



Spring 2014

# MASS *in Motion*

**Newsletter of the Manitoba Association of School Superintendents**

Learning

~

Living

~

Leading



Thompson Here We Come!



MASS AGM  
May 28 - 30, 2014

Hosted by  
MASS Northern Region

## Mark Your Calendars



### MASS 2014 - 2015

Executive Annual Planning	Aug. 12
<b>MASS Summer Institute August 13 - 15, 2014, Elkhorn Resort</b>	
Simon Breakspear Open Session August 18, 2014, Victoria Inn, Wpg.	
Executive Meeting	Sept. 5
Mass Members Meet October 3, 2014	
Executive Meeting	Oct. 17
<b>Educating for Action Mental Health and Wellness November 13 and 14, 2014</b>	
Exec Meeting	Dec. 5
Leadership Module TBA Jan. 22 - 23, 2014	
Ed Partners Aboriginal Institute #1 Jan. 16, 2014, Victoria Inn, Wpg.	
Exec Meeting	Feb. 6
Ethical Leadership Cohort TBA	
Ed Partners Aboriginal Institute #2 Feb. 27, 2014, Victoria Inn, Wpg.	
Exec Meeting	Mar 12
Ed Partners Aboriginal Institute #3 April 24, Victoria Inn, Wpg.	
Executive Meeting	April 10
Leadership Module TBA April 30 - May 1	
<b>MASS AGM and Recognition Banquet May 14, 2014</b>	
Exec Meeting	June 12

**MASS Summer Institute Elkhorn Resort August 13 - 15, 2014**

## Simon Breakspear

### Deeper Learning

Keynote:	Global Challenges
Interactive Workshops:	New Ways of Teaching Personalized Learning System Leadership for Deeper Learning Innovation Strategies, Enabling Conditions
Questions and Response:	Ethical Leadership for Deeper Learning
Challenge to Us:	Manitoba: Good Intentions or Real Impact?



### MATT FALK

Comedy, Song, Magic

*Suitable for the whole family. Bring the kids!*

**Hospitality Chalet**  
hosted by  
**Pembina Trails  
School Division**

**Monday, August 18 Simon Breakspear Open Session Victoria Inn, Winnipeg**  
Recommended for Administrative or School Teams, Individuals, Community Members  
\$100 includes full day session and lunch

**Mental Health and Wellness**  
Educating for ACTION

**November 13 and 14, 2014**  
Canad Inns Polo Park, Winnipeg, Manitoba

**Guaranteed Spots and Team Rates for School Divisions to June 6, 2014**

The conference features the following world-class speakers:

Dr. Stan Kutcher	Dalhousie University, Halifax	Heather Stuart, Ph.D.	Queen's University, Kingston
Martin Brokenleg, Ph.D.	Reclaiming Youth International	Dennis Embry, Ph.D.	PAXIS Institute, Tucson
Corey Keyes, Ph.D.	Emory University, Atlanta	Mary Gordon	Roots of Empathy, Toronto
Gordon Neufeld, Ph.D.	Neufeld Institute, Vancouver	Wab Kinew	University of Winnipeg
John Walker, Ph.D.	University of Manitoba	Justice Murray Sinclair	Truth and Reconciliation Commission of Canada
Beth Doll, Ph.D.	University of Nebraska, Lincoln	...and many more!	
Debra Pepler, Ph.D.	PrevNet, York University, Toronto		
Dr. Gabor Maté	Physician, Author, Vancouver		

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## From the President



Reg Klassen  
President  
MASS

It has been my profound privilege to serve as your president this past year. Working for MASS in this capacity has provided me with new opportunities in the course of which I have met numerous people across the country. In each situation I have shared the work of MASS and our priorities, and have always endeavored to leave others with a clearer picture of MASS the organization, and its members. In doing so I am often reminded of Ryszard Kapuscinski's book, *The Other*.

In his book Kapuscinski entitles his last chapter "Encountering The Other As The Challenge Of The Twenty-First Century". He goes on to say that each encounter with an Other (described as someone who is new and thinks differently than we do) has an unknown quantity, a level of uncertainty as to how it will turn out. "How would it go? How would it develop? What would be the conclusion?" Kapuscinski would agree that we not only have a need, but an "ethical duty – to approach, to be open and friendly". He would argue this is the best approach to use with the Other because our world, particularly in the 21<sup>st</sup> Century, "we shall constantly be encountering the new Other, who will gradually start to emerge from the chaos and

confusion of modern life." Therefore, as we live together in our global community, how we approach the Other will determine how we move forward as human beings, and this in turn will shape the new Other.

I view the work of MASS similarly, in that our approach to others will in fact help shape the character of who we will become as people. I recognize I may have oversimplified Kapuscinski's thinking and it deserves a longer discussion, but hope I have captured at least the essence of what he articulates. I believe that our work in education through MASS provides us with a glimpse of the possibilities for the future. This future holds the potential of greatness, but I believe the outcome does rely on how we approach our Others. MASS as an organization, has a significant role to play in this journey.

Thank you for the opportunity to serve as the President of MASS this past year.

*"...we not only have a need, but an "ethical duty – to approach, to be open and friendly".*

*~Kapuscinski*

## MASS in Motion

**2013 - 2014** started off with a new approach to planning for the MASS Executive. Much of the content of the existing strategic plan was moved to a separate Action Planning document to reflect the on-going activities of MASS.

A new and more graphic one-page MASS Priorities document was developed for use with our members and our partner organizations, which highlighted our commitment to both Equity and Quality and outlined the actions we planned in four major focus areas - Aboriginal Education, Mental Health and Wellness, Early Childhood and Essential / Deeper Learning.

A second page to that document outlined organizational goals for the year - the things we would do within MASS to improve our organization.

Our professional learning this year contributed to a greater understanding of what it really means to be committed to equity:

- Our Summer Institute with Pasi Sahlberg, where we gained new insight into equity and what would be required to really make an impact for equity in Manitoba.
- Our partnership in a Cultural Proficiency Institute also strengthened our commitment to equity at another level - in working with all members of our community in Manitoba in a more inclusive, respectful and mutually supportive way.
- Our Ethical Leadership session together with COSL and Simon Breakspear provided an opportunity to consider the ethical basis of our commitment to equity - Simon will follow up on this with the whole group this summer.

MASS, MSBA and the Social Planning Council are set to begin a large scale benchmark study on equity within Manitoba's school divisions - especially related to policies and practices which promote equity. The initial survey of all superintendents is slated for August, before the pressures of the school year are in full swing. The survey will be followed up with focus groups in fall. Hopefully this study can give us a powerful new resource to measure the impact our work in equity is having.

This year the MASS Public Relations Committee contracted with ChangeMakers to do a study of MASS communications and member services. The initial results are now available to us and will be used to make changes that will improve our communication, including a revamp

of our web presence, potentially enabling the replacement of our portal with an interactive web site. Also considered will be how MASS will use social media. Amounts have been placed in the proposed budget for next year to facilitate desired changes without delay.

Other MASS committees have also been very active during the past year - with a new position paper on Essential Learning being released by the Curriculum Committee, a discussion paper on Math Education being released by the PR Committee, a draft discussion paper on Education Finance being brought to the membership for discussion by the Ed Finance Committee, and finally some intensive work being done by the Early Childhood Committee to renew the Early Childhood Education position paper.

Our Leadership Development Committee has facilitated two successful sessions in Ed Finance and Leadership in the Political Realm. This initiative is off to a promising start and will continue in the coming year with two more modules.

Our Professional Learning Committee, in addition to the hosting of the large and successful events already mentioned, took on the task of considering how to make our MASS Members Meet days more responsive to current challenges faced by Superintendents in the line of their daily duties. A MASS Café at the March Session was an attempt to have meaningful discussion on a longer list of issues brought forward by members. Our October 3 day next fall will continue to respond to members needs by concentrating on three larger current issues that have been identified in the last few months of this year.

Finally, our President and our Past-President have been very involved in representing MASS at the CASSA table this year - hoping to help in making changes that would enable MASS to again become a contributing member in this national voice. A motion is being brought to this AGM for MASS to become a full member once more. MASS representatives have also continued to work with CEA as another opportunity for national voice and collaboration.

I believe I can report that 2013 - 14 was a full and productive year for MASS and its members.



Ken Klassen  
Executive Director  
MASS

# MASS Committees

## What do they do? Which One's for You?

**The Curriculum Committee** considers concerns and issues related to the Manitoba curriculum - including impacts on teaching, learning, reporting and assessing. Mass looks to this committee to inform and advise the Executive and the membership on important implications for us and to develop clear MASS positions on which to base our advocacy and action in the best interest of our students. This committee would connect with Manitoba Education and Advanced Learning to provide input from MASS on implementation in areas of curriculum and assessment.

**The Education Finance Committee** monitors funding provided by the Province to school divisions and informs and advises the Executive and the membership on implications for school division budgeting and implementation of government programs. Members of this committee may also be appointed to serve on the Advisory Committee for Funding of Schools and through this avenue provide input from MASS into the funding formulas.

**The Information Communications Technology Committee** informs and advises the Executive and the membership on emergent issues related to ICT in the public school system and serves as a support for building literacy with ICT. This committee meets with the Deputy Minister and advocates for equity of access to ICT for all Manitoba students.

**The Legislation and Policy Committee** develops, reviews and maintains MASS policies, advising and informing the Executive and the membership on emergent legislation and implications for policy.

**The Professional Learning Committee** plans, organizes and facilitates professional learning for MASS members, including the MASS Members Meet days, the MASS Summer Institute, the November Conference, the Ethical Leadership sessions and biannual Educating for ACTION conference.

**The Public Relations Committee** ensures that MASS has a strong profile with members and the public, and that MASS communications are effective - including the MASS Web site, the MASS Journal and the MASS Book Club. This committee also ensures that members are supported with current and accurate contractual information and that new members receive orientation and mentorship support.

**The Research Committee** conducts information and data collection in order to ensure that MASS makes decisions, advocates and acts on a solid base of research in addressing current and emergent issues.

**The Ad Hoc Committee on Early Childhood Education** informs and advises the Executive and membership on the direction of early childhood education, developing and renewing a MASS position in this area as a basis for advocacy and action towards a comprehensive provincial framework for early childhood education which is based on research.

**The Ad Hoc Aboriginal Education Advisory Committee** consists of MASS members and community members from the Aboriginal communities in rural, northern and urban areas of Manitoba. The new mandate of this committee is to support the Call to Action in the MASS position paper on Aboriginal Education by meeting with Aboriginal organizations and committees from other educational partners and collecting resources for MASS members to use in implementation.

**The Ad Hoc Leadership Development Committee** looks for the best ways in which to develop and promote leadership of senior administrators in Manitoba school divisions. Based on research into models from other provinces, this committee is facilitating the development and facilitation of "made-in-Manitoba Leadership Modules on areas of direct concern to working superintendents.

**The Ad Hoc Mental Health Committee** considers mental health and wellness concerns in our schools and informs and advises the Executive and the membership on how we can best support schools and school divisions and best advocate for students with mental or emotional health issues.

\*These short descriptions are paraphrased versions of the terms of reference for MASS Committees in our Policy Handbook.

### How are MASS Committees Formed?

- After the Executive is chosen at the Annual General Meeting, each member of the Executive, (except the Table Officers) is asked to chair one of the above committees.
- Members of committees from past years are asked if they wish to continue.
- All MASS members are asked to fill out a form indicating their interest in serving on a MASS Committee.
- Committee chairs try to ensure that committees will be balanced for geography and gender so that committees are representative of the MASS membership.
- If a committee requires new membership and if you have expressed interest in that committee, you will receive a call or an e-mail from the committee chair inviting you to serve.



### MASS External Committee Representatives

Many outside or partner organizations request representatives from MASS to serve on outside committees. You can indicate your interest by filling in the form that was e-mailed to you.



President Elect  
Barb Isaak

## Looking Back, Moving Forward

The final edition of 'MASS in Motion' for this year brings an opportunity to reflect on and celebrate an excellent year as an organization.

Thank you to the Northern Region superintendents for hosting our AGM and providing us with an excellent learning experience. Thanks also to the Professional Learning Committee who facilitates similar opportunities throughout the year.

As an organization, we have identified equity and quality as the pillars which frame and guide us as we work toward our goals of universal and high quality public education in the province of Manitoba.

How do we meet the goals and objectives that we have set? I believe one way is through the power of focused conversations and relationship building which are woven together through the stories and experiences we share. We share and learn together through stories and through the investment we make in relationships each time we come together. It is through shared learning that this organization has grown tremendously in the last number of years and that we will move forward with an increased focus, trust and a true desire to learn from and with each other.

**"We share and learn together through stories and through the investment we make in relationships each time we come together."**

We have celebrated the creation of a series of robust position papers which have further articulated our commitment to equity and quality in the areas of Aboriginal education, mental health and wellness, early childhood education and essential learnings.

A very significant and powerful element of each position paper is its call for action. This provides the opportunity for deliberate and targeted interventions through the work of MASS, and through collaboration with our educational partners. We look forward to learning together at our November Education for ACTION conference which will focus on Mental Health and Wellness.

We can also reflect on the positive impact working together has produced. Shared learning provides us with a professional environment where we can dialogue, refine our thinking, and have the ability and opportunity to speak with a collective voice.

I look forward to working together with the executive, membership, executive director and our educational partners as we continue to move towards meeting our goal of high quality public education in Manitoba.

To our members who will be moving on to other opportunities at the end of June, we wish you well, and thank you for your dedication and commitment our students. We will miss your reflections and insights.

## MASS Honorary Life Members

### Farewell!

Graham Bruce  
Patricia Burgoyne  
Denis Ferre  
Val Georges  
Don Hurton  
Simon Laplante  
Ross Metcalfe  
Keith Morrison  
Greg Mutter  
Dushant Persaud  
Wilma Ritzer  
Edie Wilde

## MASS New Members

### Welcome!

Carolyn Cory  
Greg Daniels  
Elaine Egan  
Marti Ford  
Alain Laberge  
Fatima Mota  
Keith Murray  
Marlene Murray  
Terry Osiowy  
Rob Riel  
Tim Stefanishyn

## MASS Spring Journal

### Articles by:

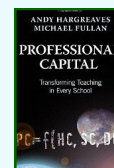
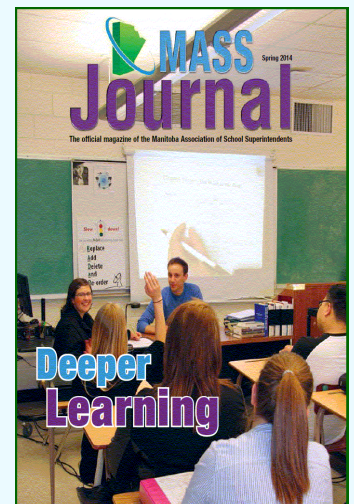
- Paul Cuthbert
- Jennifer Katz
- Warren Nickerson  
Christine Penner
- Rob Carnegie  
Jackie Gagné  
Darren Kuropatwa  
Andy McKiel  
Tanis Pshebniski
- Barb Isaak  
Brenda Augusta  
Rod Epp  
Drew Forrest
- Gareth Neufeld  
Linda Mlodzinski  
Robert Mazzotta  
Marie-Josée Rousse  
Diane Hawrysh
- Monique Guénette  
Derreck Bentley

### NEW: Book Club Book Review

#### Professional Capital

By Andy Hargreaves, Michael Fullan

Reviewed by Ray Derksen



Extra copies of the MASS Journal are available.

Contact Amber Samson at the MASS office.

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