TRUSTEE CONFERENCE REPORT

Date Submitted: August 10, 2016

Name of Conference: Public Education Symposium

Sponsoring Organization: OPSBA

Theme (If any): ________________________________

Conference Dates: January 28, 2016 to January 30, 2016

Location: Toronto – Sheraton Centre

Workshops/Seminars/Presentations/Keynote Speeches Attended:
(Include a brief Summary)

Liz Sandals

- Reflections on the bargaining that occurred
- Feels that it will be easier next time as you won't have to go to LRB
- Now time to focus on students achievement and success
- Looking at transformation team to look at collaborative professionalism and leadership
- A model for province for collaborative professionalism
- How will we focus on achievement and well being for all students
- Being lead by Marilies Rettick from OTF and OECTA
- Dave Euale is on the committee from public board
- Someone from French board
- Consultation, collaboration - how to work together to move on and make a difference for kids
- Target is late this spring for results
- Upcoming round table for Chairs, vice Chairs and Directors
- Personal leadership resources and how to work well for better Governance
- Launch vision in 2014
- Working in the background to achieve excellence, ensuring equity, well being and public confidence
- Loss of confidence in the public when we come out of labour unrest
- In Ontario there is a far higher participation rate in public education than elsewhere
- Supported more than 6000 teachers in getting more qualifications in math
- Teachers need to have more math training to help to support education in math
- A primary focus will continue to be on. Math
- Students need to have more of a tie in to what they are learning in the classroom and what is happening in the "real" world
- Provide more experiential learning for students from early years to high school
- Community connected experiential learning in Ontario
- Would love to hear from our Board - consultation document on the Education website
- Focus on equity - how do we promote the Graduation rates
- How do we close achievement gaps for aboriginal, single parents, those in care
First Nations trustees and the work that they have done has been shared with the Minister along with correspondence from Boards both about work of our FN council and also after the truth and reconciliation.

First Nations content is completely optional in the social studies curriculum.

Working with Ministers of Education from across Canada to discuss curriculum and resources.

For many of our teachers, there is a gap in knowledge about FNMI history so that they need assistance in learning the history leading up to Truth and Reconciliation.

Moving forward with our adult education strategy.

Safe & accepting schools - Sunnyside??

Pupil accommodation guideline.

Work together in the municipality.

Pupil accommodation is about providing best education and programs to students - not so much about the buildings.

750 million school consolidation fund at the province.

Municipalities told the Minister that they need to be part of the accommodation process in advance of any accommodation.

Nancy Matthews - Moving Forward with our Shared Vision for the Early Years in Ontario

New to Ministry of Education.

Deep interest in human services - worked there for 30 years.

Studied ECE and Development.

Worked for 23 years in Toronto.

Integration leads to improved services and results to respond to social complexity.

750,000 students have been in FDK.

3 billion spent on operations and capital.

Phase 2 to be posted on the website.

To have feedback - go on line to have your say.

Phase 2 will include the before and after school programs for kids 6 to 12.

Upcoming consultation is to get feedback on the proposed regulations.

Look at Quality Assurance to determine if we are achieving the results that research has indicated that we should be achieving.

Best Start integrating with the education system.

Carol Campbell - Leadership of and for learning: developing evidence-informed educational improvement

Educational improvement.

How to draw on professional judgement.

A year changes you a lot.

Forces and trends with respect to globalization = economic, technology, society, political, legal, legislative, health, diversity, educational.

Honouring and developing humanity in and through public education.

Whole system improvement features.

Improvement of teaching a leading.

Goals.

Resources.

Sustained focus.

How do we support all students.

Equity is the driver but if students are stressed out? We need to look at how we develop
people

- Lead with purpose and focus direction
- We need to be purposeful and focus strategically
- Share responsibility through partnerships
- Leadership is about influence
- Start with Persuasion
  - Things you are passionate are not random they are your calling
  - As a leader - every action has a consequence make sure it is one you intend
- Achieving excellence Mission Statement
  - Excellent
  - Wellbeing
- Leaders who
  - Committed
  - Communicate

What is your priority purpose?
- How are you going to lead and communicate persuasively to achieve this purpose
- You can’t build a reputation on what you’re going to do

We say actions speak louder than words. Somehow, we still fall for words first.

We cannot inspire our way to Finland

- Which students
  - Which schools, teachers and leaders
  - Which parents and communities
- Require what specific supports

Achieving excellence

- Provincially have increased our results in literacy but not in numeracy
- Try to streamline the number of initiatives for math
- How do we help students to be successful and increase the number of graduates
- Ensuring equity for students in our system
- Reducing the gaps in achievement for Ontario Elementary schools that are low performing
- Important to understand the difference between equality and equity
- Not everyone to the same outcomes
- About all of the diversities and aspirations

"Everyone has an invisible sign hanging form their neck saying treat me with equality."

% of public satisfaction with schools in Ontario

2002 - 43%
2004 - 56%
2012 - 65%
2015 - 60%

What is a precise goal linked to your priority?

Be stubborn about goals but be flexible about your methods

Professionalism is a big theme for this year

- Focus on improving student outcomes
- Content of professional learning
- Learning activities and processes
- Personalized and practical learning is required
- Consideration of sustainability
• Knowledge development - individuals, groups and networks
• Knowledge exchange - professional learning
• Sharing practices.
• Http://mentoring moments

Cultivating Systemic Leadership

• From flipping the system to transforming an ecosystem
• Ego or Eco
• How do we come together to share knowledge

Partnerships

You can do what I cannot do I can do what you cannot do and together we can be break.

Priority Themes

• Teaching and learning
• Practices
Knaer for resources for parents. Www.knaer - recrea.ca

Perseverance

• Continue in the face of diversity
• Support equity and excellence for all of our students
"Ask you if what you are doing to day is getting closer to where you want to be tomorrow"

• Persuasion
• Precision
• Professionalism
• Partnerships
• Perseverance.
• Leading with evidence for educational Improvement

Start where you are, use what you have, do what you can.

Dream big and lead with influence
Engage all
Be focussed and strategic
Be proactive and practical
Embody and enable professionalis
Nurture partnership
Be the leaders and learned you seek to develop

Discussion about Labour Relations & Consultation & Feedback

- teachers were separated
- education workers were with a council of school board associations
- through the process
- go through the questions

Ethical Leadership
Most important job is the hiring of the Director
Sets the tone for the whole organization
Puts a face on what skills and character the board needs and values
For all the Right REasons

connects are the responsibilities of an effective board to: set direction through its strategic plan
The self discipline and ethics of the Board of Trustees is a powerful demonstration of its respect and integrity

The Board’s Leadership Role in Director of Education Selection Process

Incredible role of bringing together the stakeholders in the community
Assessing your school district’s succession planning readiness
Look at candidate profile
Leadership qualities of the future and the past
Importance is Relationship building
Director should be a real person
Let people know who you are and connect with people - be authentic, be who you are
Sometimes you’re right and sometimes you learn
Sitting director must step back away from the process once it begins

Riveting

What does the board have in place with respect to a policy with respect to hiring, the job and the Evaluation
Have a process that is fair for the Board and ensure that everyone understands the process

Working with trustees is like herding cats
Always supposed to work in the best interest of the board

You want people to be focused not on their own particular "hobby horse" or their particular electorat - your want people (trustees) to always look at the big picture - what is it that is most important to the Whole Board,

Important to be professional - the process to hire the Directors must be confidential - EVERY trustee must adhere to this - no one should share who was interviewed, no one should share who has hired, no one should share any part of the process.

The Board must support the final decision for who was selected.

Don’t rush to judgement when hiring a director.

Be prepared in advance.

The process for hiring the Director

• Imagining
• Recruiting
• Selecting
• Supporting
• Evaluating
  - most search firms guarantee the candidate

On boarding - what areas does the candidate need to improve
First Nations Council

- Peter Garrow presented as at People for Education

Richard Gerver

- His 15 year old son
- Mystical moment when your child becomes a teenager when a child becomes 13 - boys more than girls
- He has all kinds of technology
- When it is dinner time - used to be able to call him down for dinner (now he has earphones)
- He has blocked the parents number so that they can not text him for dinner
- He was talking into his microphone and was speaking Russian as he plays FIFA Soccer
- At that moment he was in awe of his son
- Started playing soccer with Sergei in Russia
- No deliberate plan - at first they just learned to swear in each other's language

Challenge that we face as we lead and change within Education

His son has learned Russian while he does something he loves not in a school, no formal lessons

- As human beings we have reached an interesting and challenging tipping point
- When we are under pressure, we tend to look for the silver bullet
- Constant silver bullets have led to anger - people are deeply cynical
- Silver bullets that change the world
- Systems and structures change nothing - people do
- We must stop with the silver bullets
- Male solving problems
- When we are educated we are educated to believe it is because we did not try hard enough
- People want to meet him because he is friends with Sir Ken Robinson
- Friend who founded Parcour
- How beautiful are the spaces between buildings
- As we grow older, we tend to focus on the buildings
- So often we go with but ......"a building"
- We are kind of educated to do that - believe someone else will find the answer
- Can no longer live a world of education where it is always if only, but
- If teachers want to be treated like professionals, they have to behave like professionals
- Shift the way that students think and behave - students need to be innovative
- We need to stop asking people in post secondary waht the answers are - ask kids
- Young children are remarkable
- Kids under 5 love change
- 70 to 75% of everything we learn before 5 years old
- We are born curious and seeking change
- Analyze how many people we are working with - how many poker chips that they have
- You learn nothing new by getting something write
- Only learn when you fail or you don't get the right answer
- Reimagine the currency of clever
- My uber famous friend
- Keynote speaker in Saudi Arabia
- Very nervous
- They tried to talk him into coming and he would get 5 to 10 minutes with the other speaker
- Went to green room to meet the speaker before he spoke
- Steve Wozniak - and he yelled - oh, it's you!
Day two

Natalie Panek

- perserverance
- applied four times to NASA and was rejected four times
- fourth time called to get feedback

Peak Moment

- Where you feel like you are at the top
- Women’s executive team that encourages smart women to learn
- "Feeding forward"
- Time you felt full of life working on project
- What were conditions
- Was that a peak moment
- Are you moving towards or away from those conditions
- What do you need to do to get back to those conditions

The idea of reflecting on your peak moment is to help to direct you what you are passionate about

First assignment at NASA was to take boxes of paper lips, bend out the inner part and count how many times it took to break the clip.

Embracing Failure

- driving solar test car from Austin to Calgary
- you have a car following you to register the telemetry
- car was sounding noisy
- one of the primary pieces had cracked
- welded and kept going (they had welder with them)
- finished 13th in the race

Working outside your comfort zone

- Learning to fly
- For her the easy part was ground school
- The actual flight was the tough part
- It is okay not to know everything all the time
- It is a constant circle to move outside your comfort zone
- Once you are comfortable - it is time to challenge again

Multidisciplinary Experience. And Collaboration

- Worked with satellite technology
- At the end of life - what happens to a satellite
- Operates for 5 to 20 years
• Continue to orbit, move into an outer orbit
• 6 degree of freedom robot that operates like an arm that can be sent to space and can repurpose the satellite
• Can send it up to repurpose
• Arts has been incorporated into NASA to allow the general public to understand
Patience

• 100 km hike on Baffin Island
• On Penny Ice Cap
• Water crossings at 3 am as the water is at its lowest place
• After being told that, they crossed at 3 pm, she slapped and lost her poles
• Evaluate on your capabilities and weigh the risk
• Success will come if you are patient

Mentorship
• One on one relationships (women's executive network)
• Role models
• Mentors do not always have to be the same gender
• Mentorship is bi directional
• Role models in the media can inspire

Daniel Ansari - Mind, Brain & Education
• Trying to make connections between, mind, brain and education especially with respect to math
• Brain WAVes Module 2
  ◦ Neuroscience with respect life long learning
  ◦ Neuroscience and education prime time to build the bridge
• Neurobiology is for teens to start school earlier
• Cardiovascular activity to assist in your cognitive functioning as well as mental health

Neuroprognosis
• Findings that measuring of brain imaging does more to predicting long term outcomes in things like dyslexia
• BISHOPBLOG
  There is some disagreements about neuroscience

Do you mean neuroscience - cognitive, molecular, cellular

Avoid knowledge hierarchies

Neuromyths
- no one more left or right brained
- we use whole brain all the time

Psychologica Science
• Learning Styles
• No alignment or effect between learning styles and instructional direction has any difference in the learning
• Learning styles diagram (neuromyth)
Paul A. Jones Myths about Learning Styles
Adrian Owen - putting brain testing to the test

"COGMED"

Promising, Productive Future Avenues

• Neuroscience into teacher training

Barbara Finlay - OMBUDSMAN

• The role of the ombudsmen
• Types of complaints being received
• What trends are emerging
• 292 complaints since the fall
• Complaints are triaged as they come into the office
• Most complaints do not proceed to formal investigation
• So far, there has not been investigated
• Most are currently at the early fact checking
• At this point, there are suggestions and informally discussion
• Systemic special ombudsman response team (e.g. Hydro one)
• Majority of complaints are about Public Board (201)
• Spec Ed
• School staff
• Transportation
• Employee issues
• Student safety & security
1/2 are closed - 167

122 are ongoing

• Examples - spec Ed where a kid was on a wait list for specialized program
• Transportation about bullying on a bus
• Discipline around suspension
• Most get back to how things are communicate within the school board

3P's of Reducing the Impact of Poverty

• Shelley White of United Way of Peel
• Story of Meghan who can come to community hub to help herself from buffet of healthy snacks
• She can get help with homework
• She can play
• Many staff are volunteers who are retired teachers
• Parents can drop by to pick up their kids and can have food as well
• The kids hear how their kids are doing
• When Meghan is 26 - she has graduated and has a full time job (that is the end game)
• Important to engage all members of the family
• Some kids get to a point where they have to choose a direction
• Kids can reach out to a parent
• UNited Way can help kids to find the services that are available in the community
• Understand where poverty exists and how to tackle it
• Focus on pupil, public policy and the parent/caregiver
• Food bank does not address the underlying reasons for poverty
• Prevention and early learning
• Community based solutions
• Multi-sector collaboration
• Early learning centres on wheels (vans that are equipped with books, toys, early learning specialists)
• Need more free after school programs for kids who cannot afford the program
• Strong leaders, healthy snack and
• Peel gets provincial funds ($10 million per year)
• Need community based programs
• Big brothers/big sisters 23:1 for vulnerable (18:1 for others)
• Parenting skills
• 2 generation programs
• Supports for new immigrants
• Important that parenting programs are normalized - all parents attend

Sean Mallen
• Demise of journalism
• Citizen journalists who blog or use social media
• Should have a crisis plan prepared - don’t wait until it is too late
• Get ahead of the story
• Tell your story before someone else gets out ahead of you
• Speak the truth, speak plain clear English, prepare and think about what you want to say before you say it
• 10 second sound clip
• When you get a call - tell the you will call back
• Ask when her deadline is
• If you don’t respond, you will be ambushed
• Think about what you have to say
• Ask for time
• Take control
• "Watch battles from above and then go down and shoot the wounded."
• Faster, omnipresent and more judgemental than ever before

Governance Structure Est. By Education Act
   Michael Hines

Bill Carr        Www.arcworks.ca
@williamjcarr.    Managing Change with Humour

• Just moved from quills to tech
• We are dealing with a world that is wildly in change and constant chaos
• Only have to speak to supporters of the board - so you don't have to talk with those who are angry
• We have to open ourselves to question whether the ways we have always dealt with things is the right way to do things"
• Almost impossible to change people's minds
• How you see the world, determines how you think and feel and you feel and think determines how you act. Your actions determine you destiny.
Have you ever had an event that challenged who you are?

Hold it for a moment?
Don’t think about things, that thinking about can’t change.

Evagrius

Epoche. - "breath"

Look at Toxic people versus Tonic people

2009 research in Evenly Hovering Attention

- if I tell you 7 things, you will only remember 2 things
- if I tell you a story with those 7 things you will remember them up to two years