



# LEADERSHIP TIMES

*The newsletter of the Council on School Administration  
of the Alberta Teachers' Association*

**December 2010**

## **President's Message**

**Garnet Goertzen**

### **Professional Development for Administrators**

The 2010 Western Canadian Educational Administrators' Conference was recently held October 20–22. Congratulations to conference director Jeff Johnson and his committee for delivering a program with inspiring keynote presenters, including Bernajeau Porter, Lieutenant-General Roméo Dallaire and Chief Clarence Louie, and a full range of breakout presentations relevant to our leadership roles and school improvement. The culminating forum featuring government education leaders from the three prairie provinces and the Northwest Territories provided insight into the priorities and initiatives of each ministry. Minister Dave Hancock's support and involvement in the conference was encouraging and evidence of his appreciation for school leaders and his willingness to make the changes needed to improve Alberta's education system.

I strongly suggest that you take advantage of the PD opportunities sponsored

by the CSA this year. The regionals will be hosting winter and spring sessions in your area, bringing current research and perspectives on topics of significance to your role. Take these opportunities to network with colleagues who are also implementing creative and powerful initiatives to improve student learning.

Open your calendar now and block in March 20–22 for the Banff Leadership Seminar (BLS). Staying true to our BLS format of immersion with one presenter for the three-day program, we will be treated to Robyn Jackson, author of *Never Work Harder Than Your Students* (ASCD 2009). As we work with teachers, we must provide guidance that supports their workloads and busy lifestyles. Watch for registration information coming soon from regional representatives.

Later in the spring, the Canadian Association of Principals (CAP) Conference will be held May 18–20, 2011, in beautiful Prince Edward Island. The conference precedes the May long weekend, so delegates will have time to explore the area after the conference. Keep your eye on the website (<http://cap2011pei.com>) as engaging speakers and conference details are confirmed.

Wishing you a relaxing Christmas season and continued success in the new year.

Please remember to renew your complimentary specialist council membership. To renew online, go to the ATA website, [www.teachers.ab.ca](http://www.teachers.ab.ca), and click on For Members, Professional Development, Specialist Councils and Specialist Council Memberships.

# News from the Regionals

## Central Alberta

### Sonja Dykslag

The Central Alberta Regional Council on School Administration (CARCSA) has had a great start with a new executive and new area reps. President Sonja Dykslag is pleased to see new members Bill Kwasny, representing Red Deer Public, and Julia Rheaume, representing Red Deer College. Returning representatives are

- Dave Khatib— secretary, Red Deer Catholic
- Pat Maschio— treasurer, Red Deer Catholic
- Jeff Anderson— communications officer, Chinook's Edge
- Ian Wilson— vice-president, Wolf Creek
- Clint Saunders representing Red Deer Public

Plans for the 2010/11 school year include cosponsoring a workshop with the Central Alberta Regional Consortium. The workshop focuses on Robyn Jackson's book, *Never Work Harder Than Your Students*. Robyn will work with leaders in understanding the seven principles necessary to help students and teachers succeed. We also look forward to recognizing the distinguished leaders in Central Alberta through our Distinguished Leadership Award process. Leaders in Central Alberta continue to focus on creating excellent learning environments that engage students with research-based instructional strategies.

## Fort McMurray

### Valerie Dyck

About 25 people attended our second workshop of the school year on April 20, 2010. Konni deGoeij presented on Supervision and Evaluation of Professional Staff. Trudy Dwyer received the local Principal of the Year award. Trudy has been an exemplary administrator for many, many years. Her current school, Sister Mary Phillips School, was named one of a Canada's top 25 schools a couple of years ago. Trudy works hard at developing a sense of community and connectedness through the F&ST program (Families and Students Together). She is the local CSA past president. Trudy's school threw a surprise assembly in her honour to recognize this prestigious award.

Treasurer Jessica Rumer left the executive because she moved away.

Our annual Corless/MacGillivray/Pruden golf tournament was held on August 25, 2010. This tournament has been held (or rained out) every year since 1985 to remember former colleagues who have passed away from cancer. While we did get rained on this year, we did not get rained out. This year's tournament winners were Scott Barr, Josie Lush, Gary Kinnell and Quinn Lotsberg.

Local elections were held in September. The following officers were acclaimed: Valerie Dyck, president; Paul Smith, secretary; and Angela Dingwell, treasurer. Our first executive meeting was also held in September, and our first workshop was held in November.

## **Greater Edmonton**

### **Jeffrey Johnson**

GERCSA welcomes a fresh executive to the 2010/11 year, and we are busy planning a range of professional learning activities for district and school-based leaders in the greater Edmonton area. Sessions will include professional dialogue events and opportunities to learn about issues and ideas affecting administrators. Topics range from the School Leadership Framework to Digital Citizenship and dialogue on the future of education in Alberta. The first session will be offered in late November or early December. We look forward to sharing a new look for GERCSA including a brochure and website. We welcome new executive members vice-president Ed Mayville, treasurer Tom Midbo and secretary Kim Carson.

We will develop a streamlined model for facilitating session registrations and renewing CSA memberships within GERCSA this year and are excited about the possibilities this year holds for leaders in Alberta.

## **Southwest**

### **David Fender**

The Southwest will focus on the Setting the Direction and Inspiring Education documents. We will also explore the Healthy Minds, Bright Futures initiative. Professional development activities will involve Instructional Leadership in Alberta.

## **Northeast**

### **Morris Holota**

This school year has been hectic, and the main reason for this was my move to a new school and a new district. While the professional life of a K–12 administrator should be much the same from one school to the other, that cannot be said for me. My move was from a 140-student single-stream school to a 400-student triple-stream school. Needless to say, this move put CSA on the back burner for a while.

However, I have begun planning professional development for the northeast. Though it is still early in the year, I am looking forward to promoting some provincial initiatives (such as Inspiring Action) in partnering with the provincial CSA, the ATA and Learning Network.

Northeast CSA incorporates a large territory, and this makes travel difficult. While most of the PD has been centred in St Paul and Bonnyville/Cold Lake, I am looking forward to arranging some sessions in Lac La Biche and the southern area (Vermilion/Wainwright).

I am looking forward to an exciting year in which we educational leaders will concentrate on collaborative support as we guide teachers in providing a huge range of services to students.

## Peace Area

### Joanne Pitman

We have had a successful beginning to the 2010/11 school year. Our annual PARCSA conference was held on September 17. Jim Brandon and Konni deGoeij worked with 90 administrators from across the Peace Area on developing evidence indicators for the Professional Practice Competencies, currently known as the Principal Quality Practice Guidelines. It was exciting to see administrators from five districts working together in mixed groups to share their understanding, perspective and contexts regarding the seven dimensions covered.

During the annual general meeting held on September 17, members thanked Marlene Stefura, former past president, who is retiring from our profession in January. Marlene has been a member of PARCSA for many years and has served in just about every executive role. We wish Marlene all the best!

Many thanks also go to Rodney Lee, who is now past president. Rodney has served as president for the past six years and has been part of the CSA for many more. The new executive is excited to continue the legacy of learning and support for Peace Area administrators. Here is this year's executive:

President—Joanne Pitman, Grande Prairie Public School District  
Vice-president—Tracey Farn, Grande Prairie Public School District  
Secretary—Angela Desbarres, Grande Prairie Public School District  
Treasurer—Wendy Crispin, Peace Wapiti School Division  
South Peace representative—Gary Ewing  
North Peace representative—Bill Sheets

As a regional we continue to appreciate the partnerships with the Northern Regional Learning Consortium, the various school districts and the CSA as we strive to share information and new learning to benefit members.

## Conference Update

There are plenty of opportunities to attend conferences in the new year.

### Banff Leadership Seminar

Date: March 20–22, 2011  
Location: Banff Park Lodge  
Keynote Speaker: Robyn Jackson  
Cost: \$400/person

### Agenda

#### Sunday, March 20

9:00 AM–3:00 PM Conference registration (lobby)  
2:00 PM–5:00 PM  
6:30 PM–8:30 PM  
8:30 PM–11:00 PM President's Reception (cash bar and hot hors d'oeuvres)

#### Monday, March 21

9:00 am–12:00 pm (nutrition break included)  
Lunch  
1:00 PM–3:30 PM

#### Tuesday, March 22

9:00 AM–1:00 PM (nutrition break included)  
Boxed lunch instead of the traditional buffet format

A conference with a national flavour is the Canadian Association of Principals CAP 2011 happening in Charlottetown, PEI. Check the CAP website for further details (<http://cap2011pei.com/>).

Thinking a little further ahead, we have the opportunity to attend the 10th International Confederation of Principals (ICP) World Convention, being held in Canada for the first time ever. It takes place in Toronto in August of 2011. Check the CSA website for further details.

Watch the CSA website (<http://csa.teachers.ab.ca>) for further details on all of these conferences. Check the Events Calendar.

# “Millennials” and the School Library: A Win-Win for Principals

**Randy Hetherington**

*Randy Hetherington has been a high school principal for 10 years and is completing doctoral work at the University of Alberta. Randy is a teacher-librarian and a member of both the Council on School Administration and the Alberta School Library Council.*

Students of the millennial generation fill our classrooms from K–12; they are different from their predecessors, Generation X, in so many ways. Administrators and teachers across North America are struggling to find ways to engage these creative and focused young people and encourage them to become critical thinkers, active citizens and leaders of tomorrow. The millennials are weaned on technological tools that were not even invented a generation ago. They are often more tech-savvy than the people trying to teach them. They often appear uninterested, yet in reality they have made a purposeful choice as to what deserves their attention (Boothby 2008). The question is, How can we educators motivate them to achieve their potential on those indicators our accountability pillar holds dear? The answer can be found with qualified teacher-librarians (TL) or school library media specialists (SLMS).

Recent research on English language arts achievement scores of elementary students shows that schools with properly trained school library specialists score higher than their counterparts, and this finding is extended to science learning in middle schools as well (Mardis 2009; Small, Snyder and Parker 2009). These results were true regardless of the school’s level of educational need or the financial resources of the division. School library collections monitored by a TL

or SLMS are found to be more aligned with curriculum and to represent more varied points of view than those without the services of a trained eye. As a teacher-librarian and a high school principal blessed with an outstanding SLMS, I can personally attest to the benefits to teachers of planning with someone who has a knowledge of both the curriculum and the resources (Web 2.0, online research skills, print and electronic sources) necessary to engage the millennial student.

Alberta has been studying the impact of TLs and SLMS (Hauck and Schieman 1985) and, in particular, the connection between them and site-based administrators (Oberg 1996) since 1968. This connection has been found to be crucial in the success (or lack thereof) of the school library media program (SLMP). What concerned researchers then was the discrepancy between principals and TLs’ perceptions of administrative support for the SLMP (Hauck and Schieman 1985). That is still my concern today. Schools have limited budgets, and administrators have to decide, along with their staff, what are priority items for those scarce dollars. I suggest that investing in your SLMP is academically sound, supported by good research and, most of all, critical to engaging millennials and increasing student achievement.

People are the strength of any program, and a trained TL or SLMS is essential to a strong and robust school library program. They will work with teachers to fortify the collection with relevant and interactive resources that capture student interest and deepen their learning in meaningful ways. Students who are actively engaged with content develop stronger neural pathways and perform better on standardized assessments. Teacher-librarians who have the support of their administrators will become curricular leaders in the school and everyone, especially the students, benefits. School library media specialists who receive vocal and visible (as well as financial) support from the principal will create a learning environment capable of transforming the millennial students into the critical thinkers and engaged citizens we



want them to become and raising student achievement scores in the process.

Principal support is essential. In her 1996 study, Oberg states that, “the concept of principal support was understood by both novice and experienced teacher-librarians in terms of support for the school library program and support for the teacher-librarian” (Oberg 1996, 111). Participant (TL) comments pointed to the importance of principal commitment to collaborative efforts aimed at embedding the SLMP in the school’s overall academic vision. Outside the school, principals committed to providing support for the concept of supporting school libraries, made presentations and proposals to division leaders and celebrated the successes of their own site.

The question is not, can you afford to support your TL, SLMS and library program? Rather, can you afford *not* to in light of the new realities and challenges posed by technology and globalization? There are many ways to show your support for school libraries beyond the obvious funding of staff (FTE) and resources. That would be another conversation once you have made what I hope is the inevitable decision that supporting your school library program and the specialist needed to guide it is in the best interests of student learning and improved student achievement. I look forward to talking with you further.

## References

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## Call for Nominations

Two CSA executive positions are up for election this year: secretary and communications officer. Please find the nomination form and information for each included here.

**COUNCIL ON SCHOOL ADMINISTRATION**  
**The Alberta Teachers' Association**

**SECRETARY 2011/13 NOMINATION FORM**

**CSA Secretary duties:**

- record the minutes and motions at all CSA meetings
- Update and distribute CSA Handbook and Bylaws
- receive all correspondence for the Council, arrange for its appropriate distribution or response and send a copy of all outgoing correspondence to the president;
- be responsible for the compilation and submission of the annual report for the AGM and then submit to the ATA;
- provide a summary, suitable for publication, of the Executive minutes to the communications officer,
- chair the selection committee for DLA and CAP nominee of the year

**Nominees must be regular members of the Council on School Administration.**

We, the undersigned, wish to nominate

Name	
Home Address	Home Phone
Office Address	Bus Phone
Present Position	Employer

In support of this nomination, we wish to bring to the attention of all CSA members the following information, which will be distributed to members with the election ballots.

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**Nominators must be members of the Council on School Administration (three required).**

We certify that our nominee has given consent to this nomination:

Name	Address	Telephone	Signature

**Completed forms must be postmarked no later than February 16, 2011 and submitted either by mail to Barnett House attention CSA President or electronically to [president.csa@ata.ab.ca](mailto:president.csa@ata.ab.ca)**





**Council on School Administration**  
**The Alberta Teachers' Association**  
**Distinguished Leadership Award Nomination Form**

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Information to Support the Nomination of

\_\_\_\_\_

Last Name                      First Name                      Middle Name

**Principal/Vice Principal for Recognition**

Name of School and District: \_\_\_\_\_

School Street Address: \_\_\_\_\_

City/Town: \_\_\_\_\_

Postal Code: \_\_\_\_\_ E mail: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

School Information: Grades: \_\_\_\_\_ Enrollment: \_\_\_\_\_

Home Street Address: \_\_\_\_\_

City/Town: \_\_\_\_\_

Postal Code: \_\_\_\_\_ E mail: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_

CSA Regional nominating this candidate: \_\_\_\_\_

This Principal/Vice Principal is a current member of CSA:

Yes             No

Name and contact information for person(s) completing this form:

\_\_\_\_\_  
\_\_\_\_\_

**Deadline for Nominations to CSA is April 15**  
Please E-mail your completed forms to [president.csa@ata.ab.ca](mailto:president.csa@ata.ab.ca)

**I. AWARDS & DISTINCTIONS**

(recognizing services to students and/or teachers)

**II. EXPERIENCES IN THE FIELD OF EDUCATION**

(school-based activities that have benefited students and teachers)

**III. PROFESSIONAL GROWTH**

(indicators of the candidate's desire to keep abreast of current knowledge and trends in education; participation in research; publication of articles; conducts workshops; etc.)

**IV. PROFILE OF COMMUNITY SERVICE**

**V. PHILOSOPHY OF STUDENT LEARNING:**

**A Statement by the Nominee**

**(maximum 300 words)**

# Application for the Dr Julius Buski Leadership Grant

Sponsored by the Council on School Administration of the  
Alberta Teachers' Association

Please PRINT or TYPE the following information:

## Part 1:

School Name: \_\_\_\_\_

School Mailing Address: \_\_\_\_\_

School Phone Number: \_\_\_\_\_

School Board, District or Jurisdiction: \_\_\_\_\_

Principal's Name: \_\_\_\_\_

## Part 2:

Attach a one-page description of the school, the project and or practice, and specific examples of how teaching and learning have been enhanced because of the project. Dates when the project and/or practice was implemented and reasons for implementation should also be included. (Applications submitted without this description will not be considered.)

## Part 3:

I am a current member of the Alberta Teachers' Association

\_\_\_\_\_  
Signature of teacher who has worked directly with the project

I am a current member of the Council on School Administration

\_\_\_\_\_  
Signature of principal/assistant principal (s)

**Deadline for application: March 1**  
Sent to CSA President-Elect/Past President via mail, or  
E-mail your completed forms to [president.csa@ata.ab.ca](mailto:president.csa@ata.ab.ca)

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The Alberta  
Teachers' Association

# **\$3,000 Project Grants Available**

The ATA Educational Trust is a charitable organization dedicated to the professional growth of Alberta teachers. The Trust awards a number of grants of up to \$3,000 to help Alberta teachers or others involved in education and teaching to develop innovative resources that support curriculum, teaching or learning. Individuals or groups planning to undertake a project or conduct research must submit a detailed proposal on or before May 1, 2011.

In January of each year, the Trust posts application forms for grants and bursaries on its website. For details, go to [www.teachers.ab.ca](http://www.teachers.ab.ca), and click on For Members; Programs and Services; Grants, Awards and Scholarships; and ATA Educational Trust.



**The ATA  
Educational Trust**

# **\$300 ATA Specialist Council Grants**

The ATA Educational Trust is a charitable organization dedicated to the professional growth of Alberta teachers. For this grant program, interested teachers may enter their name into a draw for \$300 towards the cost of an ATA specialist council conference.

In January of each year, the Trust posts application forms for grants and bursaries on its website. The deadline for conference grants is September 30, 2011. For details, go to [www.teachers.ab.ca](http://www.teachers.ab.ca), and click on For Members; Programs and Services; Grants, Awards and Scholarships; and ATA Educational Trust.



**The ATA  
Educational Trust**



# **\$500 Bursaries to Improve Knowledge and Skills**

The ATA Educational Trust is a charitable organization dedicated to the professional growth of Alberta teachers. The Trust encourages Alberta teachers to improve their knowledge and skills through formal education. The names of 40 (or more) eligible teachers who apply for this bursary will be entered into a draw for up to \$500 to be applied toward tuition.

In January of each year, the Trust posts application forms for grants and bursaries on its website. The deadline for bursary applications is May 1, 2011. For details, go to [www.teachers.ab.ca](http://www.teachers.ab.ca), and click on For Members; Programs and Services; Grants, Awards and Scholarships; and ATA Educational Trust.



# CSA Executive 2010/11

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TBA

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