



**MINUTES OF THE MEETING HELD ON THURSDAY, SEPTEMBER, 10 2020
ZOOM METING**

Member Organization	Name		
A.A.E.S.Q	Mason Ralph		
	Nickoletopoulos Pela		
A.C.E.S	Falascioni Lisa		
	Chantale Scroggins		
CEGEPS	McMahon John		
ADGESBQ	Finn Cindy		
SCHOOL BOARDS	Aitken Stewart		
	Sanalitro Anna		
	Hipps Geoff		
	Lagacé Stéphane		
	Lettner Eva		
	Mosher Lisa		
	Canavan Mathew		
	Walker James		
	Saada Jessica	Regrets	
	I.S.A.T.	Hampson Holly	Regrets
		Benudiz Sidney	
P.R.O.C.E.D.E	Argiropoulos Mario		
	Roy Lucie		
PROFESSIONALS' ASSOCIATIONS	Kettner Paul		
	Le Blanc John		
Q.P.A.T.	Adams, Andrew		
	Di Raddo Mike		
	Machado, Pasquale	Regrets	
	Rheubottom Anne-Marie		
SPECIAL STATUS BOARD EDUCATIONAL SERVICES REPRESENTATIVES	CREE – TBA		
	KATIVIK-Erik Olsthoorn		
	LITTORAL-Deborah Foltin		
MEES/DSREA	Lavallée Boyd		
	Andrew Locatelli	Regrets	
UNIVERSITIES	Medwid Roma (Concordia)		
	Breuleux Alain (McGill)		
	Wiseman Dawn (Bishops)	Regrets	
	Colpitts Steven		
ADM – English Sector	Truesdale Christine		
LEARN	Ryan John		
Coordinator	Rosa Angela		
Recording Secretary			



1. WORDS OF WELCOME

1.1. Chairperson Geoff Hipps welcomed everyone to the first meeting of the year, and the second done by zoom.

2. APPROVAL OF THE MINUTES

2.1. APPROVAL OF THE MINUTES OF THE JUNE 4, 2020 MEETING

Resolution # 73-2020-09-10

It was moved by Roma Medwid and seconded by Lisa Falasconi and unanimously resolved that the Minutes of the Regular Meeting of the Committee held on June 5, 2020 be accepted as deposited.

3. MEMBERSHIP REVIEW

3.1. Members received a copy of the Member Brochure

3.2. A copy of the Meeting Dates and the Current Membership were also part of the meeting package.

4. RATIFICATION OF THE STEERING COMMITTEE VACANCY

Resolution # 74-2020-09-10

It was moved by Eva Lettner and seconded by Ralph Mason and unanimously resolved that the nomination of Anne-Marie Rheubottom to the Steering Committee be adopted.

5. PILOT PROJECT: Teacher Mentoring and Educational Leadership: Research to Practice

5.1. The funding for the project was approved and LCEEQ is now searching for a Project Manager to lead the project thus creating a career opportunity. A copy of the job posting was circulated by John Ryan.

5.2. You are requested to make certain that this information is made available to those people you represent – note that the deadline for applications is **September 20, 2020**. Please circulate this among your colleagues and feel free to share it with any individual(s) you believe would meet the criteria for selection.

5.3. Geoff Hipps shared a short PowerPoint reviewing the process to date and informing the Committee that the proposal application was accepted. Members discussed in small groups traits that they felt the Project Manager must have and provided some ideas of questions that might be used in an interview process. Verbal comments were gathered in Annexe I.

6. COVID-19 PLANS: Starting off the new year on the right foot

6.1. Roma Medwid led a roundtable discussion in which members shared some of the positive experiences that have come out of the pandemic situation. Roma believes that it might be easy to lose your hopes



and brood over the negative side effects of Covid-19, however she hopes that as members talk about some of the wins it will help the group gain a positive outlook and start the new year on the right foot.

6.2. Members were asked to list both the wins and the challenges they have faced. Roma Medwid summarized what she heard from the comments made below:

- The system moved forward at a quicker pace
- Some gains:
 - o Communication improved
 - o Silos are coming down
 - o All stakeholders being heard (from the different levels)

Wins	Challenges
Digital action plan has been addressed faster than expected	Teacher shortage
Good experience helping the teachers nurture their own drive for professional development and learning	Setting up the virtual campus
Can offer multiple opportunities	In small schools difficult to give student full options
Reluctance of using online platforms has been bypassed.	Internships in schools for student in B of Ed
Zoom facilitated the building of the relationship – it nurtured the dynamic of building a relationship	Research for Univ has been paused
Precipitated the move to more digital teaching, remote work, remote learning. will allow us to better understand the pro and cons and will help us make better decisions	Physical challenge to travel the staff in the northern region – however it was successful. Followed strictly the process to ensure health and safety
Sec 4-5 are transitioning into more independence and this experience might help them to be more autonomous in environments such as Cegep and university	Nunavik virtual campus is a challenge due to internet issues
Will have data to back up the distance learning method	Supporting new incoming students – and being vigilant on tracking students who are the group considered to be spreader will be a challenge
Some boards reported no cases of covid-19 = happy about that	How to leverage what the classroom offers but can no longer do that in a virtual environment
Adaptation and accepting the new reality was positive in most cases	Dealing with the levels of anxiety
Impressed with how people take on challenge and move from being very analog to digital	Challenge of how to hear the voice of all professionals – it impacts everyone not just students and teachers
Able to identify the student who was committed to the class Able to do things you don't do in class = increased creativity	
Change in education is always a slow process and this precipitated many aspects	
Has broken down some isolation barriers and increase a greater sense of team	
Growth Communication Quick on our feet Ready to expect the unexpected Team work – see how interrelated the jobs are	
It has reinforced the need for relational education with our students, surpassing academics...	

7. IN ANTICIPATION OF THE NEW STRATEGIC PLAN

- 7.1. The strategic planning session is scheduled on November 12 and 13, 2020.
- 7.2. LCEEQ reached out to Ainsley Rose who prepared two videos which offered some activities for the members to do in preparation on the November meeting. Some technical difficulties meant only the audio could be heard, however the videos will be forwarded to all members to listen to again.
- Video One: review each goal and indicate whether to: Keep it; Drop it; or Change it.
 - Video Two: review the proposal for the position of Project Manager and prioritize the questions
- 7.3. Geoff Hipps reminded members that as representatives of their organization, getting feedback from their individual groups would be the ideal situation.
- 7.4. The videos will be forwarded to all members in order for everyone to do the requested exercises.
- 7.5. In addition, members will be asked for suggestion to name the Center of Excellence.

8. REPORT BY THE ADM

8.1. Steven Colpitts reported on the following areas:

- Steven Colpitts shares the process and the steps a decree goes through before it is deposited and is made public.
- Acknowledged the concern brought forward from the network on the conflicting information coming from the Sante Publique, CNESST and the MEQ. It is certain that the three organizations are working together and have vetted and agreed to the outgoing Q&A documents. Part of the discrepancy occurs because what is done at the ground level is different from what is stated in the documents. Another difficulty is caused because changes occur after the Q&A is published.
- The Province has implemented a new alert system using color codes green, yellow, orange and red , more info to come.
- Separate Ministries. At the end of school year the Ministries of Education and of Enseignement Supérieur have been separated. This has added a lot of work in terms of re-organization.
- Funding: The Federal government has approved some funding to all the provinces. For Quebec this translated to 211 Million dollars dedicated to the youth sector. Funding comes with specific directives – can be applied only to expenses incurred after August 15, 2020.
- Bachelors of education for Vocational Training – is being managed at Enseignement supérieur. It seems that the English universities are not interested in taking this on and the ministry cannot find one to commit – Further discussion will be had with the English university to see what can be done. The French University of Sherbrooke is still willing to continue offering this program.
- Governance: The Courts are scheduled to respond on September 14, 2020 – in terms of the request of the stay brought forward by QESBA – However, school boards are expected to go ahead with the election process – whether with the old electoral process or the new.



- Sport Études: Working with the Ministry of Health and hopefully the new decree will move things forward – decision will be made next week.
- Question and Answer Period

9. LCEEQ BUSINESS ITEMS

9.1. Audited Financial Statements

- Mr. Steve Joyal of Carrier Joyal CPA Inc. deposited a copy of the Independent Auditor's Report and Financial Statement as of June 30, 2020. He went over the statements with verbal report.
- **Resolution # 75-2020-09-10**

It was moved by Roma Medwid and seconded by Mario Argiropoulos and carried unanimously that the Independent Auditor's Report and Financial Statements as of June 30, 2020 be adopted as deposited.

9.2. DSREA Report

Boyd Lavallée reported on the following items:

- **Entente Canada-Quebec**
 - ✓ The main Entente was signed on March 30th, 2020.
 - ✓ They are now negotiating the bi-literal agreement and Boyd gave an update on current state of negotiations, which are moving ahead relatively well.
- **Complementary projects**
 - ✓ Call for projects was deposited by Heritage Canada
 - Infrastructure Projects: the original deadline was extended to August 28 and the English sector sent in six projects. A response is still pending.
 - ✓ Teacher recruitment and retention Projects – the time span was too limited (two weeks) and we received no projects. However, another announcement will come in a few weeks for future years – with a November 2 deadline. Boyd wanted to put this on everyone's radar if there is any interest to apply for these FSL related project.
- **Additional Funding**
 - ✓ Funding for 2020-2021 are available – Table R.E.A. will have a discussion on use of these funds that are for minority language projects only. Will be lost if not used in 2020-2021 –Roundtable discussion was held on what can fit the criteria.

9.3. Conference 2020

- The decision was taken that this year, for the first time in LCEEQ history, the conference will be a virtual conference. The usual process of local programs will have to be approached differently. One of the major strengths of the annual conference has been the local programs so John would hope we will be able to offer some of these online
- He asked members to help develop the local program as best we can and aim to have between 9 to 12 workshops
- LCEEQ is looking at having the sessions recorded – this has been part of the negotiations with the Keynote Speakers and hopefully the local presenters will also give their approval to be recorded.

9.4. Annual Report

- A draft version was emailed to all and members were asked to please read the report and forward any feedback to John Ryan. At the November meeting it will be approved with any modifications received from today until then.

9.5. Strategic Planning

- On November 12 and 13, 2020 – a discussion on this item was held above.
- In light that the focus will be on the strategic exercise – no new agenda items will be asked for this meeting. If anyone has any agenda items for the future meetings they can be forwarded to John Ryan.

9.6. VARIA

- Members were reminded to submit their Covid-19 stories and if the story is published in the newsletter – the participant will receive a book on distance learning.
- An extra copy of the book was drawn today and the lucky winner was Caroline Erdos.

10. ADJOURNMENT

- Meeting adjourned at 12:25.

ANNEXE I

LCEEQ – SEPTEMBER 10, 2020

SMALL GROUP WORK ON IDENTIFYING REQUIRED SKILLS FOR THE PROJECT MANAGER AND POSSIBLE INTERVIEW QUESTION.

1	2	3	4
Experience in research and be able to translate research into practice	Experience in research and know how to use evidence-based strategies		Agreed with all comment made by other groups and listed 4 question (see below)
Soft skills - Detail oriented - Communicator - Good listener	Soft skills - Collaborator - Problem solver - Synthesize info - Experience in coaching and mentoring	Soft skills - Credibility	
	Master teacher and have good leadership skills	Strong administrative skills	
	Have skills that are specific to project management		
Have experience in the anglophone educational system	A good understanding of the English educational system in QC		
	Good understanding of the QEP		

SUGGESTED QUESTIONS:

1. Ask a question that will show amount of creativity. Ex: If funding was not limited what would you do with this project
2. Ask for a sample of his writing – to see if he can synthesize well
3. What organizations will you target as partners
4. Share what your vision is for this project
5. Talk about similar projects that you may have manage and describe what challenges you faced and how you overcame them
6. Discussed the notion of what network this candidate has
7. Find out how much understanding he has of English educational community – does he know complex reality of the differences amongst regions
8. Anne-Marie Reubottom listed 4 questions (get exact questions from Anne-Marie)
 - a. What are common assumptions candidate may have
 - b. What are your views on success
 - c. Different dimensions of leadership
 - d. Approach to leadership