

# PROFESSIONAL PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS

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**ASBA Issues Forum**

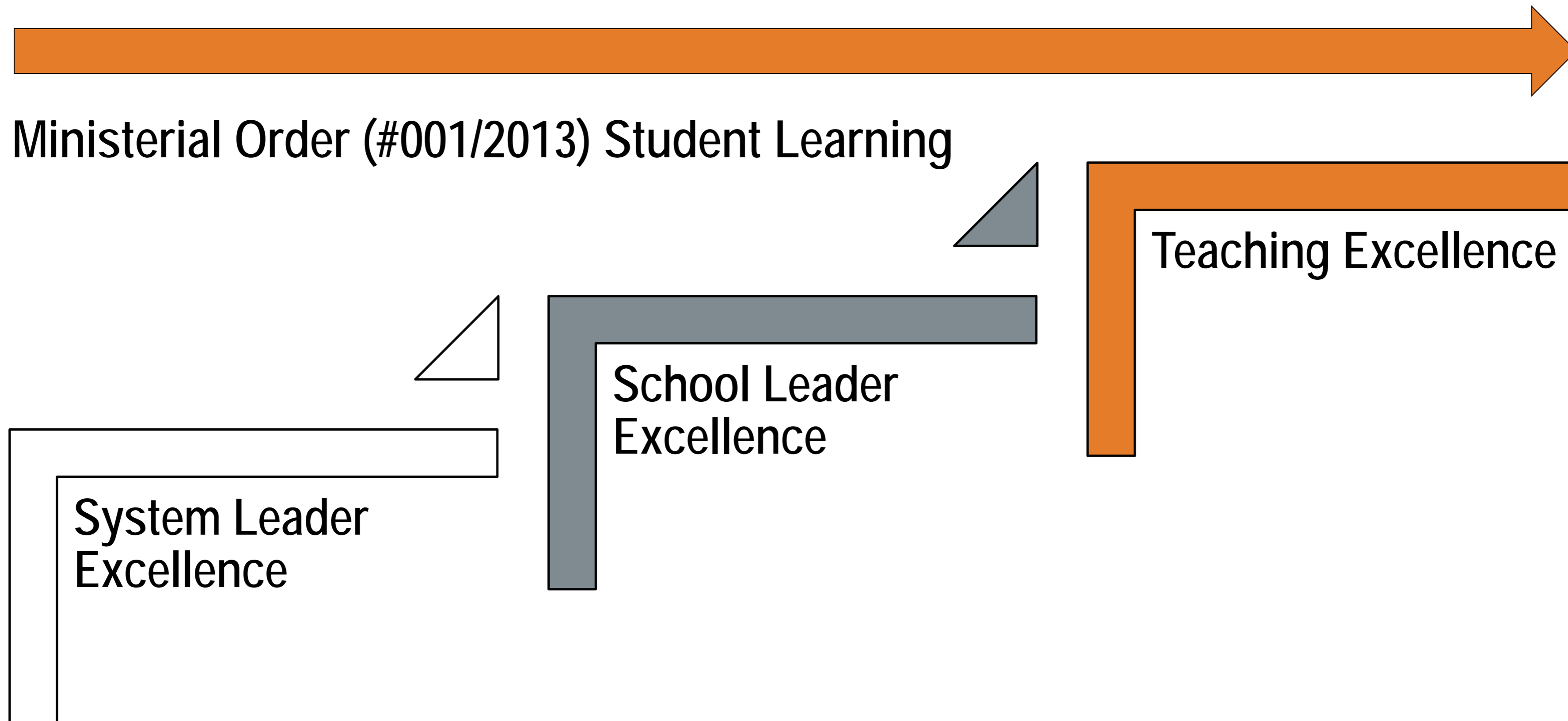
**April 12, 2016**

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



**Alberta Education works in collaboration with education system partners to ensure that there is an excellent teacher in every Alberta classroom supported by excellent school and school authority leaders**

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## EXPECTED OUTCOMES

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1. Revised and updated Teaching Quality Standard
2. School Leader Standard for school based leaders
3. System Leader Standard for school authority leaders
4. An Implementation Support Plan for the practice standards



# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## TEACHING AND LEADERSHIP EXCELLENCE IN ALBERTA ADVISORY COMMITTEE (TLEAAC)

- Chaired by Deputy Minister Lorna Rosen
- Membership includes political leaders and CEOs of education stakeholder organizations
- Brings forth the views of the stakeholder organizations or groups that they represent, as the views pertain to teacher and leadership excellence
- Provides advice to the Minister of Education, regarding the work of the six themes under the *Teaching and Leadership Excellence in Alberta* initiative:

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## EXTERNAL WORKING COMMITTEE:

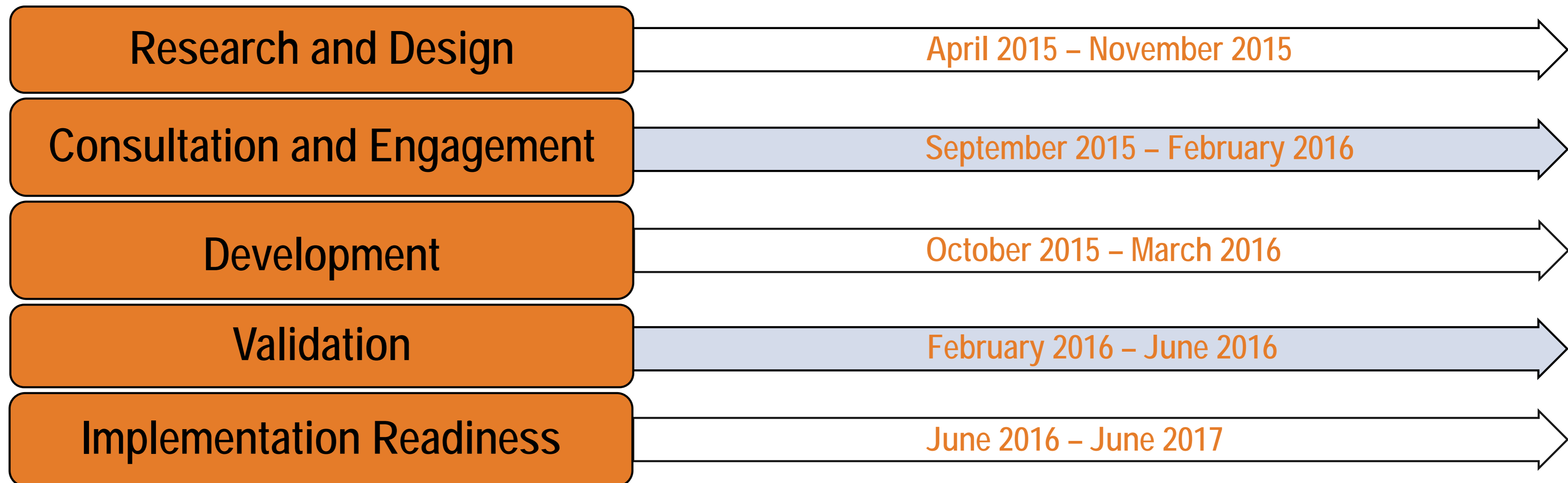


- Make meaning of stakeholder feedback arising from consultation and engagement
- Support the development of practice standards for teachers, school and school authority leaders
- Through implementation planning, enhance the capacity of school authority leaders, school leaders and teachers to enable optimal teaching and student learning

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## COMMUNICATION





# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



What questions or comments do you have about the  
*Teaching and Leadership Excellence in Alberta  
Initiative?*

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## STRUCTURE OF THE STANDARDS

**A Standard** is the clear expression of the outcome of competent practice

**Competencies** are interrelated KSA's developed over time and drawn upon and applied to a particular context in order to support optimum learning

**Indicators** are key results or achievements that result from the practice of the competency and which, together with their respective competencies, are measureable and observable.

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## Why are the standards important?

- Teacher and school or system leader preparation
- Certification
- Mentorship and induction
- Career-long learning and development
- Supervision and Evaluation

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## WHAT ARE THE FEATURES COMMON TO THE STANDARDS?

- Recitals provide an overarching foundation for the standards
- The three standards are aligned specifically to focus on ensuring exemplary teaching in every Alberta classroom, supported by outstanding school and system level leadership
- Each of the three professional practice standards references a "standard" and a set of "competencies" with accompanying "indicators"
- Reasoned professional judgement is a necessary underpinning in determinations about whether the standard(s) is being met in a given context
- It is intended, going forward, that each of the standards will be regularly reviewed to ensure currency and relevancy

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## HISTORY OF THE TEACHING QUALITY STANDARD

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- *Ministerial Order 016/97 Teaching Quality Standard Applicable to the Provision of Basic Education in Alberta*
- Public consultation in 2011 and 2012
- Research submission by Deans of education in 2012
- A revised TQS will ensure that teacher competencies are current, relevant and appropriate for the teaching profession
- One standard, six competencies
- One level of competencies, applicable to all certificated teachers



# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## Competencies in the Teaching Quality Standard

- Engaging in Career Long Learning
- Demonstrating a Professional Body of Knowledge
- Fostering Effective Relationships
- Establishing Inclusive Learning Environments
- Foundational knowledge about First Nations, Métis and Inuit
- Adhering to Legal Frameworks and Policies

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## ROUND TABLE DISCUSSION

- What do you like about the draft *TQS*?
- What questions, suggestions or unanswered concerns do you have?
- What will the education system need to do to ensure successful implementation of the standard?

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## HISTORY OF THE SCHOOL LEADER STANDARD

- 2009 *Principal Quality Practice Guideline*, with widespread uptake in the field
- Further development in 2012 as Professional Practice Competencies for School Leaders
- Research activity by Leger in 2010/2011; Leithwood and others
- One standard, eight competencies
- School leader assumed to have met the Teaching Quality Standard
- Standard applicable to all school principals and others in supporting roles

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## *School Leader Standard (SLS) – Competencies*

- *Fostering Effective Relationships*
- *Embodying Visionary Leadership*
- *Leading a Learning Community*
- *Providing Instructional Leadership*
- *Supporting Application of Foundational Knowledge about First Nations, Métis and Inuit*
- *Developing and Facilitating Leadership*
- *Managing School Operations and Resources*
- *Understanding and Responding to the Larger Societal Context*

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## ROUND TABLE DISCUSSION

- **What do you like about the draft *SLS*?**
- **What questions, suggestions or unanswered concerns do you have?**
- **What will the education system need to do to ensure successful implementation of the standard?**



# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## HISTORY OF THE SYSTEM LEADER STANDARD

- *CASS Practice Standard (2008)*
- *Research informed CASS Framework for School System Success*
- *Alberta research on highly effective system leadership – Brandon, Negropones and others*
- *ASBA Policy on Role of Superintendent*
- *Environmental (Multi-jurisdictional) Scanning*

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## School System Leader Standard

School Act (s.113) – Superintendent is the Chief Executive Officer of the Board and the Chief Education Officer of the Division

- School Act highlights key superintendent roles in:
  - Implementing education policies established by the Minister
  - Ensuring students have the opportunity to meet the standards of education set by the Minister
  - Ensuring sound fiscal management of the division
  - Providing leadership in all matters related to education

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## School System Leader Standard – Proposed Competencies

1. Building Effective Relationships
2. Demonstrating Visionary Leadership
3. Leading a learning community
4. Managing School System Operations and Resources
5. Ensuring First Nations, Métis and Inuit Education for all Students
6. Supporting Effective Governance

*What does a school system leader need to be able to know and do in order to create the environment for exemplary performance by staff and optimal learning by all?*

# PRACTICE STANDARDS FOR TEACHERS, SCHOOL AND SYSTEM LEADERS



## School System Leader Standard – Proposed Indicators

*Indicators are key results or achievements that arise from the practice of the competency and which, together with the respective competencies, are measurable and observable.*

What indicators come to mind when you think about the proposed competencies for the school system leader practice standard?

1. Building Effective Relationships
2. Demonstrating Visionary Leadership
3. Leading a learning community
4. Managing School System Operations and Resources
5. Ensuring First Nations, Métis and Inuit Education for all Students
6. Supporting Effective Governance



# FOR MORE INFORMATION, CONTACT:

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