



Elevating Leadership

**PSAANS Annual Professional Learning Conference
The Westin Nova Scotian, Halifax
October 27, 2023**

Élever le leadership

**Conférence annuelle de l'apprentissage professionnel
de l'AAEPNE
Le Westin Nova Scotian, Halifax
27 octobre 2023**

Morning Keynote Speaker / conférencier principal du matin: Principal Baruti Kafele

Is My School A Better Place Because I LEAD it?



Principal Kafele is one of the most sought-after school leadership and classroom equity presenters in America.

In addition to writing several professional articles for popular education journals, he has authored twelve books, including seven ASCD best sellers. His next book, *The Assistant Principal Identity* will be released in May 2023.

Principal Kafele is the creator and host of the popular Virtual Assistant Principal Leadership Academy, which streams live every Saturday morning.

Based on Principal Kafele's best-selling book, *Is My School a Better School BECAUSE I Lead It?*, Principal Kafele will challenge each principal and assistant principal to examine their own leadership identity, presence, impact, mission, purpose, vision and value as the leaders of their schools, which will include discussions on whether or not they have in fact defined these leadership attributes within themselves. The entire workshop is highly engaging and interactive, and the keynote is high-energy. It promises to inspire principals and assistant principals to think deeply and critically about their roles as leaders of their schools and whether or not their schools are better schools because they are the leaders of them. As Principal Kafele states in his opening, "My intent is to create discomfort, tension and uneasiness in the room. Inspiration lasts for a few hours. Discomfort, tension and uneasiness endure until they are corrected."

Morning Concurrent Sessions / Sessions simultanées du matin 10:45 – 12:00 p.m. / 10h45 – 12:00

Concurrent Session A / Session simultanée A

- *Does Instruction Thrive Under My Leadership? A Discussion on Effective Instructional Leadership* – Principal Kafele

Principal Kafele contends emphatically that, "The purpose of staff supervision is the continued improvement of instruction!" Due to the complexities of the principalship, it is

easy for principals to be so inundated by the non-instructional aspects of school leadership that the instructional side of their leadership suffers. When their instructional side suffers, it adversely impacts the entire school. The principal is the instructional leader of the school. Consequently, there is a direct correlation between how effectively the principal leads the school instructionally and student achievement. To that end, in this highly-engaging, self-reflective workshop (or keynote address), Principal Kafele will provide school leaders with strategies toward maintaining a focus on the instructional side of their leadership toward increasing the probability that achievement will soar. Topics covered will include the correlation between instructional leadership and student achievement; building collegial relationships with staff; planning, organization and time management; and the principal as professional developer.

Concurrent Session B / Session simultanée B

- ***The Nova Scotia Educational Leadership Standards “the voice of administrators” – Sharlene Whelan***



In her role as the Executive Lead, Leadership Standards, in the Centre for Equity in Achievement and Well-Being at the DEECD, she is leading the introduction and implementation of Nova Scotia’s first Educational Leadership Standards.

The goal of today’s interactive session is to capture the voice of the administrator through their feedback and input on the Standards, Statements, Indicators, the illustrations of practice for each Standard, professional learning needs, and the development of the first provincial Professional Growth and Evaluation Tool for school-based administrators.

Concurrent Session C / Session simultanée C

- ***Le triangle compétences-scénarios-espaces : une question de postures et de leadership – Jacques Cool***



Le discours en éducation des dernières décennies – les premières du 21e siècle – tourne largement autour des nouveaux rapports aux savoirs qui incluent le développement de compétences globales chez chaque jeune. Au-delà de **voir** l’école autrement, certains tentent de **faire** l’école autrement, avec toute la complexité que cela peut inclure. Que ce soient des questions d’inclusion, de leviers numériques et d’hybridation, de mieux-être et de bienveillance,

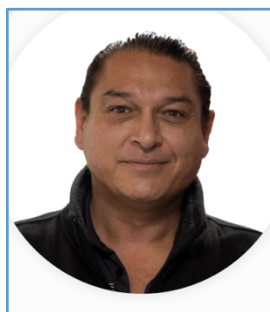
de créativité pédagogique audacieuse ou de milieux propices à l'apprentissage, la toile de fond demeure la même : les postures individuelles et le leadership à tous les niveaux. Cette conférence, à caractère participatif, explore certains composants de « l'écosystème école » où des humains sont en interactions constantes afin de faire mieux ce qu'ils font bien, pour un monde actuel et en devenir mais engagé dans de profondes transformations.

Thèmes :

- Pédagogie, leadership, changement, compétences, technopédagogie, inclusion, leadership, mentalité de croissance, créativité, innovation, bienveillance

Concurrent Session D / Session simultanée D

- ***Treaty Education* – Basil Johnson**



I will give a brief introduction of Treaty Education, a bit of history of the partnership of the Treaty relationship, and how the treaty benefited both parties. I will also talk about the Treaty relationship and its importance in the present day. I will also possibly touch on some sensitive topics as a result of Treaty denial over the past century.

Basil Johnson comes to us from the community of Potlotek. Basil is a graduate of St FrancisXavier University with a major in Anthropology and a minor in Political Science. Basil was a BandCouncillor within his community for 16 years. While on council, Basil spent 4 years working as the Mi'kmaq representative on the Strait Regional School Board and was also a member of the Council on Mi'kmaq Education.

Prior to joining the MK team, Basil spent a year working for the Mi'kmawey Debert Cultural Centre as the Curatorial Associate for Education, with an 8-month placement at the Smithsonian. He has always had a passion for our culture, heritage, and language, which is the area of work in which he has found the most pleasure. In his spare time, Basil will be found at the beach, camping, hiking with his wife Shara and their family or at the rinks watching his daughter play hockey.

Concurrent Session E / Session simultanée E

- ***Understanding and Supporting Students with ASD Who Have Difficulty Regulating Their Intense Emotions (aka The Meltdown!) – Kym Hume***



With the rising numbers of students with ASD in our schools, administrators are expected to have some knowledge about this disorder and develop skills to support both students with ASD and the members of the Teacher Support Team and the Student Support Planning Teams. Administrators are often called upon for help when a student with ASD becomes overwhelmed, filled with anxiety or anger, and becomes verbally or physically aggressive. In this session participants will learn about how the brain reacts to a perceived threat in students with ASD and the best evidence-based strategies for staff to employ in responding to a meltdown and in assisting the student to self-regulate, calm the central nervous system, and regain emotional stability.

Kym Hume B.A, B.ED, M.Ed. is a well-respected autism consultant and retired school administrator who resides in Wolfville, NS. She has had a long career in education, having taught regular classroom, resource and learning centre, before moving into administration at two different schools in the Annapolis Valley. She then moved to the regional level as Coordinator of Student Services followed by being appointed as the first Autism Consultant of AVRCE. Kym also worked at EECD as the provincial autism consultant and co-authored the provincial document on teaching students with ASD.

Concurrent Session F / Session simultanée F

- **“What got you here won’t get you there!” – Dr. Susan E. Murray**

“What got you here won’t get you there!”

As leaders, how do we define what’s next? How do we redefine our role and refocus our vision and strategy for the next bold steps that we want to take in work and in life? How might we rewire our thinking to take bigger risks and create opportunities for brilliance and excellence? How do we adopt and keep a bold steps mindset? During this session, we will think, explore, design, and define our own bold steps. Participants will receive a framework to guide their #boldsteps as well as tools and strategies that can impact their leadership and their lives.



Dr. Susan Murray is an internationally recognized researcher, speaker, and expert on strategic leadership. She designs and leads workshops and programs for the community, public and private sectors across the globe. Susan combines her research with her practical experience to create impact. Along with her consultancy, she is an Adjunct Professor at Memorial University NL and several national universities. She is the team lead for government excellence program assessments in the United Arab Emirates, with a focus on strategy, leadership, and innovation. Prior to this work, she was a leader in the public education system of NL. Grounded in her strong values of community, respect and inclusion, Susan devotes significant time to the non-profit sector. She is the past chair of the Kids Eat Smart Foundation NL. She is a mentor and advisor with national and international organizations, including Women in Leadership (WIL), Newcomer Women's Services, the Canadian Arab Institute (CAI) and a group of NGOs in the Caribbean. She is a coach for Girls on Board, a renowned global non-profit that aims to mobilize girls and young women for economic advancement locally and worldwide. In 2021, she was the operational lead researcher for a ground-breaking report, "Experiences of Racialized Communities During Covid-19- Reflections and a Way Forward", coauthored by CAI and Brock University. As a consultant and researcher, she draws on the power of the stories shared with her from people around the globe, to influence her work and inspire others to accelerate strategic actions to create change. "What got you here won't get you there!" As leaders, how do we define what's next? How do we redefine our role and refocus our vision and strategy for the next bold steps that we want to take in work and in life? How might we rewire our thinking to take bigger risks and create opportunities for brilliance and excellence? How do we adopt and keep a bold steps mindset? During this session, we will think, explore, design and define our own bold steps. Participants will receive a framework to guide their #boldsteps as well as tools and strategies that can impact their leadership and their lives.

Afternoon Concurrent Sessions / Sessions simultanées de l'après-midi

1:00 – 2:15 p.m. / 13h00 – 14h15

Concurrent Session G/ Session simultanée G

- ***“Glass Ceilings and Tall Poppies” Women in Leadership*** – Dr. Susan E. Murray



During this session, we will explore some research related to gender and leadership, particularly women. Recent research by (McKinsey, 2022; Billan, 2023) finds that, globally, women leaders are stepping away, as they are overworked and unrewarded. While equally ambitious to men, they face stronger headwinds. They are more likely to experience microaggressions and have their judgment questioned. Likewise, they are doing more to support well-being and foster inclusion yet are being unrewarded. Together, we will discuss how this research applies to education and consider key actions to address these challenges.

Concurrent Session H / Session simultanée H

- ***The Nova Scotia Educational Leadership Standards “the voice of administrators”*** – Sharlene Whelan

A repeat session from the morning concurrent sessions.

Concurrent Session I / Session simultanée I (French Session)

- ***« Gestion du changement »*** – Jacques Cool

Cette session se concentrera sur les éléments de gestion du changement et de leadership. Le présentateur s'associe à l'AAEPNE et au CSAP pour concevoir une présentation immédiatement pertinente pour les administrateurs francophones de la Nouvelle-Écosse.

Concurrent Session J / Session simultanée J

- ***Treaty Education*** – Basil Johnson

A repeat session from the morning concurrent sessions.

Concurrent Session K / Session simultanée K

- ***Misunderstood and Under Diagnosed: Girls with ASD in Our Schools*** – Kym Hume

The myth that boys are 4 times more likely to develop autism is being exploded with new research about girls with ASD. The ratio is now believed to be 2 to 1, boys to girls with ASD. Girls with ASD present very differently than boys with ASD and many, many girls go undiagnosed for years before someone finally recognizes and diagnoses the condition correctly. These undiagnosed girls are in our schools and are adept at masking their autism, but that effort to camouflage their differences from their neurotypical peers takes a huge toll on their mental health. School refusal, self-harm, significant anxiety, depression, and suicidal ideation are not uncommon in this population. In this session, learn the main characteristics and behaviors of girls with ASD. See the behaviours of certain girls who stand out in your school, through the lens of autism and help them be less misunderstood.

Afternoon Keynote / conférencier principal de l'après-midi: Rev. Dr. Lennett Anderson

Leading from the Margins: Count Us In!

In this session we will discuss the kind of leadership essential to helping institutions navigate dynamics of inclusion and empowerment within their organization. As leaders, it is imperative that we are able to articulate and give voice to issues of inclusion, justice, and fairness.

- How do we build inclusive, diverse, equitable spaces of learning?
- How do we ensure those spaces and learning spill into our community?
- How do we honour, celebrate, affirm, and empower those leading IN and FROM the margins?

I will challenge the audience to *look beyond* our focus on those at “centre stage,” *look to* recognizing the humanity and leadership capabilities of those “off stage,” in the margins, and *look with* these leaders at bringing their leadership into new, creative, and effective successes!

Biography:

Lennett J. Anderson is the Senior Pastor of Emmanuel Baptist Church (The Meeting Place) a growing, multigenerational community of worshippers from diverse geographic,

ethnic, cultural, and denominational backgrounds. Pastor Anderson is a highly sought-after communicator and is a recognized voice at events throughout the country. He is blessed with influence that extends beyond the local church. He serves on the faculty of Acadia Divinity College as Lecturer in Leadership and Racial Justice.



Pastor Anderson is a passionate advocate for community transformation and development. His passion for community is evident through his contributions as consultant for the Halifax Regional Centre for Education, a member of the Halifax Regional Municipality Chief of Police Roundtable on

Diversity and Race Relations, Past Moderator of the African United Baptist Association of Nova Scotia, an Advisory Council Member, Dalhousie University African Nova Scotian Strategy, Corporation Board Member for Promise Keepers Canada, Member of the African Nova Scotian (DPAD) Decade for People of African Decent Coalition, Regional Ambassador for Teen Challenge Atlantic Men's Centre, and as a former board member of the Nova Scotia Chapter of the Children's Wish Foundation.

A retired commissioned Officer in the Canadian Forces where he served as Unit Chaplain for HMCS Scotian, Rev. Anderson has been recognized with numerous awards including the Medal of Excellence from the Navy League of Canada, the Canadian Forces Decoration Medal, the Queen Elizabeth II Diamond Jubilee Medal, the Lieutenant Governor's Award for Citizenship, the Platinum Jubilee Community Hero Award, the Queen Elizabeth II Platinum Jubilee Medal, and an Honorary Doctor of Divinity from St. Thomas Christian College.

Maclean's magazine named Rev. Anderson as "one of five Canadian pastors who are breathing new life into their communities". In 2016 he received the ADC Alumni Distinguished Service Award for significant contributions to ministry in his community and beyond. Rev. Anderson has worked tirelessly to promote racial justice with organizations.

Lennett is married to Dr. Késa Munroe-Anderson. They have three children and live in Hammonds Plains, Nova Scotia.

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