

1A Promoting and Protecting Catholic Education in Ontario

~ Lou Rocha

In his session, Lou Rocha will highlight the challenges and opportunities for Catholic education in the 21st century with a focus on leadership roles and community engagement. He will present an overview of the *Friends and Advocates for Catholic Education* (FACE) project, its goals and the importance of shared leadership in the school community.

The workshop will include three components:

- The historical and current context of publicly-funded Catholic education in Ontario;
- Current efforts to promote and protect publicly-funded Catholic education; and
- The shared leadership approach in the community engagement strategy.

Participants will:

- Understand the importance of sharing and nurturing leadership for promoting and protecting publicly-funded Catholic education in Ontario;
- Learn about successful practices to inform parents and parishioners about the contributions of Catholic schools; and
- Be invited to support the provincial efforts by sharing success stories, testimonials, contact information and effective practices.

Lou Rocha became project manager for *Friends and Advocates for Catholic Education* in October 2008. His prior position was executive director of the Catholic Principals' Council of Ontario (2000-2008).

Lou's educational experience includes 28 years as a teacher, vice-principal and principal with the Toronto Catholic District School Board. His undergraduate degrees are from St. Michael's College and York University. He earned a master's degree in education administration from the Ontario Institute for Studies in Education.

Lou has been active in building organizations throughout his career and he is committed to using those experiences in his role with the FACE Project. Over his career he has received awards from OECTA, the Toronto Principals' Association, the Toronto Catholic athletic association, the Catholic Principals' Council of Ontario and the Ontario Association of Parents in Catholic Education.

1B Strength-based Leadership

~ Doon Wilkins

There are four pillars for strength-based leadership. Focus your leadership development on building clarity, competence, influence and appreciation. In this workshop you will also learn how to clarify communication, increase successes, motivate staff and build a happier, more cohesive school.

What will you learn?

- Where to place your energy so that you get the best results for your efforts.
- Focus on the four points for building a strength-based organization.
- How to coach people toward developing strengths in service of the organization.
- Practical strategies for building staff competencies and tapping into internal motivation.

Doon Wilkins' personal mission is to uplift the spirit and resources of people who serve others. He has been presenting at conferences, professional development days and workshops since 1992. Doon Wilkins has spoken to more than 100,000 people on the subjects of resilience, creating an inspiring work environment, life balance, management coaching and humour in the workplace.

He is the author of *Stumbling Toward Enlightenment – a pathway to better* and a contributing author of *Awakening the Work Place*, a book for leaders who wish to stay inspired, build staff cohesion and build a learning organization.

Doon's education includes a bachelor of education degree, and a graduate diploma in educational psychology. Doon worked in education for twenty-two years as a teacher, counsellor, program developer, staff developer and administrator of high needs programs. He is also an independent businessman, having created and managed a speaking services business since 1994.

1C Current Legal Issues Impacting the Role of the Principal and Vice-principal ~ John P. Bell

Current and emerging legal issues will be the focus of this workshop. Through a journey of the past eighteen months of impacting educational legal decisions and stories, the presenter will discuss the application of and the impact that these issues have on the roles and responsibilities of the principal and vice-principal.

Focal points include:

- A study of court decisions and issues over the past eighteen months;
- Analysis of specific stories and lessons learned from them;
- Identification of critical issues regarding the role of the principal and vice-principal; and
- Opportunity for workshop participants to engage the presenter through question and answer segments.

John P. Bell has been described as being as close as you can to being an educator, while still being a lawyer. His educator-like tendencies contribute to his unique and insightful approach to the area of education law.

Called to the Ontario Bar in 1971, John graduated from Osgoode Hall Law School, York University and prior to that, the University of Toronto. He is a senior member of the law firm Shibley Righton. For the past thirty years he has acted on behalf of both public institutions and private individuals and corporations.

His expertise in education law began in 1975 when his firm was retained by the Toronto Board of Education. Since then he has acted on behalf of many organizations and associations in education including the Education Quality and Accountability Office, the Canadian Education Association, Counsel to the Ministry of Education in specific litigation matters and the Ontario Public School Boards' Association. John has also spoken and written articles for numerous seminars and conferences in Ontario and across Canada.

1D Managing in a Union Environment: Creating a Positive Effective Workplace ~ Mike Seguin

As leaders and partners in education, we communicate with a wide variety of people on a daily basis. Creating a positive and effective work environment requires an understanding of the roles of all partners and the basic principles of communication and workplace motivational research.

The focal points of this workshop include:

- The nature of leadership;
- Behavioral theories and research;
- Work motivation and job satisfaction;
- Relationships in the workplace: the role of unions;
- Organizational conflict and personality types;
- Creating a positive and effective work environment; and
- Multi-media examples of positive work environments.

Michael Seguin holds a master's degree in educational administration from the University of Windsor where his thesis dissertation, *Work Motivation, Job Satisfaction and Vocational Personalities in Educational Institutions* earned him the Faculty of Graduate Studies award for the most outstanding thesis in 1997. Mike's research was selected in 2003 to be presented at the International Business and Economics Conference in Las Vegas, Nevada.

He is currently the principal of St. Joseph's Catholic High School with the Windsor-Essex Catholic District School Board (WECDSB) in Windsor, Ontario. Mike has served as superintendent of education where much of his work was focused in the area of Human Resources. Mike has been co-chair of the WECDSB Academic Leadership Program and is on the leadership team of the support staff leadership program. A member of the Principal Mentoring Program Committee, Mike demonstrates his advocacy for the development of leaders in the school system through his participation in the mentoring and training of principals and vice-principals.

1E Challenge (In)Equity ~ Christopher D'souza

*Re-affirming Our Vocation to Education and
Commitment to the Service of Students*

This workshop will examine the link between our Gospel values and the Ministry's new equity strategy. Topics will include:

- anti-racism
- intersectionality
- the impact of current immigration trends on Ontario classrooms
- bullying and identity
- faith accommodation
- inclusive schooling practices
- the eradication of homophobia
- centering marginalized students
- strategies to foster self-esteem in diverse classrooms

Workshop goals include making a link between safe schools and the eradication of discrimination in school systems.

Chris D'souza has been an educator with the Dufferin-Peel Catholic District School Board for twenty years. He has taught at the elementary, secondary and board levels. As the equity officer for the board, he presented senior administrators and teachers with practical strategies to create inclusive school systems. He has also been part of the mediation process at the Ontario Human Rights Commission.

Chris assisted the Ministry of Education with the creation of the Equity Strategy released in April 2009. He has also conducted half and full-day professional development sessions for administrators in eleven Catholic school boards, on the implementation of the strategy and PPM No. 119 *Developing and implementing equity and inclusive education policies in Ontario schools*. Chris strives to have administrators understand that they have the power to create truly inclusive schools supported by our Catholic Gospel values.

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2B**Teams that Work**

~ Stewart Nutt and Clive Card

Leadership is intentional. Everything we do as educational leaders must reflect personal and organizational values and be seen to support the board's mission.

Achieving the mission is not a one-person job. It is the job of many teams working in concert and in harmony. One of the many responsibilities in educational leadership is to build and maintain these groups. This workshop looks at the team. It is based on the premise that there are three major components to team success: deep and abiding relationships; effective communication; and a shared goal orientation. Activity-based, the experiences reflect a variety of modalities in an effort to personalize the learning. Each activity will be debriefed as a way of reinforcing concepts and celebrating excellence.

Outcomes for a shared learning experience:

- A renewed appreciation for the role of building and maintaining relationships in creating effective teams;
- An understanding of how trust can be built into relationships;
- An awareness of the power of shared leadership in building effective teams;
- A renewed appreciation of the necessity for a shared vision of the future; and
- A session that is fun, motivational and informative.

Clive Card has thirty-plus years of experience in education including both teaching and administration. For sixteen of those, Clive was a member of the Bruce/Bluewater administrator selection team. He also chaired the *Professional Growth* initiative to support staff development at all levels within the organization. For the past five years, he has been consulting with Synergistic Solutions.

Stewart Nutt has over thirty years experience in education both as a teacher and principal. Stew has presented media and staff development workshops throughout North America for TV Ontario, the University of Western Ontario, and local school boards. He has been a consultant for the past five years with Synergistic Solutions.

2C**Documenting Teacher Performance**

~ Tim Liznick

In his workshop on TPA, Tim will review the concepts of formal and informal assessment and evaluation as well as the common sources of information for evaluation, all with a view to performance correction. In the course of the discussion we will review the statutory evaluation model.

The discussion will then focus on issues that arise in the litigation of performance-related matters including the distinction between disciplinary and non-disciplinary responses. Through this discussion we will identify and explore practical issues regarding note-taking, managing rater biases and ensuring that the process and result are defensible given current arbitral standards.

With respect to the termination of teachers because of performance issues, we will discuss and explore the obligation of procedural fairness in exercising a statutory power of decision. The session will be interactive and will provide a forum for the discussion of real examples faced by the participants as a method of exploring the underlying legal and practical concepts.

Participants will leave the session with an enhanced sense of empowerment in dealing with performance-related issues. The session aims to assist evaluators in widening the scope of information that they use in dealing with performance-related issues. Participants will understand the distinction between conduct which is "culpable" and should be dealt with immediately, and conduct which is "innocent" and should be dealt with through performance management processes.

Tim Liznick was called to the Ontario Bar in 1992. He is a partner with Hicks Morley, situated in Toronto, Ontario. Tim's practice focuses on providing strategic human resources advice concerning collective agreements and employment contract administration, collective bargaining, restructuring and outsourcing. Tim also provides tactical advice in connection with the representation of clients in labour arbitrations, education law matters and civil litigation. He works extensively with both private and public sector clients in many business sectors including education, warehousing, transportation, home healthcare and aerospace. Tim has also worked extensively on matters involving the use and abuse of electronic data systems including computer and internet related misconduct.

2D Digital Kids are Changing the World ~ Jennifer Corriero

How can we cultivate a generation that is deeply engaged in their learning, and utilizes 21st century skills to become global leaders? Jennifer Corriero will share six archetypes of young leaders that have emerged over the last decade, and how educators can further develop these capabilities in their students and schools. Her organization, Toronto-based TakingITGlobal, works with schools in over ninety countries to involve teachers and students in global collaborations and learning. You will also learn how your school can join together with peers around the world to connect your students to real-world challenges.

Jennifer Corriero is co-founder and executive director of TakingITGlobal, a non-profit organization with the aim of fostering cross-cultural dialogue, strengthening the capacity of youth as leaders and increasing awareness and involvement in global issues through the use of technology. In 2005, Jennifer was named a Young Global Leader by the World Economic Forum. In 2007 she was recognized as one of Canada's Top 100 Most Powerful Women by the Women's Executive Network and named as a York University Bryden Alumni Award winner.

In 2007, TakingITGlobal was recognized by the Tech Museum Awards as the education award winner. In 2003, Jennifer was a member of the official Canadian government delegation to the World Summit on the Information Society. She has presented and supported civil society engagement at events including the World Urban Forum, International AIDS Conference, World Summit on Sustainable Development, Youth Employment Summit and Global Knowledge Partnership International Forum.

Jennifer has a master's degree in environmental studies from York University, and has been a youth engagement strategy consultant for a range of organizations including Microsoft, TD Bank, VanCity Credit Union, Ontario Science Centre and the Canadian government.

2E Using School Data and Student Evidence to Break Through the Achievement Gap ~ Melanie Greenan

Participants in this session will have the opportunity to review various sources of school data and student achievement evidence to paint a picture of a school. Following the identification of available data sources, participants will collegially engage in identifying areas of strength and challenge in a school's data profile.

The session will focus on: developing a high leverage focus for a school; formulating a SMART goal according to the School Effectiveness Framework (SEF) indicators; linking the Teaching Learning Critical Pathway (TLCP) focus to the SEF indicators; and building an archive of learning through the development of an audit pathway. Participants will connect the practical steps in the school improvement process to the practices and competencies of the *Ontario Leadership Framework* and the *Teacher Performance Appraisal* process.

At the end of the session participants will be updated and prepared to make connections between the various sources of data available for school improvement. They will be able to develop seamless plans for the implementation of new ministry frameworks.

Melanie Greenan is currently a vice-principal at St. Catherine of Siena School in Mississauga, Ontario. Melanie's experiences include working as a literacy consultant and coordinator of elementary program for the Dufferin-Peel Catholic District School Board. She has been involved in numerous ministry initiatives including: *Ontario Focused Intervention Partnership (OFIP)* schools; *Schools in the Middle*; ministry *Turn Around Schools*; and the Literacy and Numeracy Secretariat's *Regional Improvement Team*.