



**MINUTES OF THE MEETING HELD ON THURSDAY, JANUARY 14, 2021  
ZOOM MEETING**

Member Organization	Name		
A.A.E.S.Q	Mason Ralph		
	Nickoletopoulos Pela	Regrets	
A.C.E.S	Falascioni Lisa	a.m. only	
	Chantale Scroggins	Regrets	
	McMahon John		
CEGEPS ADGESBQ SCHOOL BOARDS	Finn Cindy		
	Aitken Stewart		
	Canavan Mat		
	Hipps Geoff		
	Lagacé Stéphane		
	Lettner Eva		
	Mosher Lisa		
	Saada Jessica		
	Sanalitro Anna	a.m. only	
	Walker James		
	I.S.A.T.	Zannis, Antonia	
		Benudiz Sidney	Regrets
	P.R.O.C.E.D.E	Argiropoulos Mario	
		Roy Lucie	
	PROFESSIONALS' ASSOCIATIONS	Kettner Paul	
Le Blanc John			
Adams, Andrew			
Q.P.A.T.	Di Raddo Mike		
	Machado, Pasquale		
	Rheubottom Anne-Marie		
	CREE – TBA		
	KATIVIK-Erik Olsthoorn		
SPECIAL STATUS BOARD EDUCATIONAL SERVICES REPRESENTATIVES	LITTORAL-Deborah Foltin	Regrets	
	Lavallée Boyd	Until 2:30 p.m.	
MEES/DSREA	Lin Terry		
	Medwid Roma (Concordia)		
UNIVERSITIES	Breuleux Alain (McGill)		
	Wiseman Dawn (Bishops)	Part of meeting-loss of internet access	
	Colpitts Steven		
ADM – English Sector LEARN Coordinator Recording Secretary Guests Annick Maugile Flavien, Concordia University Russ Keuber, CHSSN	Truesdale Christine		
	Ryan John		
	Rosa Angela		



## 1. WORDS OF WELCOME

- 1.1. Chairperson Geoff Hipps welcomed everyone to the first meeting of 2021. He extended everyone best wishes for a happy and healthy year.
- 1.2. The Secretariat for relations with English-speaking Quebecers invited all members to a virtual get together on Thursday, December 17 from 6 -7 pm to celebrate with community organizations and institutions serving English-speaking Quebecers throughout the province. Geoff reported that he attended along with a few other LCEEQ members and he had the opportunity to speak. He reiterated the message that LCEEQ will continue to focus on building bridges and forming partnerships. He thanked all organizations that LCEEQ worked with over the past years.
- 1.3. Geoff ended his welcome with a quote from actress Betty White.

## 2. APPROVAL OF THE MINUTES

### 2.1. APPROVAL OF THE MINUTES OF THE NOVEMBER 12-13, 2020 MEETING

#### Resolution # 78-2021-01-14

It was moved by Roma Medwid and seconded by Cindy Finn and unanimously resolved that the Minutes of the strategic planning meeting of the Committee held on November 12 and 13, 2020 be accepted as deposited.

## 3. BLACK LIVES MATTER – IMPLICATION FOR OUR SCHOOL/INSTITUTIONS

- 3.1. Geoff Hipps introduced today's guest: **Annick Maugile Flavien** - Founding Coordinator of the Black Perspectives Office (BPO) and Co-Chair of the President's Task Force of Anti-Black Racism at Concordia.
- 3.2. Annick shared a powerpoint presentation and led table in a workshop on "Development an Anti-Discriminatory Framework for the Educational Environment"
  - Definition of discrimination
  - Common forms of discrimination
  - How does discrimination appear in the educational environment?
  - How does this relate to the LCEEQ mandate?
  - Developing an anti-discriminatory framework
  - Common challenges and barriers
  - Case Study: addressing Anti-Black Racism
    - ✓ Annick opened this to discussion and asked members for feedback on the N word debate and for what short-term and long-term responses and structural shifts could be established.
    - ✓ Additional discussions were held based on questions/comments from members



#### **4. STRATEGIC PLAN – UPDATE AND TIMELINE -FOCUS: MEASURING OUR IMPACT**

- 4.1. Members were divided into five working groups and were asked to record their feedback on a shared document available on the Google drive. Thirty minutes was allotted to the exercise.
- 4.2. The Steering Committee will review the written documents and make the necessary revisions to the Plan.
- 4.3. Once back in the main room, a spokesperson from each group gave a few highlights of their group’s discussion.

#### **5. COVID-19: STATUS AND PROSPECTS MOVING FORWARD**

- 5.1. Roma Medwid animated a discussion on the continuing pandemic and touched on the importance of hope. She asked members to share examples of positive experiences for both personal and professional levels.
  - Members shared what they did to adapt to this year’s holiday and what sorts of ways they used to connect, celebrate and reflect with their families.
  - Members shared examples of the positive impact this situation has had on work and professional requirements.
- 5.2. A separate roundtable discussion was held on the positives aspect of keeping the schools open. University and Cegep representatives shared their reality, some of their concerns, and the points that are being reflected on with regards to online teaching.

#### **6. MENTAL HEALTH – JOINT INITIATIVE - Russ Keuber, CHSSN**

- 6.1. Geoff welcomed Russ Kueber reminding members of LCEEQ’s purpose to continue to build relationships with associated groups in the Community. He used as a reference the joint Conference that was held last February related to Early Childhood.
- 6.2. Russ gave a short overview of the services and functions of the CHSSN. He told the members that the Entente Funding goes to them and to Dialogue McGill and is channeled through the Ministry of Health. He shared a number of initiatives currently in place related to COVID-19.
- 6.3. Joint Initiative: He thought that there was sufficient need to provide a joint service with LCEEQ in the area of Mental Health given the anxiety that is evident at so many levels in the Education Community.
  - There could be a possibility of calling on both ACES and the Center for Excellence for Mental Health (LBPSB).
  - There was discussion about possible initiatives. Stephane Lagacé reported that he had been at a meeting of the CARE Subcommittee that very morning where they were reviewing the school survey (Our School Survey – Learning Bar) and felt that there would be plenty of data available to support the need for a project.
  - Geoff stated that the issue would be discussed at the Steering Committee.

## **7. REPORT BY THE ADM**

### **7.1. Steven Colpitts reported on the following areas:**

- Steven commented that the decision about Ministerial examinations was well received by the Community. He reported that a survey will be conducted as to a final decision related to the weighting of the first term. At present it is 50% for each term but this may be revised to a higher percentage for the second term as there is concern about an increased drop-out rate.
- Given the presentation at the opening of the meeting, Steven gave a brief report on the Government's *Groupe d'action contre le racism*. It applies more in the fields of Social Services, Health, and Justice than in Education. There is a recommendation that the topic of diversity and racism be included in the teacher training programs.
- Steven Colpitts also talked about ongoing discussions about what Education in Quebec might look like post Covid-19. He invited LCEEQ to give this matter serious consideration and to take a proactive stance. What is LCEEQ's vision of such? He requested that time be set aside at our March meeting and that members give this serious consideration in the interim.

## **8. LCEEQ BUSINESS ITEMS**

### **8.1. DSREA Report**

- Boyd Lavallée provided some up-to-date information related to the announcement by Minister Roberge about the use of tutors
  - ✓ The Ministry is presently designing an online application format that will be used to register potential tutors
  - ✓ The target group is retired educators and student-teachers
  - ✓ Those hired by Boards will be remunerated
  - ✓ The project is being coordinated through "Alloprof"
  - ✓ Services may be online or in-person as long as distance protocols are followed
  - ✓ Once the lists are generated, they will be made available to the Boards for vetting and hiring
  - ✓ There is a Department at the Ministry responsible for the project and DSREA is in contact with such.
  - ✓ Cautions were raised by our University members about payment to student teachers and the impact on bursaries, as well as the fact that any paid time cannot be considered as part of a student's required time for practice teaching.
  - ✓ The Ministry is expected to present a timeline very shortly as to the implementation of the project.
  - ✓ A question was raised about the eligibility of Vocational and Adult Education students. The recommendation was that this should be addressed by the individual Boards.
  - ✓ As part of the larger process, there are also plans to support the Mental Health of students. This is being coordinated by Tel-Jeunes – there has not been much advancement in this area at this point.

- Boyd also reported the ECR Program review is ongoing with an announcement expected later this month or in early February. The themes to be retained will be specified.
- The negotiations related to the Quebec Canada Agreement are ongoing. Hopefully, discussions will be finalized by the end of March. The same applies to the extension of the first term.

## **8.2. Pilot Project**

- Trista Hollweck gave an overview of the steps that have been taken to date. She informed the members that she is presently forming a Design Committee and asked them to step forward or to identify those within their organizations who should be considered as members of the Committee.
- A copy of the Power Point used is included in the Annex of the Minutes.

## **8.3. Annual Conference 2021**

- John Ryan reported on the registration to date and mentioned that although the last day for registration is January 22<sup>nd</sup> that there would still be the possibility to have registrations authorized following that date. A message to this effect will be sent to all the Coordinators.
- He also reminded members that **Student Voice** has been reintroduced and that the response has been sluggish, so he asked all to go back to their organizations and promote it. Information is on the Conference website.
- He reminded members that he will be approaching them to serve as session monitors, introducers, and thankers and looks forward to the support of the Committee.
- He also mentioned that there is a possibility of initiating a “long-term” evaluation process in keeping with LCEEQ’s move to measure “impact”. Dawn Wiseman has been assisting in this project which is in its early stages. More news to follow.

## **8.4. Annual Conference 2022 – Theme**

- John reminded the Committee of the importance of establishing a theme for 2022 as it is imperative that Keynote speakers be approached as their dates fill up quickly. He invited suggestions to be sent to his attention.

## **8.5. Creation of the 2021-2023 Committee**

- John reminded members that their current mandate is complete as of June 30, 2021. He reminded everyone that the process is that the person responsible for each organization (e.g. the Director General of a School Board.....) will be asked to nominate their representative for the next two-year cycle. Invitation letters will be sent after the Annual Conference and prior to the March meeting.



**8.6. Agenda items for March 11, 2021**

- Geoff Hipps requested that members forward any item(s) to be considered for the March meeting.

**9. ADJOURNMENT**

**9.1.** The meeting was adjourned at 3:28 on a motion by Roma Medwid.

# LCEEQ Pilot Project:

Update 1

Teacher Mentorship and Educational Leadership: Research to Practice

Dr. Trista Hollweck, Project Manager

[thollwec@uottawa.ca](mailto:thollwec@uottawa.ca)

January 14, 2021

# Objectives for pilot project

## YEAR 1 (November 2020 - July 2021)

1. identify **teacher mentoring and educational leadership needs** in all levels of the English Educational Community;
2. Provide **access** to relevant **research on teacher mentoring and educational leadership** for stakeholders at all levels;

## YEAR 2 (August 2021- July 2022)

3. **provide professional development resources and/or opportunities** for teachers, administrators and professionals;
4. **influence and inspire** decision makers regarding teacher mentoring and educational leadership (**recommendations/proof of concept**)

# Evaluation of Pilot Project

- Proof of concept
  - Effectiveness of a cycle of research to practice
- Qualitative (Developmental Evaluation)
- Short-term and long-term effectiveness
- Longitudinal opportunities (Year 3)

# Timeline: 2-year project

## **Year 1**

- Needs Analysis (Developmental Evaluation)
- Identify priorities (Design Team)
- Research review (Research Capsules)

## **Year 2**

- Professional Development design and implementation (Developmental Evaluation & Design Team)

# Focus of project

- The continuum—from early career to veteran teachers and leaders
- Collaboration— within & across the English community
- Professional learning— for design team & beyond
- Research to practice— ‘research capsules’ on the website?
- Capture expertise & strengths— what is working well across province?

# Developmental Evaluation

## *8 Key Principles* (Michael Patton Quinn):

- 1) Developmental purpose
- 2) Evaluation rigour
- 3) Utilization focus
- 4) Innovation niche
- 5) Complexity perspective
- 6) Systems thinking
- 7) Co-creation
- 8) Timely Feedback

# Research to Practice

## Developmental Evaluation (DELT)

- Are representatives from Bishop's (2), McGill (2) & Concordia (4)
- Meet once per month [end of month]
- Oversee Evaluation Process (Michael Patton Quinn)
- Submit Ethics (Bishop's, McGill, Concordia)
- Create and prepare evaluation tools (survey, interview, etc)
- Analyze data
- Prepare report(s) & recommendations

## Design Team (LCEEQ & primary users)

- Are representatives from SBs, QPAT, ACES, AAESQ, Directors, DGs, Professionals, ISAT, LEARN, PROCEDE, etc
- Meet once per month [middle of the month]
- Engage in professional learning [pre-work, workshop] & sharing of best practice
- Make sense of emergent findings
- design Innovation based on developmental evaluation input
- Disseminate findings and learning

# Design Team membership

- Primary users (some represent more than one group)
- Solid picture of mentorship & educational leadership professional learning and development in regions/memberships
- Focus group participants (current context & feedback)
- key informants (survey, interviews, etc)
- Interested in current research, sharing best practices & participating in professional learning workshops
- One day a month involvement
- Commitment to Institute/innovation development
- Disseminate research & evaluation report(s)
- Lead professional learning and development

Interested? Questions?

[thollwec@uottawa.ca](mailto:thollwec@uottawa.ca)

# Next steps

## 1. 2<sup>nd</sup> DELT meeting (Jan. 25)

- Developmental Evaluation Purpose: “What are the questions that matter the most to the people who matter the most?”
- Ethics for March 1
- Literature review (mentorship & educational leadership)
- Prepare evaluation tools for dissemination in early May

## 2. 1st Design team meeting (Feb. 17 t.b.c)

- Confirm membership & build community (assistance needed)
- Current context: mentorship & leadership
- Critical Appreciative Inquiry (CAI) process
- Models of professional development (collaborative professionalism, collaborative inquiry, coaching, etc)

## 3. Research to Practice (monthly)

- ‘Research Capsule’- Mentoring & Coaching in Education (Trista)
- Podcast
- Research paper review (annotated bibliography)

# DELT team

LCEEQ: Trista Hollweck, John Ryan

Bishop's: Dawn Wiseman, Avril Aitken

McGill: Alain Breuleux, Caroline Riches

Concordia: Roma Medwid, Julie Corrigan, Teresa Hernandez Gonzales,  
Nathalie Rothschild

# Proposed budget

Title	Budget	Role
Project Manager	80K	<ul style="list-style-type: none"><li>• Oversees project and interfaces with Steering Committee</li><li>• Surveys the English network</li><li>• Proposes models of professional development</li><li>• Designs evaluation tools</li></ul>
Support staff	25K	<ul style="list-style-type: none"><li>• Administrative support</li></ul>
Researcher / Research Assistant	75K	<ul style="list-style-type: none"><li>• Conduct research review</li><li>• Publishes to community</li><li>• Proposes evaluation</li></ul>
Operational	145K	<ul style="list-style-type: none"><li>• Workshops</li><li>• Teacher release</li><li>• Technology</li><li>• Publications / Materials</li><li>• Office expenses</li></ul>