie Ballroom. You won't want to leave right after, though, because the featured activity of the entire conference is just moments away. From 3:30 to 8pm, every CASA delegate is invited to enjoy the Peak2Peak Experience; extra tickets can be purchased for guests and family members for just \$40. The record-breaking Peak2Peak Gondola is an engineering marvel that links Blackcomb and Whistler mountains together at their peaks. Fabulous door prizes will be awarded at the top of the Peak2Peak Experience. What a ride!

Information on preconference activities taking place from July 3 to 5 is available in the previous issue of *Leaders and Learners* (Volume 7, Issue 44). You'll also find information on the host hotel, room rates and hotel amenities in the same issue. To book your team's spots, look for the registration forms on the CASA website at www.casa-acas.ca.



Mountaintop views.

Photo by Tourism Whistler

Today is your day!
Your mountain is
waiting. So...get on
your way.
—Dr. Seuss

Partners In Educational Leadership: The Role Of CASA's Sponsors At The Annual Conference

By Ed Wittchen
CASA PD and communications director

Long-term sponsorships, which really become partnerships, are an extremely important part of CASA's annual conference. One of the highlights for our partners and our executive members is the Friday night partners dinner hosted by CASA. It gives the partners a chance to have an in-depth conversation with various CASA executive members, thus establishing or maintaining existing business relationships with school boards across the country.

We started this dinner three years ago and now we find that sponsors are bringing more of their executive staff to the conference to participate in this opportunity to have personal connections to key educational leaders.

We welcome our longest sponsor, Xerox Canada, back for the 11th year of sponsoring our premier award, the EXL Award. Other long-term partners include SMART Technologies and Education Canada Network, both of whom have been partners for the last five years.

We welcome our returning sponsors and the new sponsors, and are looking forward to establishing with them the same kind of relationship we have with long-time partners.

2012 CASA Conference List of Sponsors

Platinum Sponsor (\$4,000):

- SMART Technologies

Gold Sponsors (\$2,500):

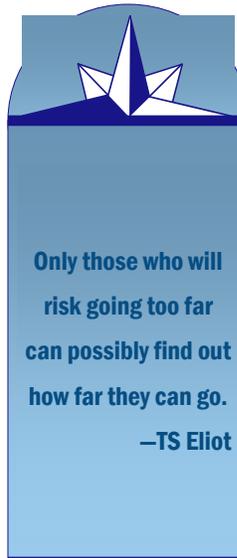
- Xerox Canada
- Pearson Education/Pearson K-12 Technology/Pearson PowerSchool
- THOUGHTstream
- Wintergreen
- MAXIMUS K-12 Education
- Education Canada Network/StudentsChoices.com

Silver Sponsors (\$1,500):

- Baragar Systems
- Precision Media
- Blackboard Inc.
- VS Furniture

Bronze Sponsor (\$800):

- School Appointments (pictured on the right)



Contact CASA:

1123 Glenashton Drive
Oakville, ON
L6H 5M1
Canada

T: (905) 845-2345
F: (905) 845-2044
frank_kelly@opsoa.org

www.casa-acas.ca

Editor: Tara Lee Wittchen
©2012 CASA

Our Mission

CASA exists to promote and enhance effective administration and leadership in the provision of quality in education in Canada.



Our Beliefs

- School system administration is a noble profession.
- Effective leadership and administration of school systems are essential.
- Individually and collectively, school system administrators provide leadership for quality in education.
- Communication and cooperation with other stakeholder groups in education are vital.
- Individually and collectively, school system administrators can assist one another.

Our Goals

- To provide a national voice on education matters.
- To promote and provide opportunity for professional development of the membership.
- To promote communication and liaison with national and international organizations having an interest in education.
- To provide a variety of services to the membership.
- To recognize outstanding contributions to education in Canada.

Recognize An Outstanding CASA Colleague: There's Still Time To Nominate For Annual Awards

While the official deadline to nominate a CASA member for the annual EXL Award has passed (nominations are accepted between October 1 and May 14), there is still time to put forward nominations for the Distinguished Service Award and Honorary Life membership. The deadline for these nominations is June 30.

The Distinguished Service Award was created to recognize any present or recent CASA member who has demonstrated outstanding ability and leadership. The executive will consider the suitability of candidates based on the responses to the items contained in the nomination form.

The Honorary Life Membership, in recognition of excellence in education at the national level, is normally meant to honour individuals who have contributed significantly to CASA. Significant contributions at

the provincial affiliate level will be considered only in light of their relevance to CASA and its national mandate. The executive committee will consider the suitability of candidates based on responses to the items contained in the nomination form.



The Xerox EXL Award

It's important to note that the winner (or winners, as in 2011) of the Xerox EXL Award is designated as the Superintendent(s) of the Year for Canada. The Canadian Superintendent of the Year is also presented at the American Association of School Administrators conference, where the American Superintendent of the Year is selected. That conference takes place at a US location each February.

Official nomination forms and submission guidelines for these awards can be found on the CASA website.