



## Superintendent's Report for DEC Lead, Learn and Grow



November 15, 2023

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

- **Supporting New Teachers:** A group of coordinators have been identified to lead the work supporting new teachers to ensure they are empowered to excel in their roles and are equipped for success in their first few years of teaching.
  - In September/October, an instructional coach visited every new teacher to touch base, explain how coaching support works, and ensure they had all of the resources they needed during the initial months of the school year.
  - ESS Professional Learning for beginning teachers, September 21, 27, and October 18. Seventy-five first year teachers received training in relationship building, teaching social/emotional learning, and anti-racism & equity over three days. This training is intended to help early career teachers build skills in their students and create learning climates in their classrooms that will not only foster belonging, school connectedness, and mental health, but will support academic growth for all students.
- **Violent Threat Risk Assessment (VTRA) Training:** Kevin Cameron, Executive Director of the Center for Trauma Informed Practices, worked with ASD-S staff and partner agencies during the week of October 10. This included two (2) days of training for ASD-S staff and VTRA partners from Horizon Health, the Saint John Police Force, the RCMP, Social Development, and Justice & Public Safety. It also included two (2) days of training in Traumatic Events Systems for ASD-S staff and our Integrated Service Delivery partners in Horizon Health as well as the EECD/NBTA counsellors.
- **Diversity and Inclusion Presentation, Equity, Diversity and Inclusion Team:** Principals' Meeting, October 25. This included clarifications on EECD 713, first-person experiences as students and staff who are gay, and the important mental health support of the policy. The session also included a fun SOGI (Sexual Orientation & Gender Identity) Jeopardy game. Thank you to EDI Leads Caleigh Dunfield and Jay Nickerson.
- **Resource Teachers in their first three years:** On going training that includes Personal Learning Plans, best practices for Education Support Services Team meetings, the role of the Educational Assistant, the role of the resource teacher, ESS Connect (our student information system for Education Support Services), and ensuring new resource teachers know all of the appropriate district staff and resources they can access.
- **APSEA** (Atlantic Provinces Special Education Authority) conference in Halifax on October 18 and 19 for ESS Coordinators Ethel McGrath, Heather Banville, and Cameron Badger, as well as Behaviour Specialist Nicole Blissett. Training included leadership and coaching in Education Support Services, threat assessment with neurodiverse learners, and strategies for supporting learners with Autism Spectrum Disorder (ASD).

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

