



Newsletter of the Manitoba Association of School Superintendents

Learning

Living

Leading



Özlem Sensoy

Summer Institute 2015 Preview
Elkhorn Resort August 12 - 14, 2015

ACTing on an Equity Framework

Dr. Özlem Sensoy of Simon Fraser University has accepted our invitation to facilitate the MASS 2015 Summer Institute. She is the author of recently acclaimed books, *Is anyone really equal*, and *Rethinking Popular Culture and Media*, and will present to us in the areas of social justice, inclusive instruction and teaching/learning/leading for social activism.

Özlem will use the Wednesday evening Keynote to set the stage for our work as system leaders in supporting deeper learning which includes learning for social responsibility and activism. Our Thursday workshops will each challenge our thinking about social activism in a different way and will directly tie our learning into our three identified focus areas of aboriginal education, mental health and wellness, and early childhood learning. Friday will feature a breakfast discussion based on a reading provided by Özlem, followed by her response to us and a closing challenge. This institute will deepen our understanding of deeper learning, our three priorities/focus areas and our long term commitment to ACT on an equity framework.

Mark Your Calendars



Aboriginal Education Leadership Institute

MASS, MSBA, MASBO
January 16, February 27, April 24
Victoria Inn, Winnipeg

Instructional Leadership

Leadership Development Module
January 22 and 23
Canad Inns Polo Park

Human Resources Part 2

Leadership Development Module
April 30, May 1
Location TBA

MASS AGM and Recognition Banquet

May 14
Hilton, Winnipeg

Looking Ahead

MASS Summer Institute

Özlem Sensoy
ACTing on an Equity Framework

Elkhorn Resort,
August 12 - 14, 2015

MASS Fall Members Session

October 2, 2015
Location TBA

MASS Fall Conference

Enabling Learning Environments
November 11 - 13, 2015
Lakeview Resort, Gimli

MASS NEWSFEED

MASS Embarks on New Communications Plan

ChangeMakers will be working with MASS to roll out a new on-line presence. This will involve a completely new look for the home page, with a Twitter feed, a news feed and an interactive calendar. It will also replace the existing MASS Portal with a password protected Members Only area. This will make it possible to access up-to-date and complete MASS information on one site - to make it even easier, it will have a mobile platform to make all of this easily accessible from your Smartphone. Look for the new page in early January, 2015.

MASS Golf Tournament raises money for Agape House

The Gerry Dougal Memorial Golf Tournament, held annually at the MASS Summer Institute in honour of the former Superintendent of the Whiteshell School Division who was the long-time organizer of the MASS golf tourney, raised \$410 which was donated at the request of Bev Dougal to Agape House in Steinbach. Thanks to Mike Borgfjord for his many years of service in running this tournament in honour of his



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From the President



Barb Isaak
President
MASS

Welcome to the fall edition of the 'MASS in Motion' newsletter. This issue includes our MASS Priorities for 2014 – 2015, as well as our Professional Learning opportunities.

The Executive reviewed the priorities in August, and endorsed continued work as identified on page 3. Continued refinement has resulted in some reorganization to better frame our thinking and communicate with our educational partners. Our Organizational Priorities are listed on page 3 - this is an internal document for MASS Executive and Committee use. Priorities identified at our AGM, as well as reflection on past priorities inform the executive when articulating a direction for the current year. The im-

portance of continuing and extending the work in our current action areas was strongly endorsed.

The overarching priorities of Equity and Quality are supported by 3 belief statements which summarize our organization's commitment to providing support and leadership for all of our students. We are extending our work in the areas of Aboriginal Education, Mental Health and Wellness and Early Childhood.

At the August Executive meeting, a robust conversation helped to focus our organizational commitment to be leaders of learning. These statements remind and challenge us to ensure that we model life-long learning to our teachers and communities. Our conversations and actions during the year will assist us in achieving increased levels of equity and quality for Manitoba students. When reflecting back on the year, I believe we are able to celebrate the work accomplished, and refine our goals for the future.

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MASS in Motion Professional Learning and Advocacy 2014 - 2015

One of the points of pride for me in MASS is our longstanding and unwavering commitment to learning together as professionals, with a growing commitment to advocacy. Our MASS Priorities document now outlines our on-going three focus areas and our core beliefs about learning - and leading of learning.

Our **MASS Summer Institute 2014** with Simon Breakspear, including our follow-up day on Monday for our educational partners, was very well received. Simon was able to challenge our thinking about deeper learning, innovation and equity at a higher level, but was also able to translate these into a practical and structured way to move forward and to make a difference in Manitoba now.

Your strong commitment to equity resulted in a very high participation rate in our on-line survey, which is the first part of our **equity study**. This will provide us with a baseline data set that is rich and representative of all parts of our province. Along with qualitative data collected at our upcoming focus groups, this study should help us determine current levels of equity in policy and practice in Manitoba's public schools and allow us to measure progress in these areas in the coming years.

Our November **Educating for ACTION: Mental Health and Wellness** conference is fully sold out - with almost 600 of the 700 seats being claimed by school division teams, including 90 students. The line-up of over 25 speakers represents a very rich range of themes related to mental health in schools. We are looking forward to this conference being a game changing event in this area as we continue to advocate for the recommendations put forward in our MASS position paper.

Our professional learning events are well-attended by our members and by our educational and community partners alike. This collaboration provides a great opportunity for us all to move forward on our shared priorities, for the good of our students.

On January 16 we will have a unique opportunity to take part in the first day of a three-day **Aboriginal Education Leadership Institute**, with follow up days on February 27 and April 24. MASBO, MASS and MSBA have each given up one of our members' days to support this initiative for all of our perspective members. All sessions will be held at the Victoria Inn.

Our **Leadership Development Modules** will continue this year, with sessions now determined. A module on Instructional Leadership will be offered on January 22 and 23, which will include assessment and evaluation, staff development and deeper learning. On April 30 and May 1, we will do Human Resources Part 2, an in-depth follow-up on areas suggested by participants in Part 1, including labour relations and unions, staff discipline and common legal issues we are all likely to face in the course of our work with staff.

Other opportunities will present themselves through our yet to be determined Ethical Leadership session, likely in January or February, and our AGM morning on May 14, 2015.

And of course, our **Summer Institute 2015** with Özlem Sensoy, to consider ACTing on an Equity Framework!



Ken Klassen
Executive Director
MASS



Priorities 2014 – 2015

Manitoba Association of School Superintendents



Equity and Quality

MASS believes:

- that a shared commitment to raising both equity and quality in Manitoba's public schools will lead to improved achievement for all of our students.
- that a conscious and persistent commitment to equity, system wide and across sectors, will also lead to poverty reduction, greater inclusion and an appreciation for the riches that diversity brings.
- that a purposeful and sustained commitment to quality education in every classroom will also increase the capacity for teaching, learning and leading throughout the system.

MASS Action / Focus Areas for 2014 – 2015

Aboriginal Education	Mental Health and Wellness	Early Childhood Education
<p>Host a three session Aboriginal Education Institute in Winter 2015 with our educational partners - MASS, MSBA and MASBO.</p> <p>Liaise with FNMI partner groups, collect resources for implementation of MASS Call to Action in Aboriginal Education Position Paper - MASS Aboriginal Education Committee.</p> <p>Follow-up to 2014 Emamawi Witatoskemitowak - Interorganizational Conversation on Aboriginal Education with educational partners – MTS, MSBA and others.</p>	<p>Co-host a provincial conference on Educating for Action: Mental Health and Wellness in November 2014 – MASS, Manitoba Education and Advanced Learning, Children and Youth Opportunities and Artbeat Studios.</p> <p>Assess current mental and emotional health and wellness issues related to public schools and inform MASS membership - MASS Ad Hoc Mental Health Committee.</p> <p>Exercise Leadership on the OCCYMH Committee of Healthy Child Manitoba and work collaboratively towards a mental health framework for Manitoba.</p> <p>Pursue intersectoral liaison with public and mental health organizations and agencies.</p>	<p>Review and rework the original MASS position paper on early childhood education - MASS Ad Hoc Early Childhood Education Committee.</p> <p>Develop and present an updated Call to Action for early childhood education - MASS Ad Hoc Early Childhood Education Committee.</p> <p>Maintain active MASS Representation on Provincial Early Childhood Committee.</p>

Leading Learning

MASS believes that our mandate is to be leaders of learning, primarily in our respective local school systems and also in the broader domains of provincial, national and global public education. As leaders of learning:

- we will learn more about both essential and deep learning. We will work to identify essential learning for each and every child and ensure that this is achieved. We will pursue a better understanding of deeper learning and how we can prepare learners to go beyond our own learning.
- we will take responsibility for our own continuous learning and the learning of everyone we lead. We will create and foster enabling, supportive, inclusive and challenging environments within which we will consciously and persistently model our own active and visible learning.
- we will model learning that is based on robust research, tested through purposeful application in the field and evaluated using a wide range of meaningful data. Our findings will guide us in shaping policy and practice to achieve what is best for the children in our care.

<p>2014 Summer Institute 2015 Summer Institute 2015 November Conference MASS Book Club MASS Fall Journal 2014 MASS Spring Journal 2015 Educational Finance Paper Participation in Equity Study</p>	<p>Deeper Learning I with Simon Breakspear Deeper Learning II with Özlem Sensoy Enabling Learning Environments "Deeper Learning" Book List Pathways and Possibilities Defining Equity Funding of Schools, Budgeting principles Policies and Practices of MB School Divisions</p>	<p>A Design Process for Innovation and Deeper Learning ACTing on an Equity Framework Designing and Equipping Enabling Learning Spaces As selected by Simon Breakspear Career Preparation, Technical – Vocational Education Equity Enhancing Policies / Practices in School Division Membership Discussion With Social Planning Council and Educational Partners</p>
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MASS Organizational Priorities 2014 - 2015

The Executive Committee will work towards a three year MASS Action Plan which is directly linked to priorities identified by members at our Annual General Meeting.

The Professional Learning Committee with the Executive Committee will review the purpose, format, content and frequency of member sessions, in order to make them more responsive to members' needs, including time for Book Club follow-up, reintroduction of the bear pit sessions in some form, and a wellness component such as Get a Life.

The Professional Learning Committee will work towards a three year comprehensive professional learning plan, which will be directly linked to the MASS Action Plan.

The Professional Learning Committee will plan at least one ethical leadership cohort in the coming year, which will be tied to the current work of MASS members.

The Public Relations and Membership Services Committee will select a group of books for the MASS book club that address an upcoming professional learning session, such as Deeper Learning and/or Mental Health and Wellness. MASS book club books will be posted to the MASS web site with short reviews written by members and book club discussions will become part of our MASS members sessions.

The Public Relations and Membership Services Committee with the Executive Director will work with ChangeMakers to implement the recommendations of the communications audit, starting with the Website and Social Media Proposal.

The Public Relations and Membership Services Committee with the Executive Director will align the theme of the MASS Journal to current MASS priorities and Professional Learning initiatives.

The Public Relations and Membership Services Committee will facilitate a session on contractual / legal issues for all members.

The Leadership Development Committee will plan and facilitate two leadership modules which will go deeper into some of the areas dealt with in the first three modules, according to requests of participants.

The Leadership Development Committee will work on developing a course which can be used by MASS members to meet the requirements of the 6 credit hours from the field that are allowed under the new Principals' Certification Program and the MOU which MASS has signed.

The Leadership Development Committee will review the MASS Mentorship program and propose a new model for the following year.

The Legislation and Policy Committee will establish a multi-year rotation for review of all MASS policies and by-laws to ensure that current policy and practice are aligned and that appropriate policies are in place for MASS practices and procedures.

The Executive Director will hold regular meetings with regional chairpersons and will establish a rotation of attendance at regional meetings by the executive director and representatives of the executive.

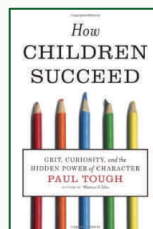
The Executive Director will set up mechanisms to facilitate timely and effective two-way communication between the Executive Committee and the regional committees.

The Executive Director and the Past President will represent MASS on the board of CASSA. MASS will work with CASSA to host the CASSA conference in Winnipeg in 2016, along with the CMHR. The President, Vice President and the Executive Director will continue to meet with CEA leadership and will encourage reestablishment of CEA sponsored national CEO forums with the consideration of hosting such a forum in Manitoba in the future.

Simon's Picks

MASS Book Club Selections 2014 - 2015

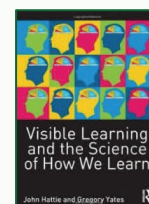
How Children Succeed – Paul Tough



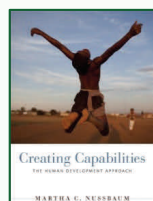
How Children succeed introduces us to a new generation of researchers and educators who, for the first time, are using the tools of science to peel back the mysteries of character. Through their stories- and the stories of the children they are trying to help – Tough traces the links between childhood stress and life success. He uncovers the surprising ways in which parents do – and do not-prepare their children for adulthood. And he provides us with new insights into how to improve the lives of children growing up in poverty. - cover

Visible Learning and the Science of How We Learn – John Hattie and Gregory Yates

Now in this latest book, John Hattie has joined forces with cognitive psychologist Gregory C. R. Yates to build on the original data and legacy of the Visible Learning project, showing how its underlying ideas and the cutting edge of cognitive science can form a powerful and complementary framework for shaping learning in the classroom and beyond. - cover



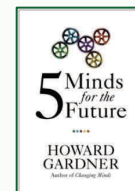
Creating Capabilities – Martha Nussbaum



In her new book, *Creating Capabilities*, the philosopher and legal scholar Martha Nussbaum argues that we need to refocus our ideas about development on the scale of individuals: on concrete human lives and the way they actually unfold. Quantitative measures like per capita GDP, she writes, are poor measures of development; they can't capture the shape and texture of individual lives, even though individual lives are what matter. Development isn't about how rich your nation is, on average --it's about whether people can live in a way "worthy of human dignity" (Josh Rothman)

5 Minds for the Future – Howard Gardner

The world of the future will demand capacities that, until now, have been mere options. Have you begun developing those capacities-in yourself and others? We live in a time of vast changes that include accelerating globalization, mounting quantities of information, the growing hegemony of science and technology, and the clash of civilizations. Those changes call for new ways of learning and thinking in school, business and the professions. In *Five Minds for the Future*, noted psychologist Howard Gardner defines the cognitive abilities that will command a premium in the years ahead.



The Lean Startup – Eric Ries



The Lean Startup approach fosters companies that are more capital efficient and that leverage human creativity more effectively. Inspired by lessons of lean manufacturing, it relies on "validated learning," rapid scientific experimentation, as well as a number of counterintuitive practices that shorten product development cycles, measure actual progress without resorting to vanity metrics, and help us learn what customers really want. - cover