



Date: January 24, 2024 **Agenda Item:** 8.5

To: Board of Trustees

From: Shawna Warren, Superintendent

Originator(s): Jonathan Konrad, Deputy Superintendent, Education Services

Governance Policy: [Board Policy 700 - Superintendent of Schools](#)

Additional Reference: *Education Act: Sections 8, 11(1), 52-53, 222, 223, 224*
Freedom of Information and Protection of Privacy Act
Superintendent of Schools Regulation 98/2019
Superintendent Leadership Quality Standard

Assurance Domain: Student Growth & Achievement
Teaching & Leading
Learning Supports
Governance
Local & Societal

Superintendent Leadership Quality Standard (SLQS)

SLQS Competencies ([SLQS](#) / [Board Policy 700](#)):

- Building Effective Relationships
- Modeling Commitment to Professional Learning
- Visionary Leadership
- Leading Learning
- Ensuring First Nations, Métis, and Inuit Education for All Students
- School Authority Operations and Resources
- Supporting Effective Governance

Subject: **Deputy Superintendent, Education Services Report**

Purpose:

For information.

Background:

In alignment with the Division's mission, vision, values and goals, the Deputy Superintendent for Education Services collaborates with the Superintendent to accomplish the overarching and specific responsibilities outlined in the Education Act and Board policy. The Deputy Superintendent reports directly to the Superintendent and plays a pivotal role within Sturgeon Public Schools, providing leadership and support in areas such as curriculum and instruction, educational planning, Indigenous student success, student and learning support services, information technology, marketing and communications, as well as leadership and program development.

The Deputy Superintendent must meet all the requirements of the provincial Leadership Quality Standards (LQS). Quality leadership by the Deputy Superintendent occurs when their ongoing analysis of the context, and decisions about what leadership knowledge and abilities to apply, result in quality teaching and optimum learning for all school students.

This report provides an overview of recent events, project work and meetings attended, that directly supported the educational areas outlined above to advance the Board's mission, vision and values. Sharing this work of the Deputy Superintendent with the Board aims to provide the board with information required for the fulfillment of its governance role.

Curriculum and Instruction

Providing leadership and vision in implementing professional development to equip teachers and leaders with the knowledge and skills to deliver research proven approaches to teaching literacy, numeracy, science, social studies, financial and computer literacy. Ensuring excellence in teaching across the Division.

- Supported the creation of a New Curriculum Resource purchase program. Facilitated through the Coordinator of Curriculum, resources aligned with the new curriculum along with the funding allocation were shared with each school. Schools have until March 31, 2024, to complete their New Curriculum spending.
- Layers of Reading continues to be the supported approach to teaching Literacy within Sturgeon Public Schools. All schools have received guides for video lessons and discussions for teachers. In addition, timelines for use within annual school professional learning plans have been provided.
- Choice in PD continues to be offered for all teachers teaching the new curriculum. Organized by the Coordinator of Curriculum and supported by the Director of Education Planning, teachers can choose recommended PD sessions and have up to 3 half-days covered by the New Curriculum grant from Alberta Education.
- Board report on Outcome Based reporting to support the Board in their role of governance to understand the foundation of Outcome Based reporting and what it currently looks like across Sturgeon Public School Division. This continues to evolve as more teachers and leaders see the value in reporting achievement aligned with Alberta Learning Outcomes, especially in grades with a new curriculum.
- Provincial Achievement Tests weighting has been standardized across the Division.
 - Grade 7-9, a maximum of 10% weighting for a final exam
 - Grade 6, a maximum of 5% weighting for a final exam
- The province has implemented a new digital platform to facilitate Provincial Achievement Tests and Diploma Examinations. All Sturgeon students will use this new platform, Vretta, to write the written response component of these exams. Support has been provided to all schools and teachers through the Education Technology Lead, and directly to administrators.

- Significant support has been provided through the Coordinator of Curriculum to Learning Coaches, teachers and principals of grade 1 classrooms to ensure a smooth round of completing the LeNS (letters and sounds screener), CC3 (Castle & Colheart 3) this month.

Educational Planning

Providing leadership and vision in the examination of achievement metrics and input from stakeholders, both at the division and school levels, to shape and establish effective educational strategies that enhance outcomes and align with the Board of Trustees mission, vision, and values, creating optimal learning for all students.

- Supported the building, presentation and publication of the Annual Education Results Report.
- Met with the Principal at each school and reviewed the school Education Plan, clarifying goals and encouraging alignment of strategies with division supports.
- Supported the analysis of student achievement trends by including five year data within the Education Plan document for each school Principal with provincial standardized exams.
- Reviewed Class sizes with each school administration, analyzed trends and considered supports where individual schools experienced significantly higher sizes than the division average.
- Continue to support School Presentations to the Board. The Director of Education Planning meets regularly with each Principal, preparing their presentations and ensuring they are able to tell their schools' story within the timeframe allowed.
- Met with the Superintendent and all leaders within Education Services to continue five year strategic planning. The conversation focused on sustainable supports within schools.

Indigenous Student Success

Providing leadership and vision in supporting Indigenous student success by promoting well-being, participation, engagement and achievement. Teachers and administrators are supported through professional development to apply foundational knowledge about First Nations, Métis and Inuit for the benefit of all students.

- Cree Language teachings have been developed by Helen Arcand, the Indigenous Student Counselor. These teachings are regularly shared with Call to Action leads and administrators to bring to staff and discuss how to engage students with these. Honoring language builds a strong culture of belonging and respect.
- Supported the Learning Services team in building a Group Application for Jordan's Principle. 20 Students now have direct support from an Educational Assistant or a Child and Youth Care Worker. These 20 students are in nine different schools across the Division.
- In December, Principals and Vice Principals engaged in physical learning with Lyndon Suntjens at the Morinville Leisure Centre. Together they engaged in Indigenous Games and learned how to use these in schools to create a deeper sense of belonging and to improve the physical and mental wellness of students.
- The Call to Action Cohort continues to meet monthly and often bi-monthly to connect with Elders and Knowledge Keepers including Bob Cardinal, Dr. Dwayne Donald and Etienna

Moostoos-Lafferty. The team has recently been focusing on considering the teaching and the schools through honouring mind, body, heart and spirit. What parts of learning could authentically be sacred?

Student and Learning Support Services

Providing leadership and vision in implementing professional development to equip teachers and leaders in establishing and sustaining inclusive learning environments where diversity is embraced and every student is welcomed, cared for, respected and safe. Ensuring all students' needs are met with programming aligned to ensure success.

- Continued to support school leaders in understanding and implementing the Therapeutic Crisis Intervention approach in schools. Became certified in TCIS, through participation with 30 other staff in a three day, intensive training and practical workshop.
- Attended the monthly CASA Classroom Leadership Meeting for Gibbons and Sturgeon Composite High School to support the Learning Services team and school administration in improving this program for students.
- During the Fall Break, four Mental Health coaches took part in the Mental Health in Schools Pilot (Mindful Mentors) offered during Fall Break Programming at Landing Trail School and Bon Accord Community School. Students who registered and attended enjoyed their daily sessions.
- Under the leadership of the Coordinator of Mental Health and Wellness, all school counselors have completed the school Counselling and Wellness plan. Support has been provided to school administrators to share these with all school councils before spring.
- Worked with the team to resolve a discrepancy between enrolment numbers and reported numbers of students who are English as an Additional Language Learners (EAL). The team established clearer expectations and communication to ensure reported numbers are accurate and the funding received, supports these learners within their schools.
- Supported School Administration through a Student Discipline process to ensure clear communication was completed at all levels, and all the processes for the hearing were timely and fair for all parties involved.
- Supported the Learning Services team in creating and implementing a Division framework for addressing challenging student behaviour. This framework outlines three tiers of action at the school level and two tiers at the divisional level. Each level had specific actions, responsibilities and supported resources to ensure success in reducing the frequency of challenging behaviour and improving desired outcomes for the student.
- All Educational Assistants will attend a Professional Development and Appreciation Day on January 31, 2024. This one day conference has been set up by the Learning Services team with support from all departments.

Information Technology

Providing leadership and vision in implementing professional development to equip teachers and leaders to use innovative technology to engage students, meet unique learning needs, and inspire

new ways of teaching and learning. Ensuring resources are allocated across the Division in a fair and equitable manner for all students.

- STEAM education across Sturgeon Public continues to grow. Under the coordination of the Education Technology Lead, teachers are meeting to discuss common approaches, standardized software and hardware, and opportunities for schools to connect. Recently school-based STEAM teachers created a vision for professional development and team building, which included attendance at the Plug Into Learning Conference in Canmore. The Superintendent has provided financial support and together with Education Planning, created a framework for these teachers to bring back learning and ensure continued collaboration beyond this event.
- Computer Science Education Week occurred from December 4th to the 8th, 2023. Teachers were supported to engage in Hour of Code activities and to explore AI and Minecraft through lesson plans and a website set up by the Educational Technology Lead.
- Planning for the STEAM Games on May 23, 2024, is well underway. Under the leadership of the Educational Technology Lead, teachers have met several times to discuss challenges and propose a competitive framework for students to showcase their abilities.
- Collaboration to define the roles and responsibilities within the Technology Services Department. Defining roles and responsibilities around addressing Technical Debt, Maintaining High Standards and Planning for Improvement.
- The Educational Assistant Chromebook Rollout has begun. Four Winds Public School received Chromebooks for each of their EAs. Using their feedback, the Director of Technology will expand this implementation to include about half of the division schools, with the balance being completed next year. It is important to ensure all division employees have quick and secure access to communication through email and collaboration within the Google suite of applications.
- Completed the Multi Factor Authentication (MFA) implementation for both Google Identification and Microsoft Identification in all schools and departments. Completing this has highlighted the need for a single authentication system.

Marketing and Communications

Providing leadership and vision in promoting and enhancing the Division's reputation by spotlighting the outstanding educational programs within each school and the remarkable success stories of Sturgeon Public Schools' students. Building a profile in the media with a positive narrative, including community connection and celebrating our students' achievements.

- Collaborated with school administration and division leadership to clarify early learning, alternative, specialized and optional programming across Sturgeon Public Schools. Currently working with schools to further refine Academy programming, and enhance school specialty options, Dual Credit, Internship and Apprenticeship opportunities.
- Supported communication between school leaders and central office to ensure information was available for the enhancement and improvement of School websites. This work is

ongoing, with the Communications team working to equip staff within the schools to address changes for school websites and school posts on social media.

- Supported Communications and Learning Services to host the two Pre-K & Kindergarten Expos. These were in the Redwater and Morinville communities. They highlighted the excellent programming across Sturgeon Public Schools and provided parents with key information regarding enrolment, transportation, and supports that are available for their children.

Leadership and Program Development

Providing leadership and vision in creating opportunities for teachers and school leaders to develop leadership capacity and to support staff in fulfilling their educational roles. Ensuring all schools develop and implement innovative programming to motivate students to pursue their unique path to succeed in the global community.

- Attended all monthly Principals' meetings and supported the Superintendent in engaging school leaders in discussing the successes and challenges they face within their schools and community.
- Attended all Senior Executive meetings and supported the Superintendent and Senior Executive colleagues in understanding current and future challenges across the school division and planning strategically to address these challenges. These meetings improve communication and collaboration across departments.
- Continued to hold 1:1 meetings each month with all direct reports to discuss current initiatives and support the work of each department. These meetings also play a key role in developing leadership and improving connection with each team member.
- Developed and hosted the monthly Education Services meetings. These allow for leaders to discuss plans and seek ways for each department to collaborate and support the achievement of the Education Plan Outcomes.
- Continued to support the Sturgeon Public Aspiring Leaders Team (SALT) and Vice Principal Cohorts as they meet and discuss dimensions of the Leadership Quality Standards (LQS) and current challenges from within their schools. SALT members are beginning their administration job shadow this month, where they have the opportunity to spend a day with a Principal at a different school. Conversations when they come back have been rich in demonstrating growth and a deeper understanding of the demands of leadership.
- Planned and hosted the monthly Administrative Council meetings. Except for December, due to illness. These facilitate conversations between central office leadership and school leadership. In the afternoon, under the direction of the Director of Education Planning, Principals and Vice Principals engage in professional learning opportunities. November focused on Assessment, December on Indigenous Games with Lyndon Suntjen, and January on supporting Layers of Literacy as a school leader with Dr. Miriam Ramzy and Michelle Bence.

Program Enhancement and Development

Providing leadership, vision, and support to division and school leaders to develop and enhance a wide variety of programming choices for students. These programs build engagement and ensure all students can find their own, unique path to success.

- Supported the expansion of the Dual Credit program to include a partnership with Elk Island Public and St. Albert Public. Now, students from each of these divisions will be able to register for Dual credit courses, such as Welding through NAIT, and Sturgeon Public School students will be able to access their programs.
- Attended several meetings regarding the registration process for 2024-2025. Coordinated timelines, roles and responsibilities across Student Information Systems, Communications, and school leadership.
- Met to begin the organization of Summer School programming for 2024. The previous Summer School was highly successful in student enrolment and course completion. This will support the current planning with understanding staff, communication, and programming needs.
- Supported several meetings and currently engaged in a planning process to reduce the PowerSchool redundancy for the Learning Centres and SPVA. With a single staff and administration, it would create significant efficiencies to have the Student Information for all three sites in one location in PowerSchool.
- Supported several meetings exploring the possibility of an aviation school or similar program within Sturgeon Public. Prairie Rose School Division and several others have been successful in helping students obtain a private pilot's license or complete ground training or related training toward a career in aviation.

Stakeholder Assurance

Provide leadership in engaging stakeholders, analyzing feedback, and providing assurance of continuous improvement. This includes thoughtful, considerate, and respectful dialogue with Division Stakeholders - Parents, Staff, Community - in order to improve programming, resolve student behaviour incidents, and strengthen parent/guardian and community connection.

- Ensured 34 students completed their Division scholarship applications, met the requirements, and were recognized by their schools for exceptional achievement. A total value of \$30,500 was earned by students in 2022-2023 an increase over last year's achievement.
- Supported school leaders to prepare their stakeholders for a successful administration of the Alberta Education Assurance Survey (AEA) in January and February. Schools will work at communicating the good work they are doing to address areas of concern and continue growth and improvement within their school communities.
- Answered regular, daily phone calls from principals and vice principals regarding student discipline, parent concerns, field trip considerations, and staff interactions. This time of year

involves staff evaluations and many leaders appreciate being able to discuss options for supporting staff growth and development that have been successful in the past.

- Directly engaged with Stakeholder concerns and phone calls. Over the past three months, there have been another 16 issues that have required support. The majority of these are related to student discipline.
- Supported hosting the first Council of School Councils' on November 15, 2023. This event encourages collaboration across School councils, allows Trustees to meet directly with the Chairs and Vice Chairs, and shares good ideas for councils to consider within their communities. To support better collaboration and communication, a website and email have been created for [School Council members](#).
- Under the leadership of the Director of Education Planning, the first Student Advisory Committee meeting was held at SCHS on November 18, 2023. Students shared their ideas on what they loved or would like to change about their school. They also had the opportunity to share why they thought some students did not follow the rules and how they could encourage good citizenship in the school and how to help people in our communities.
- Attended a Meeting with FCSS to begin clearer communication and collaboration among SHINE, HYPE, Mental Health in Schools Pilot, Social workers, and the FCSS departments of all the municipalities within Sturgeon Public Schools.
- Supported the planning and hosting of the Division Stakeholder engagement plan. Participated in the engagement on January 16, 2024, at Camilla School with 16 parents, 6 staff and 2 Trustees in attendance.

Administration is prepared to respond to questions at the January 24, 2024, Public Board meeting.

Attachment(s):

Not applicable.