



Facilitator  
Forum 2018

# LEADING PROFESSIONAL LEARNING

CONFERENCE | DECEMBER 13-14 , 2018

SASKATOON INN, SASKATOON





# Schedule

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## Thursday, December 13, 2018

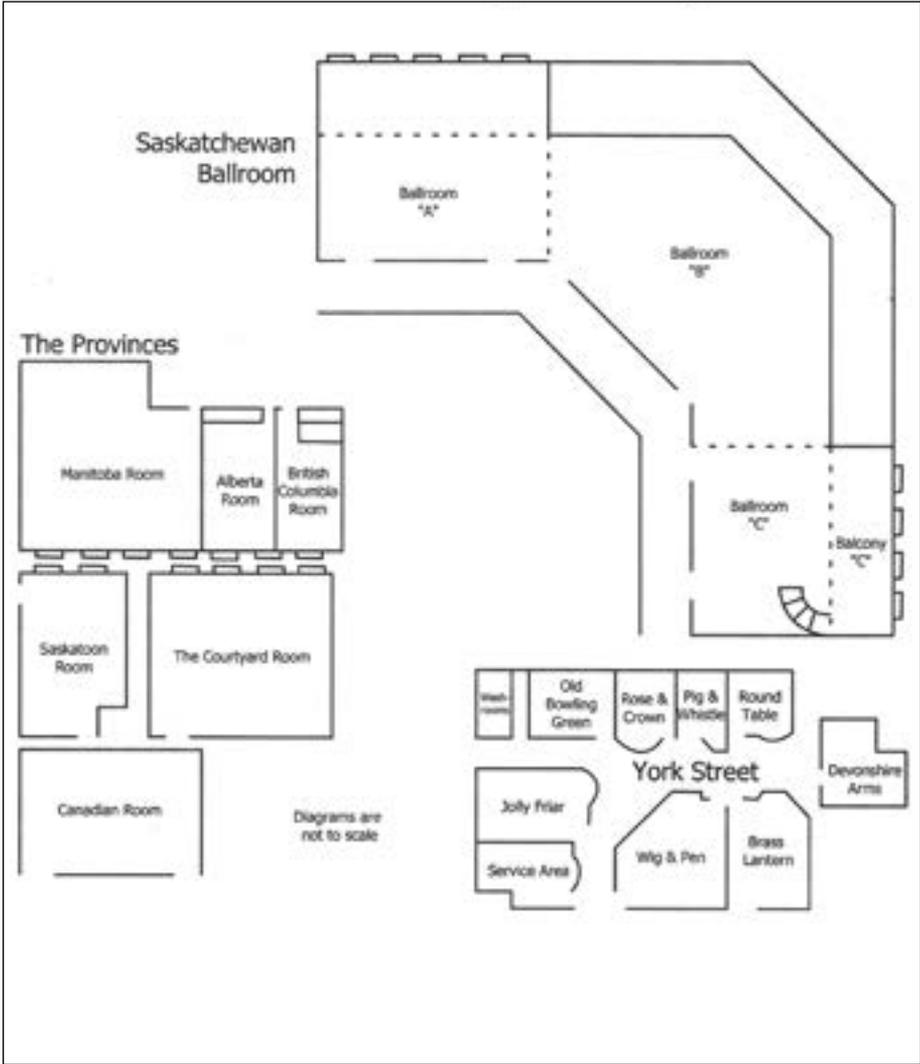
8:15 - 9:00 a.m.	Registration
9:00 - 11:45 a.m.	Keynote Speaker: Jim Knight, Better Conversations: How to Dramatically Improve the Way Educators Talk with One Another
11:45 a.m. - 12:30 p.m.	Lunch
12:30 - 2:00 p.m.	Concurrent sessions
2:00 - 2:15 p.m.	Break
2:15 - 3:45 p.m.	Concurrent sessions

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## Friday, December 14, 2018

8:30 - 10:00 a.m.	Keynote Speaker: Pamela Osmond-Johnson, Reclaiming Professionalism: Teachers as Leaders of Professional Learning
10:00 - 10:15 a.m.	Break
10:15 - 11:45 a.m.	Concurrent sessions
11:45 a.m. - 12:30 p.m.	Lunch
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2:00 - 2:15 p.m.	Break
2:15 - 3:45 p.m.	Concurrent sessions

# Saskatoon Inn



Session/ Room	Saskatchewan A 60	1 Saskatchewan B 200	2 Saskatchewan C 60	3 Courtyard 50	5 Brass Lantern 30
<b>THURSDAY, DECEMBER 13</b>					
8:15 - 9:00 a.m.	Check in and registration				
9:00 - 11:45 a.m.		<b>Keynote Speaker: Jim Knight</b> <b>Better Conversations: How to Dramatically Improve the Ways Educators Talk With One Another</b>			
11:45 a.m. - 12:30 p.m.	LUNCH (Saskatchewan B)				
12:30 - 2:00 p.m.	Skills for Having Difficult Conversations - <i>Connie Molnar</i>	The Impact Cycle - <i>Jim Knight</i>		Guiding Teachers Through Three Generations of Distance Learning Pedagogy - <i>Racquel Biem</i>	Networking/ Team Time
2:00 - 2:15 p.m.		BREAK (Mezzanine level)			
2:15 - 3:45 p.m.		Better Leaders - <i>Jim Knight</i>		Creativity at Work - <i>Karon Guttormson</i>	Networking/ Team Time
<b>FRIDAY, DECEMBER 14</b>					
8:30 - 10:00 a.m.		<b>Keynote Speaker: Pamela Osmond-Johnson, Reclaiming Professionalism: Teachers as Leaders of Professional Learning</b>			
10:00 - 10:15 a.m.	BREAK (Mezzanine level)			Culturally Responsive Pedagogy in Adult Learning - <i>Linda Aspen- Baxter</i>	Leading to Learn Facilitators and Teams - <i>Closed Session</i>
10:15 - 11:45 a.m.	Strategic Leadership - Planning for Action - <i>Sandi Neufeld and Tracy Dolezsar-Glarvin</i>	Designing High-Quality Professional Learning: Linking Research and Practice - <i>Pamela Osmond- Johnson</i>	Learning from our Facilitation Stories - <i>Katie White</i>		
11:45 a.m. - 12:30 p.m.	LUNCH (Saskatchewan B)				
12:30 - 2:00 p.m.	The Five Questions for Planning or Strategic Visioning - <i>Michelle Naidu</i>	Building Collaborative Relationships Through Mentorship - <i>Lindsay Shaw</i>	Supporting Thinking in Professional Conversations - <i>Ian Krips</i>	Creating Community in Adult Learning - <i>Linda Aspen- Baxter</i>	Networking/ Team Time
2:00 - 2:15 p.m.	<b>BREAK</b> (Mezzanine level)				
2:15 - 3:45 p.m.	Embedding Formative Assessment into Adult Learning - <i>Michelle Naidu</i>		Professional Conversations Practice - <i>Ian Krips</i>		Networking/ Team Time

# Keynote Speaker

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Thursday, December 13, 2018

9:00 - 11:45 a.m.



## ***Better Conversations: How to Dramatically Improve the Way Educators Talk with One Another***

**Keynote Speaker: Jim Knight**

**Room: Saskatchewan B/C Ballrooms**

No real improvement can take place in schools unless the quality of conversations improves. But too often attempts at changing the way people communicate lead to superficial discussion of platitudes at best. This article summarizes a global study describing how real change occurred for hundreds of educators. Specifically, participants will learn and practice the Better Conversation Beliefs and Habits that can lead to better conversations, described in the book, *Better Conversations: Coaching Ourselves and Each Other to be More Credible, Caring, and Connected* (2016). Participants will also learn about a coaching model that can be used to help turn the ideas and habits into practice.

11:45 a.m. - 12:30 p.m. - Lunch

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### ***Skills for Having Difficult Conversations***

**Presenter: Connie Molnar**

**Room: Saskatchewan A Ballroom**

In this session participants will learn and practice using proven skills for creating alignment and agreement by fostering open dialogue around high stakes, emotional, or risky topics. Participants will learn some key strategies needed to confidently begin a conversation on nearly any topic by starting with heart, mastering your stories and stating your path to invite others into a safe and productive dialogue.

**This session runs from 12:30 to 3:45 p.m.**



### ***The Impact Cycle***

**Presenter: Jim Knight**

**Room: Saskatchewan B/C Ballrooms**

In this session, participants will learn the essential elements of the coaching cycle described in the book *The Impact Cycle: What Instructional Coaches Should Do to Foster Powerful Improvements in Teaching* (2017), now being used by coaches around the world. Specifically, participants will learn how to help teachers get a clear picture of reality, identify a goal and identify a teaching strategy to hit the goal. Additionally, participants will learn how to precisely describe teaching strategies, six different ways to model strategies and how to partner with teachers to make adaptations until goals are met. Participants will also be introduced to a set of questions that they can use as they and their partnering teachers move through The Impact Cycle.



## ***Coaching Distance Learning Teachers Based on Three Generations of Distance Learning Pedagogy and Aligned Frameworks***

**Presenter: Racquel Biem**

**Room: Courtyard Room**

Discussion boards and collaborative learning can be effective methods for distance learning but unless the pedagogy and aligned frameworks in each situation are fully understood coaches may be advising distance learning teachers to use activities and practices that will set up both teacher and student for frustration. This session will examine three generations of DL pedagogy and frameworks in order for coaches to best advise distance learning teachers on where to focus their efforts for the highest student success.

## ***Networking/Team Time***

**Room: Brass Lantern**

Do you want to have some dedicated time to discuss and share your questions and ideas about facilitating, coaching and critical conversations? Are you needing a quiet corner to do some reflection and/or implementation with your team? Did you meet or connect with another educator and need a space to continue your conversation or map out a plan? The Brass Lantern Room will be available for networking, reflection, planning or whatever other purpose you need at indicated times. Markers, chart paper, sticky notes, etc., will be on hand, as well as a member of the SPDU core team.

**2:00 - 2:15 p.m. - Break**

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### ***Better Leaders***

**Presenter: Jim Knight**

**Room: Saskatchewan B/C Ballrooms**

This session is designed to help anyone become very clear on what they are to do and how they are to do it. The session will provide participants with a variety of opportunities to identify their immediate and long-term goals, the road blocks they face and the strategies they can use to get around those roadblocks. Participants will learn how to decode the cultures of different schools, the importance of confronting reality, and the partnership principles that stand at the heart of this approach known as Better Leading. Most importantly, perhaps, this session will provide participants with specific strategies they can implement to take care of themselves as they do the important and hard work of partnering with others.



### ***Creativity at Work***

**Presenter: Karon Guttormson**

**Room: Courtyard Room**

Engage the soul while deepening learning through discovering the inner workings of creativity and various ways to make creativity work for you. Today's learners exist in a context of increasing diversity, complexity and ambiguity. As a result, there is an even greater need for creative, imaginative and innovative thinkers. We will consider ways to increase creative capital and experiment with practical methods to aid others in accessing their innate creative potential.

### ***Networking/Team Time***

**Room: Brass Lantern**

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# Keynote Speaker

Friday, December 14, 2018

8:30 - 10:00 a.m. - Concurrent Sessions



## ***Reclaiming Professionalism: Teachers as Leaders of Professional Learning***

**Presenter: Pamela Osmond-Johnson**

**Room: Saskatchewan B/C Ballrooms**

Teachers have long lamented traditional forms of professional learning that privilege the voice of outside experts and those often far removed from the realities of daily classroom life. This keynote argues that teachers learn best from other teachers and proposes the importance of teacher-led professional learning. Drawing on recent research and professional experiences, the keynote will examine a variety of teacher-led learning opportunities, including SPDU's Facilitator Community, and highlight the impact such opportunities have on the continued **development of teaching as the learning profession.**

## ***Leading to Learn Facilitators and Teams - Closed Session***

**Room: Brass Lantern**

**8:30 - 11:45 a.m. - Concurrent Session**



***Culturally Responsive Pedagogy in Adult Learning***

**Presenter: Linda Aspen-Baxter**

**Room: Courtyard Room**

What are the dispositions and skills that culturally responsive educators share so they can support diverse learners creatively and effectively? Deconstruct the foundations of culturally responsive pedagogy and engage in a collaborative thinking process to identify what facilitators need to know and do to have this impact.

**This session runs from 8:30 to 11:45 a.m.**

**10:00 - 10:15 a.m. - Break**

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**10:15 - 11:45 a.m. - Concurrent Session**



***Strategic Leadership - Planning for Action***

**Presenters: Cassandra Neufeld and**

**Tracy Dolezsar-Glarvin**

**Room: Saskatchewan A Ballroom**

This session, for facilitators, coaches and leaders, aims to help participants set a laser-like focus on the priority areas of their work ahead. Collaborative conversations framed within a strategic planning map allows participants to use dialogue to identify and streamline their areas of focus within their roles, set goals, and make action plans. The target audience are those who are interested in having an efficient way of analyzing aspects of their work to be able to isolate areas of focus and establish action plans in those areas.



***Designing High-Quality Professional Learning: Linking Research and Practice***

**Presenter: Pamela Osmond-Johnson**

**Room: Saskatchewan B Ballroom**

Building from a national study on teacher professional learning in Canada, this interactive session will engage participants in an examination of the research literature on the principals and features of high-quality professional learning (HQPL). Participants will reflect on their own professional learning experiences and work in collaboration with others to extend and apply the principals of HQPL to their own facilitations.





## ***Learning From Our Facilitation Stories***

**Presenter: Katie White**

**Room: Saskatchewan C Ballroom**

This session will invite participants to reflect on their experiences in facilitating adult learning and leverage these stories to develop strategies for enhancing their facilitation and presentation skills. Participants will explore philosophical beliefs, personal mindsets, and tools and specific techniques that equip them to live successfully in the world of leading professional learning.

**11:45 a.m. - 12:30 p.m. - Lunch**

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**12:30 - 2:00 p.m. - Concurrent Sessions**



## ***The Five Questions for Planning or Strategic Visioning***

**Presenter: Michelle Naidu**

**Room: Saskatchewan A Ballroom**

Planning professional development can be overwhelming. Where to start, choosing what is “most important” for your learners and how to fit it all in to whatever your allotted time may be using meaningful processes is a daunting task. In this session we’ll experience the five key questions the SPDU team uses at the beginning of every planning process to dig into what is most important for learners and how to systematically begin to plan for powerful professional development.



## ***Building Collaborative Relationships Through Mentorship***

**Presenter: Lindsay Shaw**

**Room: Saskatchewan B Ballroom**

As educational leaders, we are often given the opportunity to mentor colleagues. What makes a high quality mentorship experience? How do both partners gain from each other? Specific skills and a collaborative disposition can ensure that both mentor and mentee learn and benefit from one another. This day will have participants explore content, processes and communication skills embedded in a positive mentorship experience. **This session runs from 12:30 to 3:45 p.m.**



## ***Supporting Thinking in Professional Conversations***

**Presenter: Ian Krips**

**Room: Saskatchewan C Ballroom**

People often look to facilitators or coaches for solutions when the most effective solutions are within themselves. This session will describe the ways in which effective paraphrases and mediational questions can support the thinking of those with whom we work. Participants will also examine a variety of coaching stances supportive of professional conversations.



## ***Creating Community in Adult Learning***

**Presenter: Linda Aspen-Baxter**

**Room: Courtyard Room**

What elements create an emotionally healthy community for all adult learners? Explore how the Spirits of Belonging, Mastery, Independence, and Generosity from the Circle of Courage might be used as a framework for creating and maintaining a positive learning environment that nurtures and supports the success and well-being of all learners. **This session runs from 12:30 to 3:45 p.m.**

## ***Networking/Team Time***

**Room: Brass Lantern**

Do you want to have some dedicated time to discuss and share your questions and ideas about facilitating, coaching and critical conversations? Are you needing a quiet corner to do some reflection and/or implementation with your team? Did you meet or connect with another educator and need a space to continue your conversation or map out a plan? The Brass Lantern Room will be available for networking, reflection, planning or whatever other purpose you need at indicated times. Markers, chart paper, sticky notes, etc., will be on hand, as well as a member of the SPDU core team.

**2:00 - 2:15 p.m. - Break**

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### ***Embedding Formative Assessment into Adult Learning***

**Presenter: Michelle Naidu**

**Room: Saskatchewan A Ballroom**

As educators, we know that formative assessment is one of the most important pieces of information we gather from our students in order to help us plan instruction. The same can be said for planning for adult learners, however; there are many barriers to collecting assessment information during professional development. Come experience simple, meaningful ways to assess adult learning throughout the day, as well as begin the conversation about where to from here if your assessments aren't what you'd hoped.



### ***Professional Conversations Practice***

**Presenter: Ian Krips**

**Room: Saskatchewan C Ballroom**

Applying a range of coaching stances and using effective paraphrases and mediational questions requires practice in order to make them feel natural. This session will allow participants the opportunity to practice the skills shared in Supporting Thinking in Professional Conversations.

# Biographies



## **Aspen-Baxter, Linda**

Linda is an associate director with the Saskatchewan Professional Development Unit with responsibilities in the areas of middle years and senior literacy, foundations of teaching, and supporting diversity. Linda brings 26 years of teaching experience in a variety of roles and grade levels and an additional 24 years as a writer and editor of student and teacher resources to support provincial curricula across Canada to her work in planning and facilitating learning experiences for teachers that support and empower them to create informed, positive change for students in their classrooms.



## **Biem, Racquel**

Racquel is a distance learning teacher, PhD student and member of the provincial facilitator community. She is passionate about empowering students to see their full potential and has a strong focus on environments and frameworks to lead to high achieving e-learning students. She currently resides in Swift Current, Saskatchewan.



## **Dolezsar-Glarvin, Tracy**

Tracy has been an educator for 20 years and is currently the principal of Warman Community Middle School in Warman, Saskatchewan. Tracy is also a member of the provincial facilitator community.



## **Guttormson, Karon**

Karon describes herself as a creativity catalyst, arts advocate and a highly curious person. Over her three decades as an art educator, she has instructed thousands of students in the joys of creativity at the elementary, secondary and post-secondary levels. She is currently writing the secondary arts curriculum, leading professional development and teaching at Mount Royal Collegiate.



## **Knight, Jim**

Jim has spent more than two decades studying professional learning, effective teaching, and instructional coaching. A Canadian living in the United States, Jim is a Senior Partner at the Instructional Coaching Group and a Senior Research Associate at the University of Kansas Center for Research on Learning.

Jim's book *Instructional Coaching: A Partnership Approach to Improving Instruction* popularized the idea of instruction coaching. Jim edited *Coaching: Approaches and Perspectives* and co-authored *Coaching Classroom Management*. Jim's other books include *Unmistakable Impact*, *High-Impact Instruction*, *Focus on Teaching*, *Better Conversations*, and *The Impact Cycle*, which describes some of recent findings made by Jim and his colleagues.

Jim's articles on professional learning, teaching, and instructional coaching have appeared in journals such as *Educational Leadership*, *The Journal of Staff Development*, *Principal Leadership*, *The School Administrator*, and *Kappan*.

Frequently asked to lead professional learning, Jim has presented to more than 100,000 coaches and other educators from six continents. He has a Ph.D. in Education from the University of Kansas and has won several university teaching, innovation, and service awards. Jim also writes the Radical Learners blog.

Jim's workshops are now being delivered everywhere in Australia and New Zealand through a partnership with Growth Coaching International.



## **Krips, Ian**

Ian Krips worked for Saskatoon Public Schools for 16 years teaching secondary music, English and creative writing. Ian was Associate Director of the Saskatchewan Professional Development Unit from 2006-2012 and has facilitated professional development opportunities throughout Saskatchewan and internationally. In 2013, Ian joined the senior administrative staff of the Saskatchewan Teachers' Federation. Throughout his career Ian has worked to support teacher professionalism and professional growth in the areas of pedagogy and assessment.



### **Molnar, Connie**

Connie has been an educator in Saskatchewan for 23 years with the last two years of her career as an associate director with the Saskatchewan Professional Development Unit. The majority of her classroom experiences have been in rural schools, mainly in elementary and middle years classrooms. Connie's passion and focus area has always been in early learning, but she has also spent time as a teacher librarian and a special education resource teacher, which allowed her to work with students and teachers from K-12. Connie has recently completed Masters of Education in Early Childhood Education through the University of British Columbia with a focus on technology, documentation and student self-reflection for learning.



### **Naidu, Michelle**

Michelle is an associate director with the Saskatchewan Professional Development Unit. Her main areas of professional interest include, but are certainly not limited to, mathematics, French Immersion and all things social justice and equity related. She'd love to talk to you about the intersection of all three. Michelle is active in several online communities, and is the current president of the Saskatchewan Mathematics Teachers' Society. Beware any long conversation with her may end with you presenting at one of the many conferences she organizes (she certainly hopes so).



### **Neufeld, Cassandra**

Cassandra has been an educator for 18 years and is currently the principal of Gronlid Central School in Gronlid, Saskatchewan. Cassandra is also a member of the provincial facilitator community.



### **Osmond-Johnson, Pamela**

A former K-12 science teacher and school administrator from Newfoundland, Pamela completed her doctorate in Educational Leadership from OISE in 2015. Currently an assistant professor with the Faculty of Education at the University of Regina, she was the recipient of the Canadian Education Association's 2017 Pat Clifford Award for emerging scholars in Canadian education. Her research highlights the complex nature of teaching, placing teachers and their collective voice at the heart of professional learning, educational reform and school improvement efforts. Her most recent work includes an international study on teacher quality headed by Linda Darling-Hammond (Campbell, Zeichner, Lieberman, & Osmond-Johnson, 2017) and a national study on teacher professional learning (Campbell, Osmond-Johnson, & Faubert, 2017).



### **Shaw, Lindsay**

Lindsay is an associate director with the Saskatchewan Professional Development Unit (SPDU), part of the Saskatchewan Teachers' Federation. Her primary work with SPDU involves the world of online and distributed learning, science education and the foundations of teaching. Prior to joining SPDU last year, Lindsay taught for 13 years in rural K-12 schools where multi-graded classrooms were the norm. Lindsay has had various opportunities within her school divisions as well as her work on various curriculum endeavours with the Ministry of Education to grow as an educator. Lindsay strives to support teachers in through creating engaging workshops about planning, instruction and assessment that model processes that can be implemented in classrooms.



## **White, Katie**

Katie is currently a Coordinator of Learning for the North East School Division in Saskatchewan, Canada. She spends her spare time working around the world as an educational consultant, specializing in assessment and standards-based grading, instruction, creativity, leadership and student investment. She has served the role of classroom teacher, instructional coach, assistant principal, principal and central office leader. Her book *Softening the Edges: Assessment Practices that Honor K-12 Teachers and Learners* (2017) is available from Solution Tree Press and her newest book on assessment and creativity will be released in 2019.

