



Continuing
Education
Program

CASS CEP Committee Meeting Highlights December 11, 2023

The purpose of the CASS Continuing Education Program Committee is to provide recommendations for a continuing education program accreditation framework to the Governance and Nominating Committee to recommend to the CASS Board of Directors.

Committee Membership 2023-2024

Chair:

Vincent Behm, Christ the Redeemer Catholic Schools, CASS Board of Directors

Committee Members:

Kimberly Frykas, Grande Prairie Public School Division, Zone 1

Shauna Boyce, Parkland School Division, Zone 2/3

Ryan Sawula, Red Deer Catholic Regional Schools, Zone 4

Joanne Pitman, Calgary Board of Education, Zone 5

Terri-Lynn Duncan, Horizon School Division, Zone 6

Wesley Oginski, Holden Rural Academy, Charter Schools

Dolorése Nolette, Conseil scolaire Centre-Est, Francophone School Authority

Daphne Mai'Stoina, Kee Tas Kee Now Tribal Council Education, First Nations School Authority

CASS Representatives:

David Keohane, CASS CEO

Gloria Antifaiff, CASS Principal Leadership Consultant

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☑ CEP Course Presentation

Course developer, Danica Martin, provided a curriculum overview for the CEP course called *Developing System Leadership Capacity: The Ripple Effect*. This course focuses on LQS Competency #7 – *Developing Leadership Capacity – A leader provides opportunities for members of the school community to develop leadership capacity and to support others in fulfilling their education roles*. This course, developed from a system education leadership perspective, has five course learning outcomes.

Participants that take this course will:

- assess and apply the skills and attitudes that demonstrate an openness to feedback and shared leadership.
- interpret current, relevant theory and research on leadership, change and system coherence to build leadership capacity, shared leadership, and systems thinkers.
- describe the various layers of the system where leadership capacity can be developed and differentiate strategies, structures, and processes to build leadership capacity with each of these audiences.
- plan purposeful and practical ways to engage stakeholders (including consideration for under-represented stakeholder groups).
- exemplify reflective practice, transparency, and effective communication skills.

The course is organized around 5 modules and will provide members with an opportunity to engage in purposeful and targeted work to develop leadership capacity and engage stakeholders throughout their school authority. Committee members noted that this course would be ideal for members to attend with one or more senior leadership team members from the same school authority to take advantage of the time for planning provided in the course.

☑ Communication Plan Updated

In preparation for a series of bi-weekly news items in *CASS Connects* related to the CEP, the committee brainstormed for topics based on questions they have received from Zone members and their experience to date with the CEP. This series of bi-weekly news items will appear in *CASS Connects* from January to April and will serve to provide CASS regulated members with information to prepare them for the implementation of the CEP on September 1, 2024.

☑ Professional Learning Planner Feedback

CEP committee members invited members of their senior leadership teams to participate with them in the pilot of the new online professional learning planner tool that will be used by regulated members to record their professional learning for recognition of credits towards annual accreditation. In total, 23 regulated members are piloting this new online tool. Information from the participants is collected, summarized, and addressed by our technology team. The improvements to the site will ensure that regulated members will have a smooth experience once the site is open.

☑ Professional Learning Plan

Committee members are in the process of creating a three-year professional learning plan that will ensure the professional learning that regulated members are offered through CASS meets the accreditation requirements of the CEP. Members discussed how the different aspects of the *Accreditation Requirements Chart* can be incorporated into professional learning. Members discussed the data available to make decisions about the professional learning offerings such as historical conference feedback data, historical attendance numbers, and a CASS membership analysis. In addition, using AI, key professional learning needs for adult learners were identified including:

- **Relevance:** To current roles and responsibilities.
- **Flexibility:** Options that allow access to content in different ways during and after the professional learning experience.
- **Collaboration and Networking:** Opportunities to connect and collaborate with peers.
- **Personalized Learning:** Recognize adult learners have diverse backgrounds, experiences, and learning styles.
- **Ongoing Learning:** Through access to resources, mentorship opportunities, or communities of practice.

Overall, the concept of intentionality will be the focus for the creation of the plan.

☑ **Next Meeting** - Thursday, January 18