



Superintendent's Report for DEC Lead, Learn and Grow



April 10, 2024

Ensure that all employees are empowered to excel in their roles.

- **Leadership Development** – Over 40 applicants for the 2024-2025 cohort. This is open to any teacher with a B contract interested in pursuing a career in leadership (administrator, subject coordinator, lead, etc.).
- **Dream Weaving Colloquium** - March 22-23. 28 Early Learning facilities connected with Dr. Beverlie Dietze learning about pedagogy, navigating change, building relationships, and weaving together dreams for early learning.
- **Resource Leads** completed reviews of Professional Learning Plans (PLP) in their first set of seven schools and have started reviews in their second set of seven schools. Many of our resource teachers do not have graduate-level education in exceptional learners or formal training in writing PLPs, and this initiative has our resource leads coaching resource teachers one-on-one so they can write high quality and effective PLPs. The review process includes 1) an in-depth assessment of each PLP, 2) meetings with the school resource teachers and coaching on PLP writing as needed, and 3) a final review of each PLP to ensure improvement. Every PLP in the district will be reviewed in this way over a three-year period.
- **School Counselling Coordinators**, Jennifer Grant and Todd Cormier, requalified as Violence Threat Risk Assessment trainers (VTRA) through the Center for Trauma-Informed Practices (CTIP) March 13-15 with Kevin Cameron. Jill Roach, one of our Board Certified Behaviour Analysts (BCBA), also completed the training and qualified as a VTRA trainer. In addition to delivering VTRA training to ASD-S Staff and our VTRA partners,¹ they consult with school leadership on every threat or worrisome behaviour that is identified in our schools and often assist schools in the assessment process and in the development of intervention plans for students at risk.
- All **ASD-S Behaviour Intervention Mentors** (BIMs) were trained in writing and implementing **Individual Behaviour Support Plans** (IBSPs) March 20-21. This allows BIMs to take a more active role in “tier 3” interventions for students with significant behavioural challenges.
- Newly hired **Behaviour Intervention Mentors** and school social workers, along with professionals from our Integrated Service Delivery (ISD) partners (Social Development, Horizon Health, and Justice & Public Safety) were trained in Mental Health First Aid March 26-27. Mental Health First Aid is a two-day training from Mental Health Commission of Canada which increases mental health literacy and empowers staff to respond appropriately to mental health concerns.

¹ Our VTRA partners are Horizon Health (primarily Child & Youth Teams), Social Development (primarily Child Protection), Justice & Public Safety (primarily youth probation services), RCMP (the St Stephen, St Andrews, St George, Grand Bay-Westfield, Hampton, Sussex detachments), Saint John Police Force, and Kennebecasis Regional Police Force.

ASD-S will create the most engaging, equitable and high achieving learning environments for all.



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- **A small group of ASD-S staff** on our ISD Child & Youth Teams (CYTs), as well as the School Counselling Coordinators and Director of ESS, Education Support Services completed the four-day intensive training on interventions for children and youth who engage in sexual abusive behaviours led by Radius Child & Youth Services, April 4. In February, all counsellors and CYT members had a one-day introductory training; the intensive training is for those CYT members who will provide ongoing clinical interventions for these students and for their supervisors.
- **UNB and ASD-S** are partnering on a second cohort of teachers to complete the Master of Education in Counselling degree. Fifteen teachers will start their coursework in May and will qualify as school counsellors in 2026.

Strengthen our inclusive system to be anti-racist, affirming, and equitable; To honor diversity and welcome all students.

- 25 educators completed a Black History bus tour on Monday, March 25 guided by Ralph Thomas (NB Brunswick Black History Society). This was a 2.5 hour bus tour of Black History in Saint John and surrounding area, and a visit to the New Brunswick Black History Heritage Centre for the afternoon where teachers did a tour of the heritage room. The day concluded with a review of the SharePoint site on Black Cultures and Histories along with lessons and resources available for teachers to use in the classroom.
- The leads continue their daily work, but there are not specific events or initiatives to report this month.

Improve student engagement and achievement by enhancing evidence based instructional and assessment practices.

- We have 36 Academic Support Teacher positions embedded in K-5 schools supporting teachers and learners with numeracy and reading instruction/learning. These teachers received professional learning throughout the year, most recently in March, focused on best practices in reading and numeracy, data collection and analysis, responsive teaching, and small group instruction. We are optimistic that these positions will have a positive overall impact on reading and numeracy, and that they will continue to be funded next year.
- Rick Wormeli, a leading expert in assessment and grading, worked with the ASD-S curriculum team last week to begin building a long term assessment plan. The focus of the two days was around aligning our philosophy in regard to assessment and grading, and discussing change management practices to ensure reform is embraced and sustained. One of the first steps will be to solidify our assessment principles as a system.

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