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Leaders & Learners

THE VOICE OF THE CANADIAN ASSOCIATION OF SCHOOL ADMINISTRATORS / L'ASSOCIATION CANADIENNE DES ADMINISTRATEURS ET DES ADMINISTRATRICES SCOLAIRES
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<ul style="list-style-type: none"> The CASA Planning Forum will be held at the Hilton Garden Inn (at 92 Peter Street in Toronto) on September 15 and 16, 2011. 	

Message From The President: Time To Reflect On The Past School Year

This past school year has been filled with many memories, educational activities and events for all school administrators from all jurisdictions across Canada.

As an organization, CASA has focused its attention on the ever-changing educational landscape involving technology, which affects our students and staff in our schools in this 21st century. To address this technological shift in learning and teaching, school administrators with their staff members continue to educate themselves to meet the program and educational needs of all students in Canadian schools, from full-day early learning programs for our kindergarten students through to graduation.

Daily we experience with our principals and teachers students accessing technology to acquire information to further their knowledge and learning. The enhancement of the curricula offered in our Canadian schools through technology supports the learning of all students inside and outside of the classroom. It also provides the opportunity for parents to access student achievement data about their children in order to support them at home. This access to information through technology enables students and parents to work together with our schools for the com-



Lee Ann Forsyth-Sells
CASA president

mon purpose of success in school for all students.

Therefore, as we reflect on our collective and individual accomplishments in education from this past school year with colleagues from our local school districts, our provincial associations and with all CASA members, we are grateful for the opportunity to continue to share best practices and professional development opportunities to improve our

schools for our students.

As this school year draws to a close, I would like to express my gratitude to the executive members of CASA/ACAS, to **Frank Kelly**, executive director of CASA, and to all CASA members for their continued support and commitment to Canadian education. I would also like to acknowledge **Tara Wittchen** for her work on the *Leaders & Learners* newsletter, which chronicles the activities of CASA members from across Canada. Finally, I am looking forward to our upcoming CASA Annual Conference in Niagara Falls July 7 to 10, and to our CASA Planning Forum in September, to continue the dialogue about Canadian educational issues and our role as a national Canadian educational organization.

Best wishes for a restful, enjoyable summer.

Message From The Executive Director: The Debate On Cell Phone Use In Canadian Classrooms

There has been considerable debate this spring about allowing cell phone use in classrooms. The discussion has expanded to other devices that allow access to the internet and to data not readily available in the course of the school learning process.

Some have taken the position that the classroom should remain a closed shop where interaction between teacher and student is private. Others maintain that new technology is the enhancement needed for learning and that it is necessary to engage students as they are accustomed to being engaged in their day-to-day routines.

Teachers who are skilled in technology welcome student involvement with the latest inventions; teachers who are not technically oriented are reluctant to join this world.

One can argue the benefits of limited use of devices in classrooms and one can argue the benefits of open availability. To this point, little research is available to show the proven impacts of technology access.

What is certain is that many students welcome new ways of accessing information and extending learning.

What is also certain is that school systems need to consider ways of making effective use of all technology available to students.

In the coming year, I invite CASA members from across Canada to send us information on best practices, innovations and measured outcomes involving technology. We will circulate your opinions and your practices to our membership.

Enjoy your summer!



Frank Kelly
CASA executive director

It's Easy To Contribute To *Leaders & Learners*

Just as the front page of this newsletter states, *Leaders & Learners* is the voice of the Canadian Association of School Administrators. We want to hear your voice. Consider putting forth your ideas, articles and photos.

We are especially interested in your ideas for articles on this year's conference theme of 21st Century Learning. Did you hear an outstanding presentation at the Niagara Falls conference? Drop us an email to follow up on it. Were you a presenter? Why not condense your notes into an article to share with our membership?

Maybe there is a success story happening in your district and you want to share it. Perhaps there is an issue in education you would like to see discussed by a cross-country panel. You may want to share your reaction to what a panelist said at a recent CASA conference, at your provincial affiliate's meeting or at other education events. *Leaders & Learners* would like to hear about your ideas.

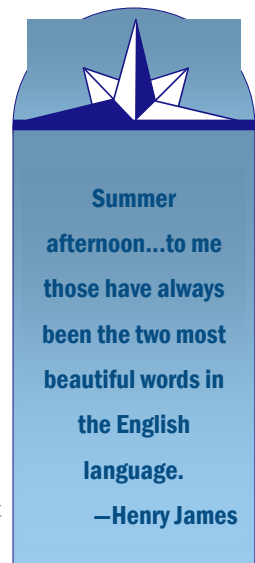
You don't have to worry about being a professional wordsmith to contribute. Your newsletter editor can help you. Your rough ideas can be written into full-length articles for you, and your submitted articles and photographs can be professionally edited.

Regular readers of *Leaders & Learners* know that in most issues we run a feature called "Faces In The Crowd." It is a section in the newsletter set aside to allow our members to get to know one another a little better. Do you know a leader who should be in the spotlight? Maybe you'd even like to share your own story in a future "Faces In The Crowd." Please get in touch and share the news.

Consider contributing some of your photographs of events happening within your district. Sometimes a photo (and informative caption) can tell the story better than an article.

The newsletter come out six times a year, with a special double issue following the annual conference each summer. If you have story ideas or themes, comments or photos to share, please contact the editor, **Tara Lee Wittchen**, via email at tarawittchen@eastlink.ca.

This is your newsletter. Tell us what you want to read and see.



The Community Threat Assessment Protocol: A Joint Community Response To Student Cries For Help

By Jo Anne Payne
Senior Administrator, Educational Services
Limestone District School Board

“The debate is over: Having school administrators, police, mental health practitioners, probation officers and other community partners working together to respond to a student’s cry for help is essential.” ~ Kevin Cameron, 2005

To that end, the Limestone District School Board in Kingston, Ontario, Kingston area police services and community mental health and youth justice partners, through their commitment to ensuring safe schools for students and staff, entered into an agreement when they signed off on the Community Threat Assessment Protocol (CTAP) in January 2008.

As a result of the protocol, all partners have agreed to respond collaboratively to student behaviours that pose a potential risk to other students, staff and members of the community.

“This ground-breaking collaborative agreement between the school board and community partners promotes violence prevention, early intervention and early identification in order to better assist our highest risk students,” explains **Brenda Hunter**, director of education for the Limestone District School Board.

Since 2008, the protocol has set the stage for a seamless network of community support when a student’s behaviours put themselves and others at risk for harm. Through a multidisciplinary



Jo Anne Payne presenting at the CTAP advisory meeting at the Kingston Boys and Girls Club in May 2011.

All photos courtesy of Jo Anne Payne/LDSB



The signing ceremony for the Communication and Care Pathway Protocol for At Risk Children and Youth, a collaborative school board and hospital response to students at risk for self-harm or for harming others. Among those in attendance were **Brenda Hunter**, director of education for the Limestone District School Board (far left), and **Jo Anne Payne**, senior administrator, Educational Services for the LDSB (far right).

community risk threat assessment team, data is collected, the student’s threatening behaviours are assessed, the level of risk is determined, and authentic school board and community support plans are implemented.

Prior to the protocol agreement, if a young person was involved in threat-making behaviours and was being dealt with as a school disciplinary or criminal matter by the police, youth justice, a community mental health practitioner or a hospital psychiatrist, none of the service silos represented would have spoken to each other.

Today, as a result of the protocol, police, mental health practitioners and school board administrators regularly come together, share information, assess the risk based on the cross sector data, and plan for risk reduction measures and meaningful support.

A unique partner is the Hotel Dieu and Kingston General Hospital Child and Adolescent Psychiatry Department. The Care and Commu-
(Continued on page 4)

A stylized white paper boat with a blue shadow, set against a blue background with a white wave-like border at the top.

...First rain...then
HOT...now sweat!
What a day...
—Brooke Ellzey,
age 5

The Community Threat Assessment Protocol, continued: A Joint Community Response To Student Cries For Help

(Continued from page 3)

nication Pathway for At-Risk Youth is an adjunct protocol that ensures that a student assessed through the CTAP process as high need will receive access to psychiatric assessment within 24 to 48 hours.

Dr. Nasreen Roberts, a child psychiatrist and director of Child and Adolescent Psychiatry at the Hotel Dieu and Kingston General Hospital, applauds the protocol for streamlining the process of information-sharing about students engaged in anything from setting fires to possessing weapons to making death threats.

“Timely sharing of information allows the schools and their partners in the community, including the mental health pro-

“The goal of the CTAP is to remove and reduce, as much as possible, any threats to the students, parents, school staff, basically anyone at the school,” says Constable **Ray Kenney**, a community police officer with the Kingston Police.

The support from the Kingston Police has been reinforced by board chair **Carol Allison-Burra**.

“I think one of the things that’s really important about the Community Threat Assessment Protocol is that the community partners can actually sit down and be candid with one another and connect the dots around just how serious the behaviours are,” she said at a board meeting. “If you think of any of the critical incidents that have occurred in



New partners came together with original founding partners to sign off on the second edition of the Community Threat Assessment Protocol and the newly developed Community Traumatic Events Guideline, an adjunct document to the CTAP.

grams in our hospitals, to make decisions about the most appropriate interventions that much faster,” says Roberts. “Putting this protocol in place means we now have a multi-agency roadmap to the services that can support youth at-risk and to the most efficient and effective way of assessing them.”

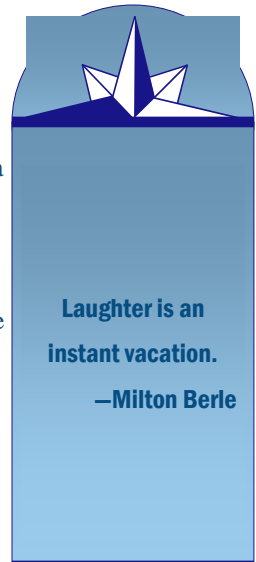
The hospital’s child and adolescent mental health team provides expert diagnostic and consultative support once the protocol is triggered. The key is to make sure that the hospital team has the collateral information provided by a multidisciplinary cross-sector CTAP team to support clinical decision-making and solid collaborative community planning that can prevent traumatic events.

With the protocol in place, the chances of a child falling through the cracks in the system are minimized. This is because communication pathways are open, based on trust and with a vision for shared support for the child at the forefront.

North America in the last 10 years, from Columbine to Virginia Tech, there was an absence of that connecting of the dots.”

Cornerstones to the success of the protocol have been strong cross-sector commitment and leadership, a philosophy of openness, a commitment to listen to feedback from others, a determination to respond quickly, and a commitment to take the information gathered through the Community Threat Assessment Protocol process and develop authentic support plans for children and youth.

The protocol has attracted the atten-
(Continued on page 5)



The Community Threat Assessment Protocol, continued: A Joint Community Response To Student Cries For Help

(Continued from page 4)

tion of school boards from across Canada. In February 2011, through the support of a provincial grant, the Kingston Police and the Limestone District School Board hosted a provincial training session and think tank called “Mobilizing Communities to Support Safe Schools.” Boards of education, police services and mental health representatives from across the province attended.

Staff participated in Level One Violence Threat Risk Assessment training by **Kevin Cameron**. Cameron, a board-certified expert in traumatic stress, is the executive director of the Canadian Centre for Threat Assessment and Trauma Response. He has trained extensively throughout Canada and North America in the multidisciplinary threat/risk assessment model he developed with the RCMP.

Staff also took part in a workshop called the Development and Implementation of a Community Threat Assessment Protocol: Lessons Learned. A participant training manual was developed outlining the lessons learned by the Limestone District School Board and partners since the implementation of the Community Threat Assessment Protocol in 2008. Plans are underway for a national Threat Assessment Review Meeting to take place in Toronto during the fall of 2011.

The first hypothesis in violent risk threat assessment is that a student’s threat-making behaviour is a cry for help. The Limestone District School Board and protocol partners understand this and are paying attention to that cry for help. They understand that the first step is to make sure that the student’s behaviour is understood, action is taken and that a multidisciplinary cross-sector team is better able to assess the level of threat. As a community of caregivers, we must respond and in a timely manner.

“Trained professionals must be capable of collecting and accessing all relevant student threat assessment data as part of formally organized multidisciplinary teams,” says Cam-

Contributor Jo Anne Payne is the senior administrator of Educational Services with the Limestone District School Board in Kingston, Ontario. Jo Anne is the board lead administrator and visionary in the development and implementation of the Community Threat Assessment Protocol (CTAP). She regularly consults with school boards across Canada and most recently chaired a provincial CTAP meeting and protocol training event attended by school boards, police services and mental health practitioners from across Ontario.



The expert panel at the provincial CTAP training conference “Mobilizing Communities to Support Safe Schools” was made up of CTAP partners from police services, children’s mental health, area school boards, a school board clinical consultant, a social worker, the community mental health director of service, and a child and adolescent psychiatrist from the Hotel Dieu and Kingston General Hospitals. Panel members answered questions from delegates from school boards, police services and mental health practitioners from across Ontario.

eron. “It is the best violence prevention and intervention we can do.”

For more information about the hospital and school board communication and care pathway protocol, please contact Dr. Nasreen Roberts. You can reach her by sending an email message to robertsn@hdh.kari.net.

To contact Kevin Cameron, visit www.cctatr.com.

For more information about the Kingston and area CTAP, contact Jo Anne Payne by sending an email message to joanne@joannepayne.ca.

A vacation is having
nothing to do and all
day to do it in.
—Robert Orben

Profiles Of Our Sponsors, Part 4: Education Canada Network

The Education Canada Network (ECN) is Canada's largest educational e-recruitment resource network. It is a recruitment solution provider, offering employers such as school districts, private institutions, colleges and universities an efficient, timely and cost-effective method of advertising their educational employment opportunities online. It offers the educational job seeker the largest nationwide online database of educational employers currently seeking to fill positions in teaching, administration and support staff areas. Education professionals can search our database anytime, anywhere at no cost.

In this sponsor profile, the fourth and final in our series, we talk with Education Canada Network's **Mike Sproule**. Mike is the chief operating officer of Education Canada Network, a post he has held since 2005. Mike has been with ECN since 1998, with a brief absence in 2003. In that time he has seen ECN grow from a small website helping just over 90 schools to one that is now helping over 1,300 education employers connect with teacher and education professionals. Mike is directly involved in partnership building, business development and product development.

How long has Education Canada Network been a sponsoring partner with CASA?

Mike: Education Canada Network's relationship with CASA started way back in 1997. The relationship was very proactive in the first years of ECN's existence. CASA provided resources and support that helped us take our service national. After a brief break in our relationship, we reinitiated our partnership in 2006 in which we have committed to be a regular contributor as a main sponsor of CASA's Annual Conference.

How would you describe your role as a sponsor? What services or products do you offer to the organization through this sponsoring relationship?

Mike: Education Canada Network provides financial support to CASA each year. We also provide content for CASA's website, in terms of direct links to job opportunities that CASA members may be interested in.

Through our relationship, Education Canada Network provides a variety of online and traditional recruiting services. From posting jobs on our website to using our advanced services to search for and manage applicants to leadership



headhunting to human resource consulting, we have been providing Canadian education employers quality recruiting services for the past 15 years. Those who access our services can expect to save money and improve the effectiveness of their overall recruiting strategies.

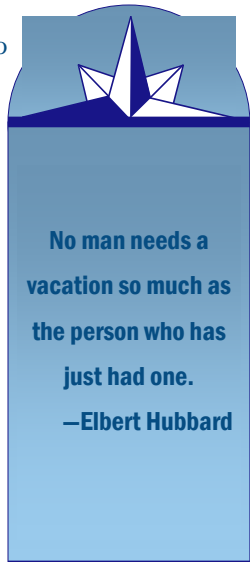
Why does Education Canada Network like this partnership?

Mike: Education Canada Network likes our partnership with CASA as it provides us a direct network to those within our primary market who make decisions. We also value the partnership as we continually gain feedback from CASA members on labour trends and recruitment needs, of which we have been able to use to continually develop the products and services we can offer Canada's public schools.

What does Education Canada Network see as the benefits it gets from developing and maintaining this relationship with an organization like CASA over the years?

Mike: We see a number of benefits from developing and maintaining our relationship with CASA. First, our relationship provides us access to the knowledge and experience of the country's top education leaders. Another benefit comes in the ability to stay on top of the trends that affect the education community. These two benefits help us continue to enhance and improve the delivery of our e-recruiting services. Finally, the benefit of our relationship with CASA comes in the time we can connect directly with our member schools each year at the Annual Conference. This time allows us to put a face to our virtual business, which we find is the foundation to building strong, long-standing relationships.

Thank you, Mike, for sharing this with our readers.



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Our Mission

CASA exists to promote and enhance effective administration and leadership in the provision of quality in education in Canada.



Our Beliefs

- School system administration is a noble profession.
- Effective leadership and administration of school systems are essential.
- Individually and collectively, school system administrators provide leadership for quality in education.
- Communication and cooperation with other stakeholder groups in education are vital.
- Individually and collectively, school system administrators can assist one another.

Our Goals

- To provide a national voice on education matters.
- To promote and provide opportunity for professional development of the membership.
- To promote communication and liaison with national and international organizations having an interest in education.
- To provide a variety of services to the membership.
- To recognize outstanding contributions to education in Canada.

Calling All Shutterbugs: Leaders & Learners Needs Your Conference Photos

Are you planning to attend the 2011 CASA Annual Conference in Niagara Falls? Do you have a digital camera? If so, please consider submitting your favourite conference photos to *Leaders & Learners* for publication in our annual double issue covering the conference sessions and activities. Newsletter editor and regular conference

attendee **Tara Lee Wittchen** is unable to go to this year's conference. She will gratefully accept any photo contributions from CASA members and their families. Please get in touch, before or after the conference (but no later than the end of July), by emailing tarawittchen@eastlink.ca. Do not crop or resize your digital photo files. More specific instructions are available by contacting Tara. All contributors will receive full photo credits in the newsletter.



Conference photos (left to right):
Quebec City 2010 session; Halifax
2008 visit to Peggy's Cove; White-
horse 2007 whitewater rafting fun.

Photo credit, left and centre, Tara Wittchen
Photo credit, right, Tatshenshini Expediting

We are looking for shots of keynote speakers, session speakers and participants, awards ceremonies, local scenery (including regional food, flora and fauna), casual and formal group gatherings, and anything else you think our readers might be interested in. We'd especially like to see your photos of the famous Niagara Falls.