



Newsletter of the Manitoba Association of School Superintendents

Learning

Living

Leading



Hearts & Minds
Creating a Culture of Caring
Conference
July 7 - 9, 2016
Winnipeg, Manitoba



SAVE THE DATE

APRIL 20-21, 2017
VICTORIA INN, WINNIPEG

Our HUMAN RIGHTS Journey
EDUCATING FOR ACTION

MTS and MASS are joining forces to bring you Educating for ACTION: Our Human Rights Journey on April 20 & 21, 2017 at the Victoria Inn, Winnipeg. School Divisions are invited to send teams of students, teachers, principals, senior administrators, parents and trustees to join numerous community groups on this timely journey.

More information to come at mbteach.org



HOSTED BY



Mark Your Calendars



2016

CASSA Hearts and Minds

Hotel Fort Garry
Thursday and Friday,
July 7 - 9, 2016

Tuesday, August 16, 2016 Lakeview Hecla Resort

Mass Executive Planning Session 10:30 - 4:00 p.m.
New Members Session 12:00 - 4:00 p.m.
Executive / New Members Dinner 6:00 p.m. start

MASS Summer Institute 2016

Lakeview Hecla Resort
Wednesday to Friday, August 17 - 19, 2016

Friday, September 9, 2016 Executive Meeting

MASS Fall Members Meet

Venue TBA
Friday, October 7, 2016

Friday, October 14, 2016 Executive Meeting

MASS November Conference (MASS Members Only Event)

Victoria Inn Brandon
Thursday to Friday, November 3 - 4, 2016

Friday, December 2, 2016 Executive Meeting

2017

Friday, February 3, 2017 Executive Meeting

Wednesday, March 15, 2017 Executive Meeting

Friday, April 7, 2017 Executive Meeting

Leadership Development Module and New Members Session

Canad Inns Fort Garry
Thursday and Friday, January 12 - 13, 2017

Educating for ACTION: Our Human Rights Journey

Victoria Inn, Winnipeg
Thursday and Friday, April 20 - 21, 2017

Leadership Development Module and New Members Session

Venue TBA
Thursday and Friday, April 27 - 28, 2017

MASS AGM and Recognition Banquet

Thursday, May 18, 2017
TBA

Friday, June 9, 2017 Executive Meeting

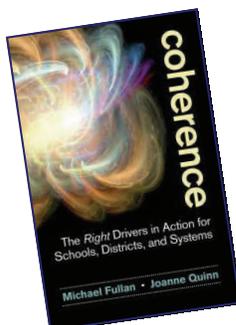
MASS Summer Institute 2017
Elkhorn Resort August 15 - 17

Coming Soon...

Summer Institute 2016

Lakeview Hecla Resort
August 17- 19 , 2016

Leadership for Coherence
And Deep Learning

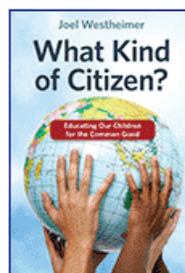


MASS November Conference (MASS Members Only Event)

Victoria Inn Brandon
November 3 - 4, 2016

Citizenship and Wellbecoming

Joel Westheimer
Thomas Falkenberg



Full Program now available at:

<http://mass.mb.ca/wp-content/uploads/2016/05/2016-Summer-Institute-Program-F1.pdf>



MASS Office: 375 Jefferson Avenue, Winnipeg, MB R2V 0N3

tel: 204.487.7972

fax: 204.487.7974

Ken Klassen Executive Director
Karen Wohlgemuth Executive Assistant

ken.klassen@7oaks.org
karen.wohlgemuth@7oaks.org

From the President 2015 - 2016



Mike Borgfjord
Outgoing President
MASS

Serving MASS as president over the past year has been an honour and a privilege and I am extremely grateful for the contributions and dedication of our membership. Our organization relies heavily on the collaborative leadership of MASS members and the work that is shared through partnerships, committees, professional learning and networks of support.

The conversations and actions that emerge from these networks continue to profoundly shape education in Manitoba. We continue to have tremendous influence and are viewed as leaders that look at our work with an optimistic lens seizing

opportunities for change and improvement.

When reflecting on the many highlights of the past year:

The strength of our work continues to center around the strong working relationships with MTS, MASBO, MAPC and the Department of Education. Continuing to foster these relationships as we support a new government is critical for our continued success. Having an optimistic lens and looking for opportunities in any changes that might lie ahead for public education will be imperative to work in the collaborative manner that we have fostered over the years.

The Special Education Task Force has created recommendations to improve special education programming for all students of Manitoba. The work that has been done and continues to be done will require all of us to work together to implement a "made in Manitoba" model of support based on the strength of individual students.

MASS members continue to be actively involved in professional learning opportunities. Our MASS Leadership Development Series continues to evolve and grow and is only successful because of the tremendous participation of our members both as participants and as facilitators of learning. Our Summer Institute and Fall Conferences continue to offer exceptional professional learning opportunities for the membership.

The work of our committees in sharing the responsibility to enact our organizational priorities truly is foundational in our success. The dedication, commitment and work of these committees continues to provide great support to our priorities of Indigenous Education, Mental Health and Wellness and Early Childhood Education working towards a more equitable and quality learning focused province.

I would like to extend thanks to Ken, Amber and Karen for their service to our organization. We would also like to wish Amber much success in her new role at Seven Oaks School Division.

I would also like to extend my deepest thanks to the Executive of MASS. It has been a tremendous honour to work with such a strong and dedicated group of individuals who on a daily basis strive to make our province better. I have felt extremely fortunate to be a part of such a resilient organization that is committed to the work. I feel extremely confident in the direction we are headed and know that MASS will continue to shape public education in a positive manner.

Respectfully submitted,
Michael Borgfjord, President

MASS in Motion Working Together 2015 - 16

Each academic year tends to follow similar and predictable rhythms year after year, but it is also true that each year has something new, unexpected or unique to offer that makes it memorable. This past year could be characterized as the year of collaboration with MASS as an organization and individual MASS members being heavily engaged at many levels. MASS has standing representation on over 30 external committees, but the collaboration I will outline below is in addition to that ongoing work.

As part of the lead up to the provincial elections, MASS and its members were called upon to participate in a host of task forces and consultation, along with our educational partners from MSBA, MTS, MASBO, MAPC, Manitoba Education and Advanced Learning and other community or inter-sectoral partners. MASS participated in the Special Education Funding Review, the Children in Care Task Force, the Student Achievement Partners Advisory Council, the Student Achievement Working Group, the AAA Anti-Racism Initiative and consultation with the Early Learning and Child Care Commission, just to name a few.

In addition, MASS continued to co-chair the OOCYHM committee of HCCC, participated in an Equity Study hosted by the Social Planning Council of Winnipeg and our major educational partners and entered into a partnership with MTS to begin the planning for Education in Action: Our Human Rights Journey for April 2017.

MASS also co-sponsored the Bruce Wellman series together with Manitoba Education and Advanced Learning and our collaboration continues in a jointly sponsored Summer Institute with Michael Fullan and Joanne Quinn – with 30 participants from the department.

In October, MASS co-hosted a Respect in School information session in collaboration with RETSD and the department.

In December, MASS co-hosted the annual SSAAM conference in Brandon with MSBA – this was also a first time these three groups have held a joint conference – the results were promising.

MASS worked together with MSBA and MASBO to renew "The Superintendency" to make it inclusive of the shared leadership of Superintendent, Secretary Treasurer and Board. The updated document was entitled, Leading Together, and was distributed to members of the three partner organizations this fall.

As a MERN affiliate, MASS was active in working with the other affiliates to sponsor and host a variety of forums, including co-hosting the January forum with Frontier SD and the SD of Mystery Lake in Thompson. MASS will be hosting the annual MERN awards in June at the Legislature.

Together with our partner organizations that collaborate in the Social Justice Coalition, MASS co-hosted a book signing and keynote address by Joel Westheimer at MTS in October. This evening brought together almost 100 educators for a discussion on citizenship.

Our November conference had as one of its goals greater collaboration with our "business" and "university" partners – with local architects and furniture supply partners co-presenting sessions alongside university researchers and divisional staff.

MASS also continued to collaborate with The Education for Sustainable Well-Being Research Group at the University of Manitoba. This included co-sponsoring a workshop in November at the U of M on the topic of "Wellbecoming" and inviting Thomas Falkenberg to present at our April Leadership Development session on how to measure student success – including finding indicators for wellbeing and wellbecoming. Thomas will also be co-presenting with Joel Westheimer at the November conference in Brandon.

After the mayor's One Summit in fall, MASS and its educational partners drafted a joint letter to the Mayor of Winnipeg, offering to provide support to his initiatives to end racism in Manitoba. This resulted in a joint meeting with the mayor and another new direction for collaboration. Mayor Bowman has since brought greetings to MASS in our most recent MASS Journal.

MASS was also approached by a number of groups to provide backing or endorsement – in response MASS endorsed the leadership debate sponsored by Making Poverty History at Gordon Bell High School in March. MASS also endorsed the 5 points developed by the Indigenous Teacher Education Coalition.

And recently, Manitoba First Nations Resource Centre invited representatives from MASS to a consultation regarding the aggregate federal "school division" that is being planned between MFNERC and currently 10 First Nations.

I am sure there is much more that could be highlighted here, but what the above illustrates very powerfully is that MASS is not going it alone, choosing more and more to work together with educational, community and business partners and with the universities to achieve the greatest good for our members and for public education in Manitoba. MASS has demonstrated leadership in the province in many of these areas but has also been willing to follow the leadership of its partners. May this level of collaboration only get stronger in the years to come.



Ken Klassen
Executive Director
MASS

MASS Says “Farewell” to

Carol Braun
Michelle Clarke
Karen Crozier
Tanya Edgar
Doug Long
Donna Michaels
Tim Mendel
Blaine Veitch

MASS Welcomes

New Members During 15 - 16

Grant Wiesner
Assistant Superintendent - Turtle Mountain SD

Margaret Ward
Assistant Superintendent - Interlake SD

Eric Barnaby
Director of HR - Winnipeg SD

New / Returning Members for 2016 - 2017

Mark Casavant
Superintendent - Brandon SD

Robert Chartrand
Area 2 Superintendent - Frontier SD

Trish Glass
Assistant Superintendent - Lord Selkirk SD

Jonathan Toews
Assistant Superintendent - Borderland SD

Julia McKay
Superintendent, Kelsey SD

Constance McLeasse
Superintendent - Flin Flon SD

Krista Reynolds
Assistant Superintendent - Beautiful Plains SD

Jonathan Toews
Assistant Superintendent - Borderland SD

Jon Zilkey
Assistant Superintendent - Park West SD

MASS Congratulates Members in New Positions

Stephen David
Superintendent - Park West SD

*Apologies in advance for any errors or omissions.
Appointments or moves after
May 12, 2016 are not mentioned above.*

Meet Your New President



Brett Lough
President Elect

Over the past fifteen years, as a member of the Manitoba Association of School Superintendents, I have been honored to be a part of an organization that clearly has its priorities and heart in the right place. As a part of this thoughtful organization, I have had the good fortune to meet and converse with others – staff, students, system leaders, partner organizations - that understand the importance of public education and the significant impact it can have on building a more just society.

As president of MASS for the 2016-17 school year, I look forward to serving an organization that believes in the importance of a shared commitment to raising both equity and quality in all of Manitoba's public schools.

From a personal perspective, I am simply in awe of the work of our membership. The time and effort that individuals put into their work as school division leaders and the thoughtful discussion and reflection that takes place in those places where we get together as an organization or with our partners, clearly demonstrates to me that we are on the right path in our never ending pursuit of a quality education for all students.

I am always humbled by the knowledge and expertise in the room when we are together. What continues to excite me about our ongoing work is that, as an organization, we understand that we alone do not have the answers for what is best for our students. It would folly for us to think otherwise. MASS's commitment to reaching out to all of our partner organizations – MSBA, MASBO, MAPC, our Universities and Manitoba Education and Advanced Learning – on an annual basis to better understand each other's perspective, is an essential part of the work we do on behalf of children in this province.

The 2016-17 school year provides MASS with an opportunity to continue to forge stronger relationships in public education. Our recently updated resource guide for school boards, superintendents and secretary-treasurers, Leading Together, points us in the right direction by reminding us that, "...shared leadership is critically important to ensure that school divisions meet their legal and moral obligations to students, to communities and to provincial authorities." This notion of shared leadership must be put into action.

If building strong relationships is one of the pillars of what we believe in, then we need to put our efforts into ensuring we go into every conversation ready to listen to other perspectives and, wherever appropriate, share our own perspectives on what will benefit our children in public education. Open lines of communication can only happen when all interested parties make it their priority to continuously create a public space for this ongoing communication.

Throughout my career as an educator, I have always felt that I am the least knowledgeable person in every conversation I am involved in. Feeling this way has provided me with a release of any pretension of having to know all things. In fact, it provides me with a sense of curiosity to listen closely to those that have different ideas than my own. My commitment to the membership is to continue to use that curiosity to provide leadership and support for the focus and action areas of MASS.

I look forward to serving in the role of President of MASS in the 2016-17 school year.

"...shared leadership is critically important to ensure that school divisions meet their legal and moral obligations to students, to communities and to provincial authorities."

MASS Congratulates Members With Service Anniversaries:

15 Years

Lydia Hedrich
Brett Lough

10 Years

Lisa Aitken
Christian Michalik
Donna Davidson
Mike Borgfjord
Beverly Szymesko
Cyndy Kutzner
Stephen Ross

5 Years

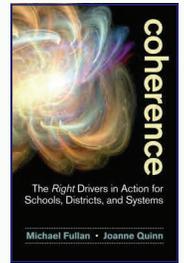
Geri Harder-Robson
Leanne Peters
Lorie Henderson
Colleen Clearsky
Ron Sugden
Jason Drysdale

MASS Book Club Selections 2016 - 2017

Complex times call for streamlined solutions—and leaders to pull them together. If initiative overload and fragmentation are keeping your best plans from becoming reality, it's time to lead with coherence.

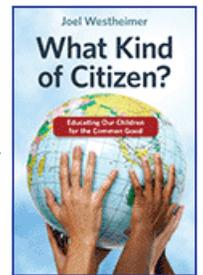
Using the right drivers as your foundation, you'll bring people and ideas together—and implement the kind of lasting change that maximizes results. The key to success is the Coherence Framework, a dynamic, customizable road map with four essential components:

- ⇒ Focused direction to build collective purpose
- ⇒ Cultivating collaborative cultures while clarifying individual and team roles
- ⇒ Deepening learning to accelerate improvement and foster innovation
- ⇒ Securing accountability from the inside out (less)



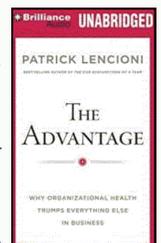
How can schools teach the skills required for a strong democracy to flourish? What Kind of Citizen? asks readers to imagine the kind of society they would like to live in - and then shows the ways in which schools can be used to make that vision a reality.

Westheimer draws on ground-breaking research on school programs and policies to sharply critique the current direction of school reform. He points to the many varied and powerful ways to teach children and young adults to engage critically, to think about social issues, and to participate in authentic debate that acknowledges that intelligent adults can have different opinions. But today's teachers are being forced to abandon these practices in favor of test-preparation in only a very narrow set of academic subjects. How did this happen? What can we do to set schools back on the right track? How can we realign school goals with what research shows parents, children, and teachers actually care about? How can we save our schools from today's myopic interpretation of what constitutes an education? Westheimer answers these questions and makes a powerful call for schools to become more engaging, more democratic, and more educative.



There is a competitive advantage out there, arguably more powerful than any other. Is it superior strategy? Faster innovation? Smarter employees? No, New York Times best-selling author, Patrick Lencioni, argues that the seminal difference between successful companies and mediocre ones has little to do with what they know and how smart they are and more to do with how healthy they are. In this book, Lencioni brings together his vast experience and many of the themes cultivated in his other best-selling books and delivers a first: a cohesive and comprehensive exploration of the unique advantage organizational health provides.

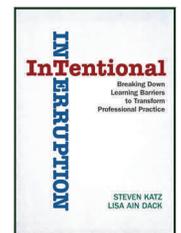
Simply put, an organization is healthy when it is whole, consistent and complete, when its management, operations and culture are unified. Healthy organizations outperform their counterparts, are free of politics and confusion and provide an environment where star performers never want to leave. Lencioni's first non-fiction book provides leaders with a groundbreaking, approachable model for achieving organizational health—complete with stories, tips and anecdotes from his experiences consulting to some of the nation's leading organizations. In this age of informational ubiquity and nano-second change, it is no longer enough to build a competitive advantage based on intelligence alone. The Advantage provides a foundational construct for conducting business in a new way—one that maximizes human potential.



Break down the barriers that keep professional learning from sticking!

Real professional learning takes place when there is a permanent change in practice. This book outlines what it means to intentionally interrupt the status quo in order to overcome barriers to learning that impede permanent change. The authors explain the psychological processes involved in learning and which biases get in the way of making professional learning stick. Staff developers will find tools and strategies for:

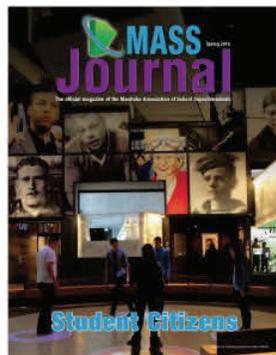
- ⇒ • Moving professional learning beyond activities to deepen conceptual change
- ⇒ • Enabling new learning by building three key capacities: a learning focus, collaborative inquiry, and instructional leadership
- ⇒ • Embedding and sustaining a true learning culture in schools



MASS JOURNAL Spring 2016

Articles by:

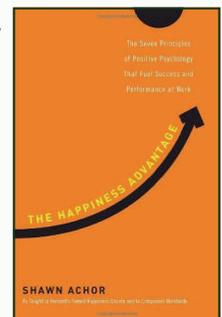
- Joel Westheimer
- Ralph Mason
- Mireille Lamontagne
- Mathew RcRae
- Michelle Polinuk
- Ava Truthwaite
- Chanel Hoiium
- Rob Riel
- Chantelle Cotton
- Susan Schmidt
- Brian O'Leary
- Rebecca Chartrand
- Joan Badger
- Tara McLaughlan



Conventional wisdom holds that if we work hard we will be more successful, and if we are more successful, then we'll be happy. If we can just find that great job, win that next promotion, lose those five pounds, happiness will follow. But recent discoveries in the field of positive psychology have shown that this formula is actually backward: Happiness fuels success, not the other way around.

When we are positive, our brains become more engaged, creative, motivated, energetic, resilient, and productive at work. This isn't just an empty mantra. This discovery has been repeatedly borne out by rigorous research in psychology and neuroscience, management studies, and the bottom lines of organizations around the globe.

In The Happiness Advantage, Shawn Achor, who spent over a decade living, researching, and lecturing at Harvard University, draws on his own research—including one of the largest studies of happiness and potential at Harvard and others at companies like UBS and KPMG—to fix this broken formula. Using stories and case studies from his work with thousands of Fortune 500 executives in 42 countries, Achor explains how we can reprogram our brains to become more positive in order to gain a competitive edge at work. Isolating seven practical, actionable principles that have been tried and tested everywhere from classrooms to boardrooms, stretching from Argentina to Zimbabwe, he shows us how we can capitalize on the Happiness Advantage



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karen.wohlqemuth@7oaks.org