



### Newsletter of the Manitoba Association of School Superintendents

#### Learning

#### Living

#### Leading

#### MASS Summer Institute

August 15 - 17, 2018

Lakeview Hecla Resort



#### Steven Katz

The Intelligent, Responsive Leader

#### Interactive Sessions:

- ◆ **The Role of Learning Leader and Leader Learner: Intentional Interruption**
- ◆ **Getting Better at "Influence" through Leader Learning Inquiries**
- ◆ **Ensuring that Together is Better: The Learning Conversations Protocol as an Intentional Interruption Strategy for Enhanced Collaborative Learning**



## Supporting *each* Student

JULY 4 - 6, 2018 • OTTAWA

#### MASS November Conference 2018

MASS (with MET) Presents:

#### Simon Breakspear



LRSD Legacy Centre

**Wednesday, November 7, 2018**

This one-day session is a follow-up to the work we did with Simon at the 2017 Summer Institute on Agile Schools and Learning Sprints.

It will serve as an introduction for senior administrators in MASS and MET to the team workshops that will follow throughout the year.

Registration for MASS Members: \$200 (lunch provided)

\*Registration materials to come in early September 2018

**A series of three Agile Schools Team Workshops will be offered in Winnipeg and Brandon in 2018 - 2019. This will provide an opportunity for senior administrators, directors and principals to be supported as they apply these principles to innovative action research initiatives in their home divisions.**

#### Mark Your Calendars



2018 - 19

#### CASSA 2018

Supporting Each Student

Ottawa  
July 4 - 6, 2018

#### MASS Summer Institute 2018

Steven Katz

The Intelligent Responsive Leader

Lakeview Hecla Resort

Wednesday to Friday, August 15 - 17, 2018

#### MASS Fall Members Meet

LRSD Legacy Centre

Friday, October 5, 2018

#### MASS November Conference

Simon Breakspear

LRSD Legacy Centre

Wednesday, November 7, 2018

#### Agile School Team Workshops

Winnipeg - LRSD Legacy Centre

Thursday, November 8, 2018

Monday, February 25, 2019

Thursday, April 25, 2019

#### Brandon - Commonwealth Air Museum

Friday, November 9, 2018

Tuesday, February 26, 2019

Friday, April 26, 2019

#### MASS Spring Members Meet

Venue TBA

Friday, March 8, 2019

#### Leadership Development Modules

Venue TBA

Thursday and Friday, January 17 - 18, 2019

Thursday and Friday, April 18 - 19, 2019

#### MASS AGM and Recognition Banquet

Thursday, May 16, 2019

Victoria Inn, Winnipeg

2019 MASS Summer Institute  
Elkhorn Resort August 14 - 16, 2019

#### Scheduled Executive Committee Meetings 2018 - 2019

Friday,	September 7,	2018	Louis Riel SD Board Room
Friday,	October 12,	2018	Louis Riel SD Board Room
Friday,	December 7,	2018	Louis Riel SD Board Room
Friday,	February 8,	2019	Louis Riel SD Board Room
Wednesday,	March 13,	2019	Louis Riel SD
Friday,	April 12,	2019	Louis Riel SD Board Room
Friday,	June 7,	2019	Louis Riel SD Board Room



Donna Davidson  
Outgoing President  
MASS

It is hard to believe that my year as president of MASS has come to a close. It was truly an honour to have been chosen to represent MASS.

I have thoroughly enjoyed serving as your president, especially since I was fortunate enough to work with a fantastic executive, a hardworking and dedicated staff and committed members.

At the beginning of my tenure, I shared that I would lead with my hands, my heart and my head. I sincerely hope I was able to fulfill my commitment to you, the members.

I have always valued MASS, believed in what it stood for and wanted to serve the organization. I am proud to have served an organization that I hold in high regard and is well-recognized both locally and nationally.

I recall attending my first MASS Summer Institute, at Hecla, in 2006. As I scanned the group around me, I was in awe at the knowledge and expertise in the room. I was also amazed at how welcoming and receptive the organization was to new members.

Since 2006, I have attended numerous summer institutes and MASS sessions, and I have had the opportunity to learn and grow, as a system leader, with other leaders from all regions of the province. Each time, I walked away with the same feeling of

gratitude and carried with me a deeper understanding of leading for learning. This, to me, is what MASS represents – learning for all and supporting each other.

At the May 2017 AGM, I stood before the members and shared the following quote by John Schaar, *“The future is not some place we are going to, but one we are creating, the paths are not to be found, but made, and the activity of making them changes both the maker and the destination.”*

I wish to leave you with this quote, as it defines who we are as leaders – leaders charged with creating a bright future for the children we serve. As leaders, we work together and support each other. We learn and grow together in creating the future, and I believe through this process, we are changed. We are changed for the better.

***“The future is not some place we are going to, but one we are creating, the paths are not to be found, but made, and the activity of making them changes both the maker and the destination.”***

~John Schaar

As you continue to serve your communities and work together, I wish you all the best. I encourage you to continue to open your hearts and minds to new members and to never give up on your unwavering desire to ensure all children learn, no matter their circumstance.

**MASS in Motion      Exit Slip**

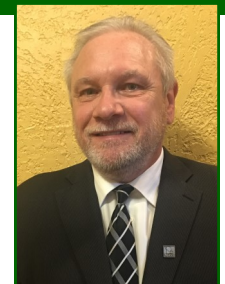
As I look back on 2017 – 18 and my final year as Executive Director of MASS, I can't help but reflect on my entire time adding up to 16 years with MASS as both a member and an employee. I have always been proud to be a member of this organization and believe that I have seen it continue to grow and to flourish over the 50 years since it was incorporated in 1968.

I think of how our organization has developed into a strong advocate for public education and specifically for Indigenous Education, Mental Health and Wellbeing and Early Childhood Education. Our videos, posters, journals and our discussion and position papers have all helped to establish our strong voice in the province as leaders of learning who take responsibility for our own continuous learning. This voice has now become part of a national voice on education through CASSA and CEA.

I think of how our organization has reached out to educational and community partners and established a strong tradition of collaboration – working together to achieve the same ultimate goals – the well-being, flourishing and high achievement of all of our children. MASS has made equity and quality the foundation of all of our efforts with rich literacy, inclusion and diversity and wellbeing and wellbecoming serving as the pillars of our organization.

MASS has taken professional learning very seriously, with a move away from one-off Pro D towards a comprehensive program of professional learning, based on our belief and priority statements and our focus areas – that has included a multi-year ethical Leadership series, the development of leadership modules covering both leadership and administration themes and a book club to foster professional reading.

Our large biennial provincial conferences have featured critical and emergent themes in education such as engaged learning, social justice, sustainability, mental health and wellbeing, and human rights. Our summer institutes have featured preeminent scholars and educators and have led us on a learning journey that has built from year to year – moving us from leadership and theoretical/ philosophical foundations to a concentration on praxis - our role as leaders of learning and how we can ultimately enhance the work of our teachers with our children.



Ken Klassen  
Outgoing  
Executive Director  
MASS

And in spite of unprecedented turnover of our membership of more than 10% in some years, MASS has continued to be stable and even to grow in size. Our mentorship program has provided strong support for our new members and our organization has been strengthened by their integration into our work.

So I take leave of MASS with the strong conviction that it will remain a vibrant, meaningful and purposeful organization that will continue to lead and to learn together into a bright future for our province.

## MASS Says “Farewell” to Our Retirees / Life Members

Rick Ardies  
Lynn Cory  
Barb Isaak  
John Karras  
Christine Penner  
Tanis Pshebinski  
Vern Reimer  
David Swanson  
Joan Trubyk  
Christelle Waldie

## MASS Welcomes New Members

Joined During 2017 - 18

**Tammy Mitchell**  
Assistant Superintendent SS- RETSD

**Tyler Moran**  
Assistant Superintendent - Interlake SD

**Lesley Nichol**  
Director SS - Pine Creek SD

**Margaret Ward**  
Superintendent - Interlake SD

**Brenda Hill-Yaschyshyn**  
Manager SS - RETSD

And new for 2017/18

**Shelley Amos**  
Assistant Superintendent - Hanover SD

**Lisa Boles**  
Assistant Superintendent - Pembina Trails SD

**Collin Campbell**  
Assistant Superintendent - Hanover SD

**Joanne Derksen**  
Assistant Superintendent SS - Garden Valley SD

**Janice Krahn**  
Assistant Superintendent - Garden Valley SD

**Jillian Patmore**  
Assistant Superintendent SS - SWHSD

**Daniel Pretau**  
Assistant Superintendent SS - DSFM

## MASS Congratulates Members in New Positions

**Doreen Cost**  
Assistant Superintendent SS - SJASD

**Barb Isaak**  
Executive Director MASS

**Todd Monster**  
Superintendent - Garden Valley SD

**Cathy Tomko**  
Superintendent - Sunrise SD



# 50 Years

## Of Leading Learning

## Long Service Awards

### 15 Years

**Kelly Barkman**  
**Barb Isaak**  
**Tanis Pshebinski**  
**Tim De Ruyck**

### 10 Years

**Stephen David**  
**Marg Janssen**  
**Reg Klassen**  
**Barry Pitz**  
**Julie Smerchanski**  
**Christelle Waldie**

### 5 Years

**Rick Ardies**  
**Carolyn Cory**  
**Marti Ford**  
**Brad Hampson**  
**John Karras**  
**Marlene Murray**  
**Susan Schmidt**  
**Tim Stefanishyn**

*The Manitoba Association of Superintendents* was officially incorporated in 1986, although we have a continuous list of presidents going back to 1956. So depending on how we see things, we could either be celebrating our 62nd or our 32nd anniversary according to those two dates. However, in 1959 the Province of Manitoba established Secondary School Divisions throughout the province and by 1967 the elementary schools were incorporated into consolidated school divisions that served K - 12 students. Thus, we are choosing to celebrate 50 years as an all-Manitoba organization representing superintendents from a full slate of consolidated school divisions.

Over the years, the division names and boundaries have changed, with 57 school divisions shrinking to 37 and the recent addition of MITT as a new division.

The goals of the corporation were spelled out in the 1986 Articles of Incorporation and then renewed in 2010: (summarized here)

- To promote and advocate for public education and the well-being of children
- To engage in professional learning designed for personal and professional growth
- To support the ethical, educational leadership of superintendents
- To promote a high standard of professional conduct
- To provide assistance and information relating to working conditions/welfare of members
- To facilitate communication of superintendents across division, province and nation
- To collaborate with educational partners in the development of educational policy
- To collaborate broadly with other organizations sharing like goals
- To promote informed public discussion of educational issues

While staying true to the core purposes outlined in 1986, the face of MASS has changed over the ensuing years. A scan of the original directors would show that only one woman was represented there. Currently the membership of MASS is just over 50% female - with that ratio holding true for assistant superintendent and director positions as well. At the head superintendent position, we still have a ways to go before women are represented according to their membership ratio, with significant progress being made in that direction in recent years. MASS membership has also become quite a bit younger, as we have been experiencing an average of 10% turnover in recent years.

MASS takes as its foundation the principles of equity and quality and advocates for a universal high quality public education. Inclusion and diversity are important pillars of our organization and our focus areas for advocacy and action have been identified as Indigenous Education, Mental Health and Well-being and Early Childhood Learning.

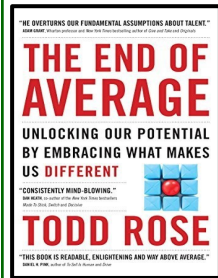
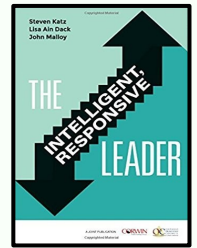
**Our Mission** is providing leadership for public education by advocating in the best interests of learners, and supporting our members through professional services.



# MASS Book Club Selections 2018 - 2019

In *The Intelligent Responsive Leader*, Steven Katz, Lisa Ain Dack and John Malloy ask what it means to be a "lead learner" in a school? What does it mean to be a "learning organization"? This book takes up those questions by advancing a concept of the school as a learning organization in which prescribed expectations and experiential professional judgment don't have to be (and in fact shouldn't be) oppositional and incompatible. The authors refer to this particular type of learning organization as an "intelligent, responsive" school.

Co-author Steven Katz will be the keynote speaker at the 2018 MASS Summer Institute in August.



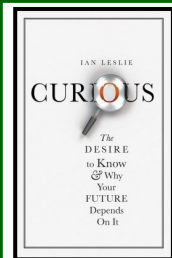
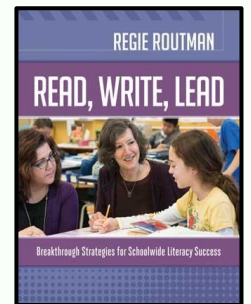
In *The End of Average: Unlocking Our Potential By Embracing What Makes Us Different*, Rose, a rising star in the new field of the science of the individual shows that no one is average. Not you. Not your kids. Not your employees. This isn't hollow sloganeering—it's a mathematical fact with enormous practical consequences. But while we know people learn and develop in distinctive ways, these unique patterns of behaviors are lost in our schools and businesses which have been designed around the mythical "average person." This average-size-fits-all model ignores our differences and fails at recognizing talent. It's time to change it.

Weaving science, history, and his personal experiences as a high school dropout, Rose offers a powerful alternative to understanding individuals through averages: the three principles of individuality. The jaggedness principle (talent is always jagged), the context principle (traits are a myth), and the pathways principle (we all walk the road less traveled) help us understand our true uniqueness—and that of others—and how to take full advantage of individuality to gain an edge in life.

For whole school achievement to take hold and be sustained, principals have to know literacy and teachers have to be leaders. Giving all educators the breadth of knowledge and practical tools that help students strengthen their literacy skills is the focus of *Read, Write, Lead*.

Drawing on her experience as a mentor teacher, reading specialist, instructional coach, and staff developer, author Regie Routman, in *Read, Write, Lead: Breakthrough Strategies for Schoolwide Literacy Success*, offers time-tested advice on how to develop a schoolwide learning culture that leads to more effective reading and writing across the curriculum.

In their own voices, teachers, principals, literacy specialists, and students offer real-life examples of changes that led to dramatic improvement in literacy skills and—perhaps just as important—increased joy in teaching and learning.



Everyone is born curious. But only some retain the habits of exploring, learning and discovering as they grow older. Which side of the 'curiosity divide' are you on?

In *Curious* Ian Leslie makes a passionate case for the cultivation of our desire to know. Curious people tend to be smarter, more creative and more successful. But at the very moment when the rewards of curiosity have never been higher, it is misunderstood and undervalued, and increasingly practiced only by a cognitive elite.

Filled with inspiring stories, case studies and practical advice, *Curious* will change the way you think about your own mental life, and that of those around you.

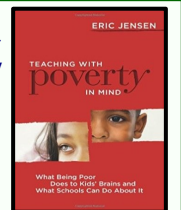
## MASS JOURNAL Spring 2018

Articles by:

- Reg Klassen
- Celia Caetano-Gomes
- Donna Davidson
- Ken Klassen
- Verland Force
- Geoff Brewster
- Jane Friesen
- Robert Chartrand
- Cindy Allum-Searle
- Laurie Fourre
- Tim De Ruyck
- Jon Olafson
- Julie Millar
- Sherri Denysuik



In *Teaching with Poverty in Mind: What Being Poor Does to Kids' Brains and What Schools Can Do About It*, veteran educator and brain expert Eric Jensen takes an unflinching look at how poverty hurts children, families, and communities across the United States and demonstrates how schools can improve the academic achievement and life readiness of economically disadvantaged students.



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