



**Wolf Creek Public Schools**

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*Creating Success For All Learners*

# Building Administrator Capacity for Leading Inclusion



*A Story of Practice from Wolf Creek Public Schools*

# Agenda

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Wolf Creek Public Schools

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# Wolf Creek Public Schools

*Creating Success For All Learners*

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## ● Location

- Located north of Red Deer covering 5944 square kilometers on both sides of Highway 2.

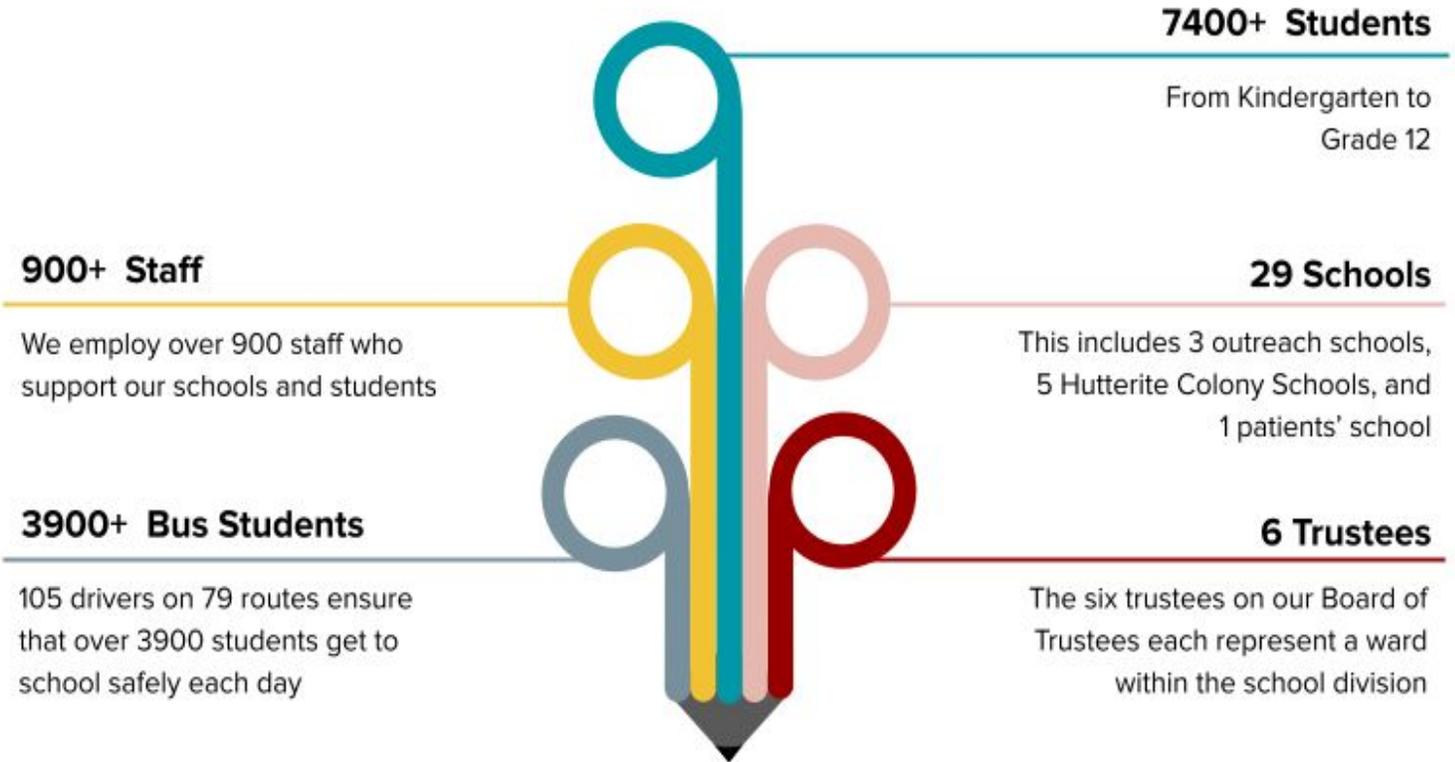
## ● Motto

- Creating Success for All Learners

## ● Mission Statement

- We inspire success, confidence, and resilience in every student.

## Pointing Out the Facts



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# Our inclusion story.

## Budget realities:

- **History of**
  - Plentiful Educational Assistants
  - Inclusion Coaches in every school. Supported with time and monthly professional development.
- **Changing budget realities**
  - Inclusion Coach FTE reductions and portfolio changes to include 2 to 4 schools per coach.
  - Fewer Educational Assistants
- **Shift to Administrators**
  - Eventually, the dwindling Inclusion Coach FTE was translated into Instructional Leadership time for administrators and the Inclusion Coach model was abandoned

## Increasing complexity:

- **New Administrators**
  - Large turnover in administrators resulting in new administrators with less experience
- **Fewer Educational Assistants**
  - Fewer EAs resulting in fewer staff available to support student needs
  - EAs largely focused on students requiring full time support in order to be at school for safety or medical reasons
- **Increasing student complexity**
  - Students are coming to WCPS and all districts with greater needs than ever before



# Administrator Inclusion Cohort

## ***Cohort breakdown***

Two cohorts

- PreKindergarten to Grade 6
- Grade 7 to 12

23/24 schedule

- 5 x half day meetings
- 1 full day meeting

## ***Participants***

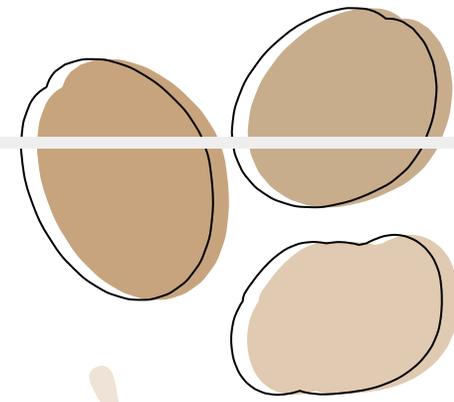
Every school was required to have one administrator participate.

Some schools requested to have two participants depending on the grades in their school and/or the experience level of the administrators.

## ***Sharing with all administrators***

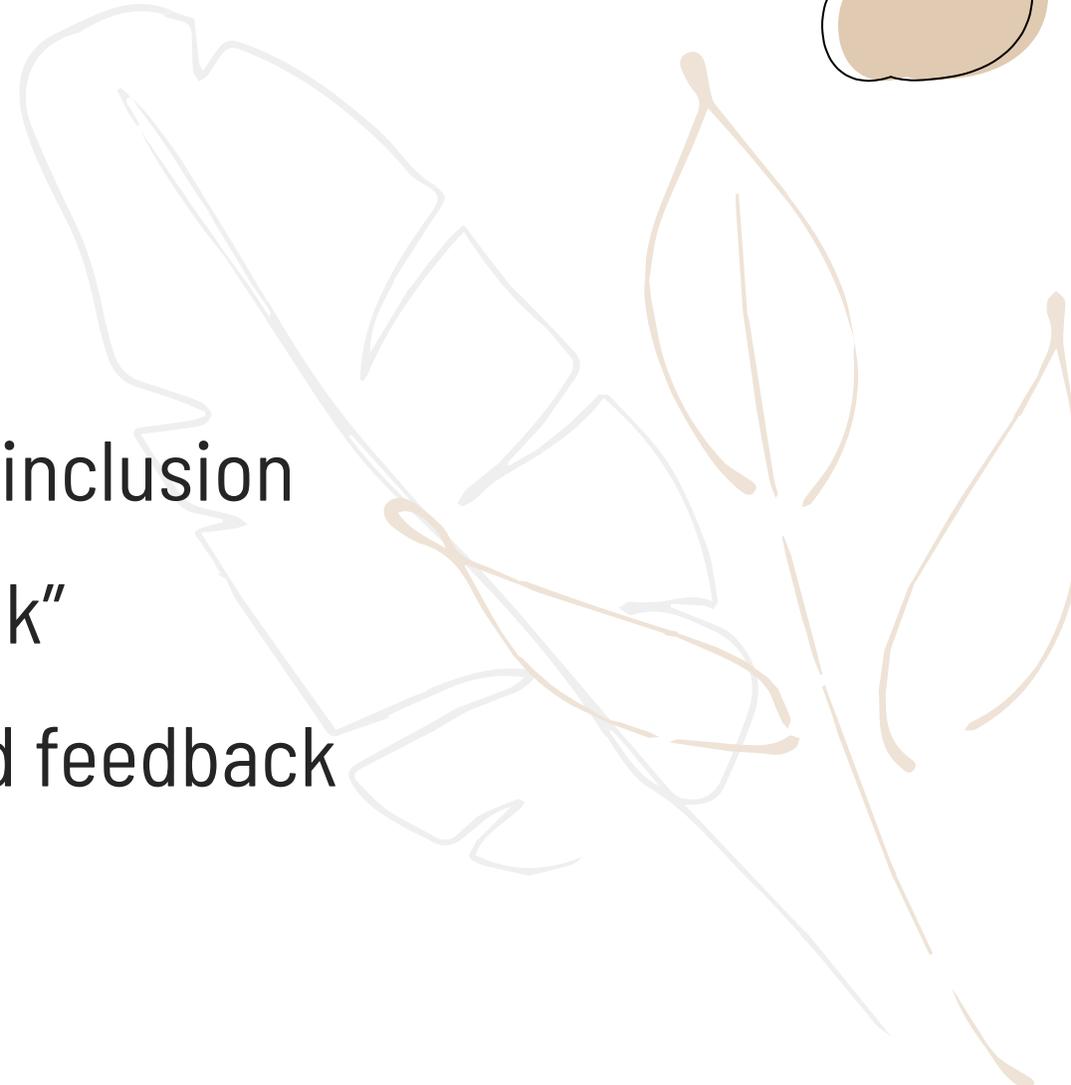
A common slideshow was prepared for each set of cohort meetings.

- Including live links to resources, documents, processes
- Shared with ALL administrators regardless of portfolio area.



## Cohort purpose:

- Leverage existing strengths
- Identify and support stretch areas
- Enhance administrator capacity with inclusion
- Leverage the power of the “group think”
- Access timely administrator input and feedback



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# Standing cohort agenda items:

## What's on your plates?

Review of what is coming up for administrators before the next cohort meeting.

- Upcoming tasks and deadlines
- Seasonal items and supporting considerations

## PD Opportunities

Review of Inclusion PD opportunities for EAs, teachers, and administrators.

- ARPDC website
- WCPS based PD
- Books, resources, etc

## Diagnosis Deep Dive

Professional development on specific diagnoses found in most schools.

- Description, DSM-V information, strategies for educators, community supports, coding, etc.

## Just In Time topics

A focus on topics that were prevalent across the division in the previous month such as:

- Supporting bus drivers with diverse students
- Writing Behaviour Intervention Plans

## Admin Policy Review

Review of one or two specific Admin Procedures related to Inclusion.

## Guest Speakers

Opportunity for other Education Services team members to present to the cohort on topics such as GSAs, EAL topics, PUF processes, exam accommodations, etc.

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# Positive impacts from the cohort

## ***Best practices***

Significant increase in the sharing and application of best practices by administrators.

## ***District perspective***

A positive shift in ability of administrators to see the district perspective. An understanding that increasing classroom complexity was happening across the division and not simply at their specific site.

## ***Transparency and Vulnerability***

Enhanced transparency and confident vulnerability from administrators. A feeling of safety and belief in the power of the 'group think' was noted. Administrators willing to share their uncertainties, concerns, and requests for help.



# Positive impacts from the cohort

## ***Dedicated time***

Amazing value from having time dedicated to increasing understanding and capacity around inclusion and supporting classroom complexity.

## ***Connections with District Office***

All of the Superintendents & Education Services team members were able to make frequent appearances at cohort meetings. This demonstrated an understanding of increasing classroom complexity and the value of the cohort itself.

## ***Increasing Admin Capacity***

Participants noted an increase in their comfort, knowledge, and skill levels related to inclusion and supporting classroom complexity. This was consistent regardless of experience level and level of previous comfort with supporting inclusion.

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# Cohort challenges

- **Diverse experience levels**
  - Leadership & administration
  - Inclusion
- **Admin time away from school**
  - As in-person meetings are more effective at increasing team cohesion and comfort levels, we only provided virtual options when necessary
  - Having administrators away from their schools can be an additional burden on all involved.
- **Supporting specific areas of need**
  - Multi -graded cohorts
  - Variety of school-specific needs
  - Solo administrators -vs- administration teams
- **Budget**
  - Cohort related costs
    - Mileage
    - Substitute teacher time
    - Meals



# LQS & SLQS Reflections

The Administrator Inclusion Cohort provided opportunities to increase:

- Visionary and instructional leadership skills of our administrators
- Student-centred approach in all schools
- Collaboration between administrators
- Timely supports to developing situations in schools
- Administrator understanding and success in a variety of tasks related to inclusion and classroom complexity
- Promotion and celebration of innovation
- Timely gathering of administrator input

## LQS 3

### Embodying Visionary Leadership

A leader collaborates with the school community to create and implement a shared vision for student success, engagement, learning and well-being.

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# Next Steps

- **Developing 24/25 cohort schedule**
  - Fewer meetings but switch to full day meetings to maximize budget
- **Gathering feedback from administrators involved in 23/24 cohort**
  - Benefits, drawbacks, requested topics
- **Developing content for cohort meetings**
  - Purposeful planning
  - Looping content as needed for new participants
  - Collaboration with Ed Services team members and other departments
  - Focusing on deeper content in necessary topics
  - Increasing collaborative work time during cohorts
    - Group problem solving around specific situations/students
    - Skill development in areas such as reading reports, supporting the development of individualized plans, collaborating with parents, etc.



# Administrator Inclusion Cohort

The Administrator Inclusion Cohort is one strategy we have used to support administrators and schools as they deal with increasing classroom complexity.

It has helped us to '**create success for all learners**' including administrators who are always on a learning journey of their own.

Please feel free to contact me at any time if you have questions around our Administrator Inclusion Cohort.



Thank  
you

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# Links to supporting documents

## ***WCPS Divisional documents***

- [WCPS Education Plan 2023-2025](#)

## ***Administrator Inclusion Cohort documents***

- [Sample Cohort Presentation \(December 2023\)](#)
- [Blank planning template for the year](#)

# Credits.

Presentation Template: [SlidesMania](#)

Images: [Unsplash](#)

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