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Greetings From the President



K.J. White

President, Canadian Association of Principals

It is an honour and a privilege to be CAP President for the 2015 - 2016 school year. During the year, I look forward to having many conversations with colleagues about the work we do to drive and impact educational leadership across Canada and beyond our borders. We have a terrific CAP Executive and an excellent group of national affiliate directors who work tirelessly promoting excellence in education and representing the views and voices of each national region.

Throughout this edition, you will read about our 2015 CAP Conference hosted by our leadership colleagues in Whistler, British Columbia. At this time, I would like to thank the CAP 2015 Whistler host committee for their dedication, excellent organization, tremendous facilities, and outstanding speakers that contributed to a truly memorable CAP conference. The conference featured many educational themes focusing on leading innovative change, becoming a learning system, creating technological advantage, how leadership matters and building student learning capacity. The conference was highlighted by key-note speakers Simon Breakspear, Wab Kinew, Jesse Miller, Frederick Brown, and Stephanie Hamilton, along with very talented local, regional, and national break-out leadership presenters. We thank all for sharing their talents and inspiring stories.

During the first weekend in July, our CAP presidents' meeting was held in Charlottetown, Prince Edward Island. CAP Past President, Tina Estabrooks, President Elect, Maxine Geller, and I had the opportunity to update our 2015 – 2016 strategic plan, discuss research opportunities, develop a yearly calendar for CAP affiliates, update our website, and increase our connections with educational partners and potential sponsors. We will follow our CAP strategic plan with open communication, leadership advocacy, and national presence to remain the leading voice of principals' across Canada.

Our completed research study in September 2014, *The Future of Principalship in Canada*, will continue to be our flagship educational research paper to help support national educational reform and highlight the important role principals' have in leading the learning culture in our schools. CAP will focus on establishing more research partnerships during 2015 – 2016, to ensure a true pan-Canadian national research perspective.

At this time, I would like to take this opportunity to say a sincere thanks to Mike Landry, our CAP Journal Editor for 2014 – 2015. Mike lead with great energy, organization, established excellent themes and articles with true journalistic leadership and professionalism. Mike, on behalf of CAP, we wish you all the best in your next leadership journey and thank you for all your time and commitment to our CAP Journals.

In closing, as you embark on another school year, set your sights high, share your vision with fellow educational leaders, and embrace educational change, challenges, and opportunities in your learning communities. Remember to be the leader you are and the one you want to be!

Stay strong and carry on,

K.J. White
CAP President 2015 – 2016



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Session Dates

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Winter 2016	Jan. 25, 2016 - Apr. 8, 2016	January 8, 2016



Mike Landry
Editor, CAP Journal

It is my hope that each of you have a great story to tell based on your experiences from the summer of 2015 and that you have had the time to relax and recharge as you moved through the summer months. As educational leaders we all too often work long days and extend our work load into the summer months. This makes “down time” in the summer even more necessary in order to nourish our mental and physical health as we move through our careers. However we also need to find ways in which to recharge throughout the school year. A great way to create a mental break throughout the year and network at the same time is to attend professional development opportunities such as our Canadian Association of Principals Conference which was held at beautiful Whistler in early May. The organizational committee did a tremendous job putting together a top flight conference with excellent keynotes and breakout speakers covering a wide range of educational topics. Feedback has been very positive regarding all that has been gained through the diverse sessions, First Nation focus and the opportunity to network with friends - new and old alike. In attending the conference you have the chance to share with colleagues your experiences and to recognize that regardless of what region of the country you are from, we share many of the same daily happenings in our workplace. Attending such a conference in a truly beautiful setting that creates an environment where one can't help but feel re-energized and refocused on the task before them. I encourage each and every one of you to seek out your regional affiliate of CAP or contact CAP directly on our web site to become more involved in all that CAP has to offer our members including next year's national conference. CAP is a voice that stands strong in support of our members and how we can provide the resources you need to enhance your success in engaging your students. Next year's CAP conference will be held in Saint John, New Brunswick and no doubt will bring all of us together once again to learn, share and enjoy another tremendous professional development opportunity. Keep informed through the CAP website to ensure you get registered and ready to attend the 2016 conference.

My term as Editor of the CAP Journal has now come to an end and I want to take this opportunity to thank the CAP Executive and you, the readers, for your support and interest in the journal and its content. I encourage you to contact CAP if you wish to assist in providing articles for future issues and to ensure that you share copies either paper or electronic with colleagues throughout the country. Our goal is to have a copy of the journal in every educational leader's hand. With such a powerful tool for all to share we can truly speak to a common theme at a national level.

As we enter a new school year, I want to take a moment to wish new and seasoned educational leaders all the best in their pursuits on behalf of the students in our care. It is my hope that working together with colleagues and educational partners we will continue the pursuit of academic growth and engagement within our schools and school systems.

Respectfully

Mike Landry
Editor, CAP Journal



CAP JOURNAL
THE CANADIAN ASSOCIATION FOR SCHOOL PRINCIPAL LEADERSHIP

BCPVPA **President Gordon Li** on connecting with colleagues from across Canada

In May, the BCPVPA hosted a tremendously successful Canadian Association of Principals' national conference in Whistler. The conference days were an excellent time to reconnect with our national organization and to share stories from our jurisdictions. We had multiple occasions to learn from and to contribute to the narrative for principals and vice-principals across Canada. We listened to engaging speakers and attended inspiring breakout sessions. We shared time with colleagues to learn, laugh, and have fun together.



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Seated: President Gordon Li (Burnaby) and Carol-Ann Leidloff (Kootenay Lake)

From keynote speakers Simon Breakspear to Wab Kinew, Stephanie Hamilton, Frederick Brown and Jesse Miller, to all the breakout session leaders, the CAP conference 2015 program was remarkable. An emotional high-point occurred when students from the Sea-to-Sky district welcomed Wab Kinew by sharing their gift of words, *We Are Not Equals in This World*. Their powerful spoken word poem moved all delegates and was followed by the inspirational words of Wab Kinew. Wab thanked and validated the students. He shared a history. He shared much pain. But most importantly, he shared a message of hope and moving forward. Wab urged us to move beyond the whys, to the hows of building a better future for Indigenous peoples. trying to lead," he said.

Delegates returned home with their minds filled and spirits lifted. More than 250 attendees at CAP 2015 were from British Columbia; perhaps you will be willing to share your story from Whistler. I am looking forward to 2016 when the Learning Forward conference comes to Vancouver. CJ



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Photo courtesy of BCPVPA

Sea to Sky Aboriginal students at opening ceremony



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Conference Chairs, Bruce Firth and Anne Smith

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A Brief History of the Canadian Association of Principals

For many years Canadian principals and vice-principals attended conferences in the United States, many of which were sponsored by the National Association of Secondary School Principals (NASSP). Often the Canadians would meet to discuss what was happening back home and to share experiences. During the gatherings it became increasingly common to wonder about a national association for Canadian principals and vice-principals. In 1975 there were about 50 Canadian delegates at the NASSP conference in Las Vegas. They were determined to establish a formal association of Canadian school administrators and to organize, in due time, a national conference in Canada. Following this NASSP conference, a number of participants from Ontario contacted provincial principals' and vice-principals' associations across Canada about forming a national association. The response was favorable. In no time, a Board of Directors was established, a constitution was written and in 1977 the Canadian Association of Principals (CAP) became a reality.

CAP is a national umbrella organization representing individual Canadian principals and vice-principals through provincial affiliate organizations. Every provincial organization can become an affiliate of CAP, in accordance with CAP By-Laws, and in this way gain representation on the CAP Board of Directors which acts on behalf of every member of CAP. David Eaton, Executive Assistant with the Ontario Secondary School Teachers' Federation and Executive Secretary of the Ontario Secondary School Headmasters' Council, provided the guiding light as Secretary-Treasurer of CAP from its inception until December 1982. From 1982 until 1989, Norm Ornes of the BCPVPA served as Secretary-Treasurer and then as Treasurer until 1990. Harvey Kingdon of the Manitoba Association of Principals followed Norm and became the first staff officer as General Secretary, which included the positions of secretary and treasurer, from 1990 to 1997.

CAP recognizes that education is a provincial responsibility. However, there are needs and issues that are held in common across our country for students, schools and educators. Canadian Association of Principals continues to pursue its role as an effective, respected and influential organization working on behalf of its members and education.

CAP is committed to ensuring that the voice of principals and vice-principals is present and impacts on national education issues.

Communication – CAP will strive to increase and improve communication with affiliates and individual members.

Advocacy – CAP will strive to be a present and relevant voice for educational leaders across Canada.

Presence – CAP will strive to participate in National conversations where leadership can and will make a difference in the educational landscape.

The constitution of CAP outlines the following objectives:

- To provide a national association of principals and vice-principals of Canadian schools;
- To develop, initiate and maintain professional growth and leadership for members;
- To foster and support national objectives of Canadian education;
- To promote the national status of principals and vice-principals;
- To provide information and service to affiliate associations. **CJ**

CAP Executive 2014 – 2015

President: Tina Estabrooks, NB

Past-President: Jameel Aziz, BC

President-Elect: K.J. White, PEI

Eastern Vice-President: Michael Landry, NS

Central Vice-President: Jim Jordan, QC

Western Vice-President: Holly Godson, AB



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KEYNOTE SPEAKERS



Simon Breakspear is an internationally recognized thinker on the future of learning and educational innovation. He is the founder of Nextgen Learning, a consultancy that delivers strategies to enable 21st Century learning. Simon has worked in Australia, New Zealand, the USA, the UK, Europe, Israel, Hong Kong and India. A passionate educator and innovation strategist, Simon works on systemic challenges in education reform and redesign.



Frederick Brown is Director, Strategy/Development, Learning Forward. Fred served as a senior program officer for the Wallace Foundation where he guided the work of several major grantees. Brown was also Director of the Leadership Academy and Urban Network for Chicago (LAUNCH), an organization whose mission is to identify, train, and support principals for the Chicago Public Schools. Brown's expertise is grounded in real-world experience. He has been an elementary school teacher and principal as well as a middle school assistant principal. Over the past 15 years, Brown has been a leader in designing and facilitating cutting-edge learning experiences for school and district administrators on topics such as cultural competence, leadership, and professional learning communities.

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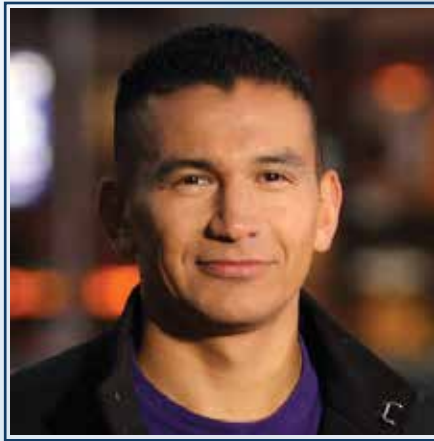
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Stephanie Hamilton, a lifelong educator, was a high school teacher of English, Social Studies, and Mathematics. After leaving the classroom, she was the director of integrated classroom technology, (ICT) and then the chief information officer. Since joining Apple as Strategic Manager, Learning and Information Technology in 2000, Stephanie has brought her experience to help define a blueprint for building a 21st Century Learning Environment, helping school leaders identify the critical factors for successful implementation of ICT. She has traveled worldwide in search of successful, replicable instances of ICT used to drive student achievement and prepare students with 21st Century skills.



Wab Kinew was named by Postmedia News as one of “9 Aboriginal movers and shakers you should know.” He is the interim Associate Vice-President for Indigenous Relations at The University of Winnipeg and a correspondent with Aljazeera America. In 2014, Wab successfully defended Joseph Boyden’s *The Orenda* on CBC’s Canada Reads literary competition. In 2012, he hosted the acclaimed documentary series *8th Fire*. His hip-hop music and journalism projects have won numerous awards. He has a BA in Economics, is completing a Masters degree in Indigenous Governance and is a member of the Midewin. Wab is also an Honourary Witness for the Truth and Reconciliation Commission of Canada.



Jesse Miller has addressed thousands of participants in schools and companies since 2007. Jesse is a trusted resource to numerous school districts in Canada and a partner to public safety agencies who use his expertise to address issues that occur on social media requiring evaluation and investigation. Jesse has been featured in many radio and TV broadcasts, and articles as an authority on the topics of Internet safety, social media, and mobile application-based technology. **CJ**

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Organizing a Conference 101

By author, Mike Landry, a School Administrator from Nova Scotia who has been involved in organizing conferences both provincially and nationally for many years

Over the years, you may have been part of a group who entertained the idea of organizing a conference be it local, regional or national. Conferences, like the CAP 2015 Conference in Whistler, are often by their own merit powerful professional development opportunities for those in attendance. However, what many do not realize is the incredible learning opportunity that organizing the conference provides to all those involved. The organizational team spends countless hours working out the details of the many key aspects that make any conference a success. It is as a result of all this time, focus and networking within the organizational team and beyond that conferences run as seamlessly as they appear to participants.

This article is meant to outline the key areas a committee needs to think about when planning a conference and hopefully make things a bit smoother for those readers who have graciously accepted this grand task.

1) Making a Decision to Host

- Do you have the time it is going to take to organize the conference? Obviously the larger the conference, the more time needed to organize. Ideally a full year is needed to properly plan a conference.
- Is there a need for this Conference? Do you have a desire or passion for a topic that needs to be addressed?
- Are you part of a professional organization and it's your turn to host?

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2) Forming Your Conference Team

- Are there people that you work with or are affiliated with that you feel would bring a variety of experiences, knowledge and work ethic to the table to ensure a successful conference?
- People who can communicate and meet on a fairly regular basis.
- People who have the time. Many have the desire and want to be part of this experience but do they have the time to do so?
- The bigger the conference, the bigger the organizational team. Too few or too many can create stress on the Chairs and taint the experience of everyone on the committee.

3) Developing Your Area of Focus (Program)

- Looking at current, relevant issues or topics being discussed within your profession. Ex; Mental Health, Inspiring Leaders, Mindfulness, Cultural Proficiency.
- Once you have chosen a collection of possible topics, your team needs to look at whether or not one topic will draw an audience. Knowing that time and funding is limited for possible participants you want to make sure your conference is relevant and touches upon current issues that people want to know more about.
- When making a final decision, identify the key speakers or known experts and make a few phone calls to see if they are available during the time of the conference. If a few key experts in one topic are not available yet a few are in another, that may be what determines your conference focus.
- The focus, along with venue are key areas that need to be decided upon and developed early.
- Knowing the possible number of expected conference participants 100, 300, 500+ will guide your choice of venue and the potential budget to book speakers.

- Decide on structure of conference. For example, key note(s) who rotate throughout the program, concurrent break-out sessions, are you having a pre- conference, social events, snacks and meals, nutrition breaks, time for vendor viewing, promotion of sponsors, special presentations (set time frame for all of these things).
- Size and availability of venue/ rooms will dictate to a degree your format. Tech needs also need to be looked at as they play a key role in the success and cost of your conference.
- Keynote Speakers: Get firm costs of key notes and other presenters.

4) Date

- Is there something going on in another location that will draw away possible participants/impact the number of people who can attend your conference. Often those in attendance may only get a chance to attend one conference a year or every few years. You want it to be yours.

5) Venue

- Easily accessible by various modes of transportation. The main venue and possible surrounding venues can accommodate people and conference sessions.

- Develop strong relations with the venue representatives and workers to ensure things such as cost, hotel rooms, conference rooms, tech needs, meals, all meet the Conference needs and things will run smoothly.
- Need to confirm exact costs for individual hotel rooms conference rooms, technology, food.

6) Assigning Duties

- With the exception of Chair and Co-chair, each of the following positions should have a committee formed.
- To ensure that tasks are given the focus that they need, it is very important to assign specific people to specific key areas of the conference. They become the pseudo-experts of their specific area. Each representative should be prepared to give a report/update of their specific area at each organizational meeting. They should also be keeping the conference chair and co-chair abreast of progress and /or issues throughout the organizational time frame. It may be needed for specific representatives to provide budget information to the conference treasurer when asked.
- **Chair and Co-Chair** – They are the figureheads. They need to regularly

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Event Planning

communicate with all regular team members. They need to establish meeting dates, locations, disseminate information to all involved, liaise with professional organizations (such as CAP), offer support to team members and generally be the spokesperson for the conference. The Chairs need to be prepared to problem solve and have hard conversations if needed. They need to make sure that the time lines are met throughout the organizational period. They need to be prepared to speak at the conference, welcoming, speaking, etc...

- **Communications/Secretary** – This position is sometimes assumed by the Co-Chair but a fairly large conference would require this position to be a separate person(s). Keep detailed notes/minutes of meetings to every committee member. Remind people of the action items and time lines. This position should keep a running electronic file of any important documents, letters, contracts so there is one source to go to if needed as the committee would be normally expected to do some type of detailed report post-conference. This position also needs to be responsible for the promotion of the conference via electronic and or paper media as well as establishing an attractive web site to provide details of the conference.
- **Treasurer** – One of the first things that this committee needs to do is establish a tentative budget to present to committee. Open accounts. Contact national body or affiliate (of there is one) for possible seed money which is used to assist conference committee and to pay for any up-front costs. This money must be repaid at end of conference. Decide on an accounting program that will be used. Needs to work closely with conference registrar and other committee members to decide on registration costs as well as refund policies. You will need to identify co-signers, provide regular reports to co-chairs.
- **Program** – The individuals on this committee need to be working closely with most other committees since each group impacts program. They need to decide on what template they are going to use. Need to be working closely with the website committee, work closely with key notes/presenters (contracts). Find out needs of various presenters (transportation, tech, lodging, foods and support documents) To be in constant communication with treasurer concerning costs. To communicate regularly with those who are looking after venue and social aspects. If it's a national conference or part of a national entity, it is important that the national head office is contacted to ensure of any programming issues or aspects that need to be included. A key part of this committee is to provide social activities for participants and spouses during and after conference day activities.
- **Vendors /Sponsors** – Identification of possible companies and vendors who would like to display at conference. If this is an annual conference, getting last year's vendor list. Decide on a cost of rental space for vendor – great way to generate income for the conference. In discussion with other Committee members, identify parts of the conference that certain vendors may want to sponsor. . Bronze, Silver, Gold (\$5000, \$10,000, \$15,000) levels of sponsorship which provide income. Would give them possible prime location as a vendor, prime signage and promotion, more space and possible opportunity to say a few words at the conference. Identify/ approach vendors who are willing to sponsor things such as awards, Key notes, nutritional breaks. A map needs to be created to outline how many vendors can be accommodated and how many spaces each one needs. The map would include who needs power, tech. They need to ensure that there is plenty of space and good flow so that participants are able to have ample space to view vendors and good traffic flow. This committee works closely with on-site

venue representative. Strategically placing nutritional break tables around vendors to get as many participants out and around the vendors. They will have to potentially send out contracts to vendors so that needs and participation is clear for all parties. Each vendor must be approved based on their product to ensure integrity of conference. When working in conjunction with a national body such as CAP, there are sponsors of CAP National that need to be given priority at the annual conference. Communication with national office is important.

- **Registration** – Individuals that are part of this committee need to work closely with other committees to establish a clear detailed on-line and paper based registration process that includes pre conference, lodgings, social activities, personal requests and the ability to create data tables of participant contact information. A way to confirm registration, confirm any needed refunds and the various adjustments needed to register certain participants who may pay a different rate.

7) Schedule/ Time line of task completion

- A key part of any conference organization is to create a script that includes the day to day schedule of events broken down by time, location, people involved, and any actions that are to be taken and by whom. This script will be revised and adjusted as needed prior to and during the conference.

8) Pre and Post-Report

- Normally it is expected that the chair or co-chairs present a report of the pre- conference details and a post conference report to show revenues and expenses as well as participant numbers and feedback if available.

Hopefully the information provided is of help to anyone who has taken up the challenge of organizing a conference in the future. CJ



Is the school principalship a doable job? It depends

By Frederick Brown

A few years ago, I attended a State Consortium on Educator Effectiveness meeting in Baltimore co-hosted by the Council of Chief State School Officers and Learning Forward. At the meeting, principals from across the country were asked, "Is your job doable?" Their answers were both passionate and poignant.

Although no principal said his or her job was impossible, many described circumstances that left the audience wondering how long they would be able to sustain their pace. They described being required to complete formal evaluations of dozens of teachers each year. They highlighted their districts' responses to their state student assessments and their roles in supporting the testing processes. They described workweeks that typically lasted 80-plus hours and weekends that were all but nonexistent. It was a sobering moment that left many in the audience wondering if we are asking our principals to do too much.

The Wallace Foundation Principal Pipeline Initiative works with six urban districts to create large corps of instructional leaders — principals whose main task is to improve teaching and learning. The districts are Hillsborough County, Florida; New York City, New York; Gwinnett County, Georgia; Charlotte-Mecklenburg, North Carolina; Prince George's County, Maryland; and Denver, Colorado. The chosen districts survived a vetting process by Wallace before receiving funding. They are among the top districts in the country focusing their attention and resources on the principalship.

During a recent meeting of the Principal Pipeline Initiative professional learning community in New York, superintendents from these districts addressed the same question. Several were quick to acknowledge that the job of school principal is incredibly demanding and not for everyone. However, each superintendent who spoke emphasized that, while principals need the appropriate supports to do their jobs effectively, the job is doable.



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As I reflect on these experiences, I'm drawn back to the word "supports." What is it that districts — and perhaps provinces and states — can do to help support school leaders? Built into Wallace's Principal Pipeline Initiative are the foundation's beliefs about some of those supports, including:

- Very clear leadership standards that outline what leaders are expected to know and be able to do;
- Strong leadership preparation that ensures leaders can move into a principal position with the skills needed to do the job;
- An induction process that provides job-embedded learning during the first few years on the job; and
- Ongoing mentoring and support to help principals navigate the changing educational landscape.

The six Principal Pipeline Initiative districts had to prove these supports were either partially or completely in place before receiving the grant. After hearing from some of the overwhelmed principals from the State Consortium on Educator Effectiveness meeting, my guess is their districts may have lacked some of those basic supports. So what other supports do principals need? Here are a few I would offer:

- As part of their training, induction, and ongoing professional learning, principals need help understanding how to more effectively distribute leadership, particularly the management aspects of their work.
- Principals need central offices and regional service centers that are viewed by principals not as "mandate generators" but as "centers of support" and "providers of resources."
- Principals need opportunities to network with their colleagues in learning communities where they can take ownership of their own learning.

Is the principal's job doable? In many places, the answer is NO. However, we know what it takes to change that. It's my hope that those principals who find themselves in "undoable" positions will find a way to advocate for a new reality. **CJ**

This post originally appeared in Learning Forward's PD Watch.



Frederick Brown

Frederick Brown is Learning Forward's deputy executive director. Prior to joining Learning Forward, he has guided the work of several major education organizations. His expertise is grounded in real-world experience as an elementary school teacher and principal. Over the past 15 years, Brown has been a leader in designing and facilitating cutting-edge learning experiences for school and district administrators on topics such as cultural competence, leadership, and professional learning communities. Follow him on Twitter: @fbrownlf



More Than One World View



Wab Kinew is the University of Winnipeg's vice-president for indigenous relations.

“We should not seek to humiliate our opponents, the real goal should be reconciliation.” –Wab Kinew

Canada would be a better place if everyone had more knowledge about indigenous languages and cultures, aboriginal leader Wab Kinew told hundreds of education leaders in Whistler on Wednesday.

Kinew, who is a musician, journalist and University of Winnipeg vice-president for indigenous relations, was speaking at a national conference for school principals and vice-principals called Connecting Leaders: Inspiring Learning.

In an inspirational and moving presentation, Kinew said if the goal is to cultivate innovation in schools, students should be taught that there is more than one way to think.

“Shouldn’t we teach ... that there is a variety of world views? Some of those new ways of thinking about problems should come from indigenous people,” he said.

He used Facebook as an example of a company that used an Aboriginal idea to drive its innovation.

Mark Zuckerberg, founder of Facebook, “thought of (the social media network) as a global potlatch”, Kinew said.

“This company has generated a huge amount of wealth, and some part of their innovation was created by learning about aboriginal culture,” Kinew said.

Although this is often misunderstood, aboriginal learning was very systematized and formalized, Kinew said. “Our traditions are rich and complex and have a tremendous depth that I don’t think is really appreciated,” he said.

Research by the Centre for the Study of Living Standards shows that if aboriginal students had the same educational outcomes

as other Canadians and the same access to employment, the Canadian economy would grow, tax revenue would grow, and government expenditures would shrink, Kinew said.

Long ago, a native leader proposed that the Europeans and the indigenous people should exchange children so they could learn about each others’ way of life and the two cultures could live in peace.

“Obviously, this vision was not fulfilled — only the native children were taken,” Kinew said. “Had this vision been realized, where would we be today? Would Canada look different? Yes.”

He said the leader’s idea that education could be the foundation for living in peace and harmony should be a way forward for Canada today.

For example, Kinew said that in indigenous culture, “the chief should be the poorest one in the community.”

“What they’re saying is that if you want to be a leader, it’s not about you. If you want to be a leader, it should be about a life of service,” he said. “If someone in your community is hungry, you should give them your food. If someone in your community is cold, you should give them your blanket.”

Kinew said if people grew up hearing this, their values and their moral compass would be vastly different. Other examples he gave were about how to deal with differences between people and how to protect the environment. He said Tatanka Iyotanke, known as Sitting Bull, said during the Indian Wars that “in order for there to be peace on these lands, it is not necessary for eagles to be crows.

“He’s saying that it is not necessary for us to be exactly alike to share the lands and live together,” Kinew said. “Reconciliation should not be a second chance at assimilation. “We should not seek to humiliate our opponents, the real goal should be reconciliation.”

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World Views

Concerning the environment, he said globalized society views the natural world as subservient to man, while aboriginal culture says, "We don't own the land, the land owns us."

"Would we be in the same situation of environmental degradation if everyone in this country had learned the aboriginal way of life? I would suggest to you, probably not," Kinew said.

Kinew began his presentation, which was introduced with a First Nations song and a presentation by high school students about murdered and missing aboriginal women, with a long passage in his native language.

"I always like to do that because Ojibway was the ... trade language of this country

be Canadian if we can't understand what the name our country means?"

Kinew talked about several initiatives at the University of Winnipeg that are acting as a pipeline for aboriginal children from the time they are toddlers until the time they enter university. For example, the university was perhaps the first in Canada to waive tuition payments for former foster children. Beginning in 2016, the university will require all students to take a mandatory aboriginal studies course.

In another program, teenage girls learn about aboriginal culture and then teach their peers about it. In another, young children learn about science using aboriginal language and cultural teachings to interpret it.

were put in flour that was fed to the students.

"Think about what that says. That happened in this country, within living memory," Kinew said. "We are in an era of truth and reconciliation. I like to turn that around and say, 'No truth, no reconciliation.'"

But today, Kinew's sister is working on her PhD at Harvard, which shows that there are some very notable success stories in the aboriginal community.

"The socio-economic indicators, generally speaking, are grim, but there are some positive indicators. The education gap still exists, but there are now 27,000 indigenous students in post-secondary institutions so the ship is turning," Kinew said. "(This) is the face of Aboriginal resurgence — young, educated, successful by any measure, but also deeply connected to Aboriginal culture, language and community. Also predominantly female."

Kinew said all Canadians should push for better outcomes for aboriginal students and want Canada "to be the greatest nation in the world — a nation in which every child can meet their potential bolstered by a fair and just education." **CJ**

Sun Education Reporter
tsherlock@vancouver.sun.com

"If someone in your community is hungry, you should give them your food. If someone in your community is cold, you should give them your blanket."

for hundreds of years, and yet now very few people can recognize it," he said "For crying out loud, our country has an aboriginal name, yet who among us can properly explain the origins of that name? How can we claim to

Kinew's father was a residential school student. He said his father's name was changed, he was abused, starved and lost his culture and language. Not only that, but Kinew said he was part of an experiment in which additives

Competitive Advantage of Working with Aboriginal People


In his CBC Television series 8th Fire, Wab Kinew profiled many inspiring Canadians who are bridging the gap between Aboriginal communities and their neighbours. As this generation graduates and enters the workforce, corporations face a unique set of challenges, perhaps the biggest of which is how to incorporate diversity in a way that isn't just about filing quotas but instead adds a meaningful contribution to the corporation's culture and business model. Drawing on both personal and professional experience, Kinew will give practical examples of how drawing Aboriginal people into organizations can change their DNA in a way that creates competitive advantages.

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IT TAKES A COMMITTEE TO PLAN A CONFERENCE

As the article Conference Organizing 101 clearly demonstrates, there are multiple components organizing Chair(s) need to think of when planning a conference. Regardless of the size or complexity of the conference, it can run smoothly, and with few hiccups, with a strong organizing team. Having the right people in the right positions can make all the difference. It is important that each committee member takes on a role that they feel comfortable in and that it has as a focus their individual strength or interest.

Below is a list of the possible positions of an organizing committee and a summary of their responsibilities and duties as well as things to keep in mind when planning. Keep in mind that these are positions of the core planning team and it may be necessary to have additional committees or sub committees where required.

Organizing Committee Chair / Co-Chair

They are the figureheads and need to communicate regularly with all team members. Their duties include:

- Establishing meeting dates, locations and disseminating information to all involved.
- Liaise with professional organizations (such as CAP).
- Supporting team members and generally being the spokesperson(s) for the conference.
- Problem solving and having the hard conversations if needed.
- Ensuring that the time lines are met throughout the organizational period .
- Being prepared to speak at the conference such as welcoming participants on behalf of the committee, introducing keynotes and other important housekeeping items.
- Establishing meeting agendas that have each committee report to the group providing an update of progress so that Chairs can maintain time lines / deadlines.

Communications/Secretary

This position is sometimes assumed by the Co-Chair but a fairly large conference would require this position to be a separate person. In this position the members should:

- Keep detailed notes/minutes of meetings and distribute to every committee member.
- Remind all members of the action items and time lines.
- Keep a running electronic file of any important documents, letters, contracts, etc so there is one common source to go to if needed. This collection of information is important as the committee would be normally expected to write some type of detailed report post-conference.
- Establish a web site to promote details of the conference.
- Keep track of all communication sent or received.

Conference Committee

Treasurer

An important position in the organization of a conference as they need to stay on top of all revenues and expenses which include:

- Establish a tentative budget to present to the organizational committee.
- Open accounts and determine co-signers for the accounts.
- Contact the national body or affiliate (if there is one) for possible “seed money” which is used to assist the conference committee and to pay for any up-front costs before revenue is realized. It is important to note that seed money is basically a loan and must be repaid at end of conference.
- Decide on and implement an accounting program to track revenue and expenses.
- Work closely with the conference registrar and other committee members to decide on registration costs as well as refund policies, etc.

“Be in constant communication with the treasurer concerning costs as well as communicate regularly with those who are looking after venue and social aspects.”

Program

The individuals on this committee need to be working closely with most other committees since each group impacts programming. Once the conference theme has been chosen the program committee should:

- Decide on what conference format they are going to use and need to work closely with the website developer to display this format on-line.



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Bottom Row (L-R): Dan Watt (Prince George), Margaret Paxton (Sea to Sky), Carol Powell (BCPVPA), Kim Maxwell (BCPVPA), Anne Smith (Prince George), Wendy Holob (Greater Victoria), Ellen Roberts (Vancouver), Gordon Li (President, BCPVPA)
Missing: Lisa Bartlett (Sea to Sky), Lisa Ketlow (Nechako Lakes), Richard Williams (BCPVPA)

- Seek out various presenters within the area of focus and develop contracts for each if required.
- Identify needs of various presenters such as transportation, technology, lodging, foods/special dietary needs and any support documents, photocopying. Assist presenters on conference day.
- Be in constant communication with the treasurer concerning costs as well as communicate regularly with those who are looking after venue and social aspects.
- If it's a national conference or part of a national entity, it is important that the national head office is contacted to ensure of any programming requirements are met.

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Conference Committee

Vendors /Sponsors

This committee will work closely with many other conference committees especially the Treasurer and Venue. The committee is responsible for the identification of possible companies and vendors who would like to display at the conference or sponsor aspects of the conference such as nutrition breaks, meals or keynote costs. They should also keep the following in mind:

- Deciding on set costs for each vendor / sponsor to be part of conference.
- Getting a copy of the previous year's vendor list (in the case of conferences which are an annual event).
- Sending out contracts to vendors so that details are clear for all parties.
- Approving vendors based on their product to ensure integrity of conference.
- Creating a map to outline how many vendors can be accommodated and how much space each one needs as well as power sources and technology needs.

- Keep in mind space and traffic flow when designing the floor plan so that participants are able to have ample space to view vendors and participants have space to move.

When working in conjunction with a national body such as CAP, there are sponsors of CAP National that need to be given priority at the annual conference. Equally important is the strategic placing of nutritional break tables around vendors to get as many participants out and around the vendors. This committee wants to work with the program committee to ensure that time to view vendor booths is scheduled.

Venue

This committee is key in looking after the many aspects of the conference that occur at the host site (hotel, school, etc). Individuals on this committee need to:

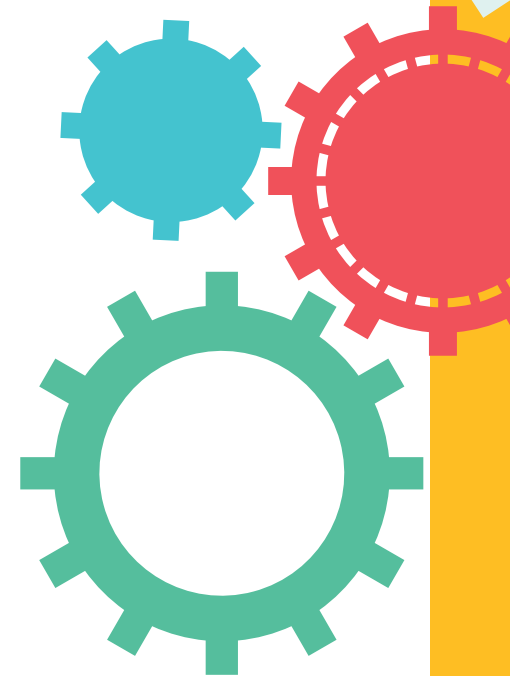
- Chose a venue that will support expected participant numbers.
- Ensure that there are needed spaces to hold various aspects of the conference (key note, meals, vendor displays, social activities)
- Book needed conference space as well as blocks of hotel rooms for guests, committee members and presenters.
- Develop a strong working relationship with venue representatives.
- Decide on meals and nutrition break offerings.
- Assist with vendor placements.
- Confirm on tech needs and relay this to venue reps.
- Ensure that there is appropriate parking as well as an area for on site registration.


Registrar

The individuals looking after this need to:

- Work closely with Treasurer and conference Chair(s) to stay current on participant numbers.
- Ensure that on-line and paper based registration is clear and easily accessible for all interested.
- Ensure that all requests for conference sessions, food, social tickets, etc are being tracked.
- Track and report on registration funds.
- Keep contact information on each registered participant for future use.
- Have welcome packages, name tags, etc ready prior to conference. **CJ**

By: Mike Landry, School administrator with the Annapolis Valley Regional School Board, NS.





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“Identify needs of various presenters such as transportation, technology, lodging, foods/special dietary needs and any support documents, photocopying. Assist presenters on conference day.”

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Hockey Canada has worked with Floorball Canada and FloorballPro to develop Floorball: An Introduction to Hockey as a safe, fun and inclusive program to expose students to ice hockey using a gym-based program. This 10-lesson curriculum is a resource for elementary school teachers in the Canadian school system working with students in Grades 3-6.

The 10-lesson curriculum includes lesson plans focusing on: Floorball basics, Stickhandling, Passing, Shooting, Game play

Floorball is a fast and exciting game that promotes end-to-end plays with quick transitions and fluid game play. The rules stress the importance of safety and sportsmanship and are designed to limit the chance of injury without decreasing the speed or skill of the game. Floorball sticks are engineered for superior stickhandling, ball control and shooting. They are lightweight, inexpensive, durable and non-marking.

For more information on Floorball, Please visit:

HockeyCanada.ca/Floorball

