



CASSA Conference

The Spirit of Leadership

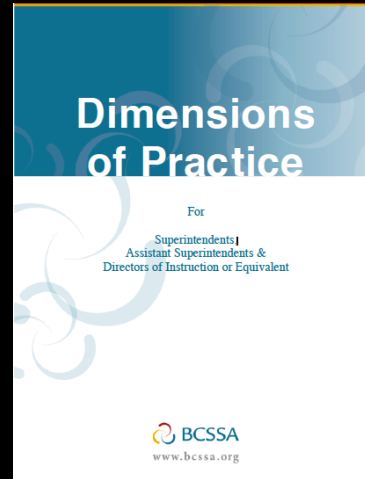
Allen Beckingham
Mike Bowden
Karen Shipka
Claire Guy
July 6, 2023

The Spirit of
Leadership:
Our Story

L'Esprit de
leadership:
Notre Histoire



Our Why?

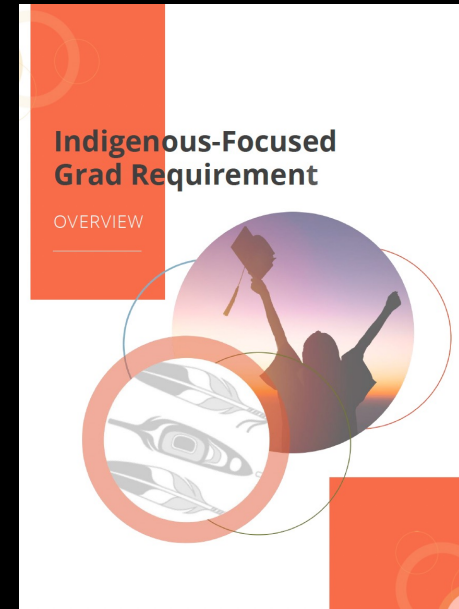


- Leadership Standards - Dimensions of Practice – 2014
- Our reality – The world has changed
- Alignment with the Strategic Plan
- Aspirational
- For professional growth and reflection



Truth and / to Reconciliation

- Declaration on the Rights of Indigenous Peoples Act Action Plan
- Indigenous Focused Graduation Requirement
- Equity in Action Project

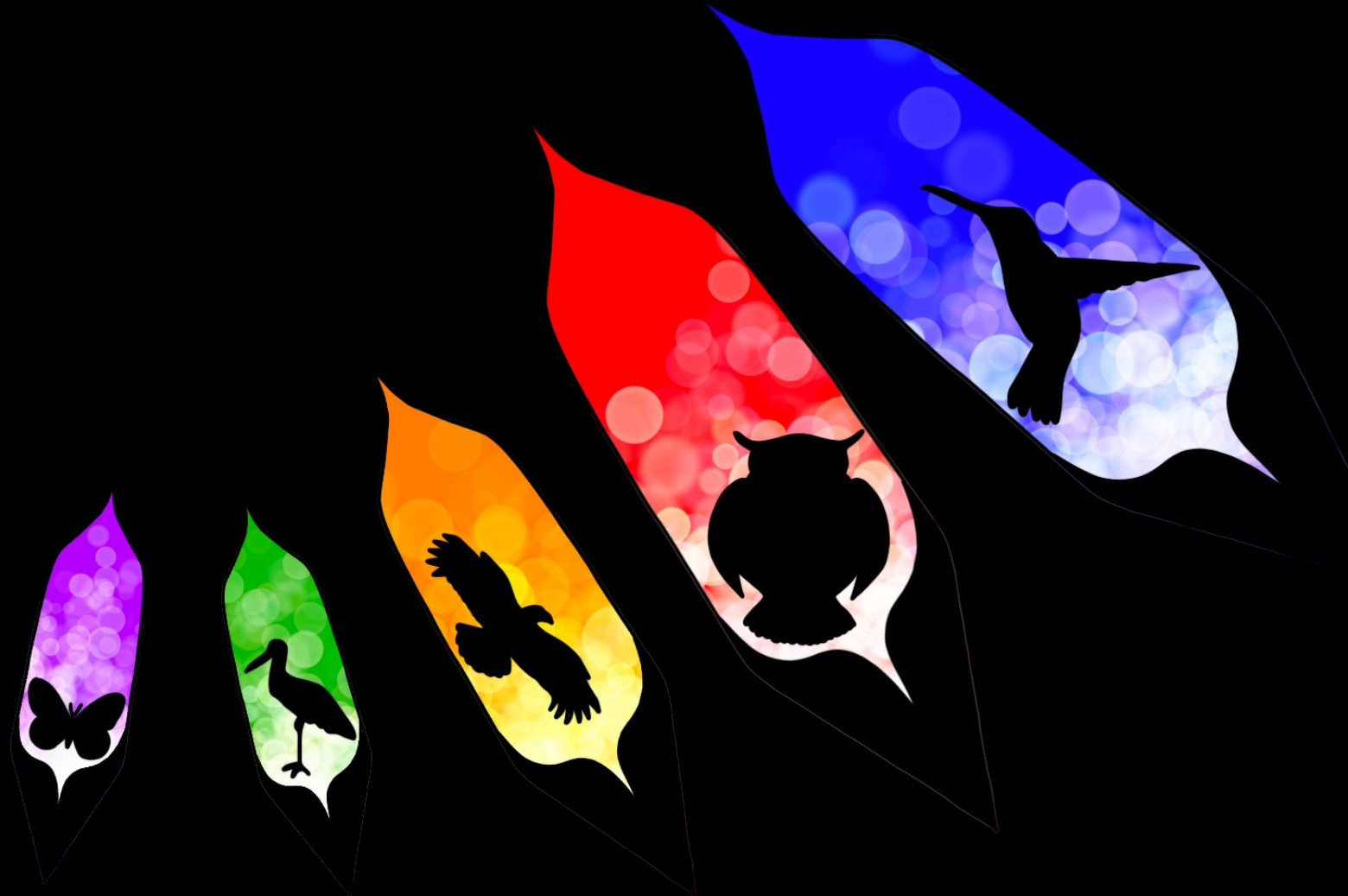




Our Process

- Leadership Competencies Advisory Committee
- Indigenous Leaders
- Critical friends
- 20 months
- Continuous feedback, videos, conversation starters

Leading Self, Teams, Organizations



Stewardship for the Future of All Children

Leaders focus on all children and continually strive to create and sustain places of belonging and care not only for self and others, but for the land and environment. Our eternal purpose is to embrace the challenges ahead and to have the **courage** to create a future that is inclusive, just, and sustainable



Fostering a Culture of Curiosity and Inquiry



Inquiry is curiosity in action and is a lived daily practice and mindset. The ongoing development of collaborative processes that focus on designing engaging learning environments and participating in reflective practice are at the heart of our work. Inquiry is about demonstrating **honesty** in reflection and unearthing **truth** about what we know.

Growing the Capacity of Self and Others

Leaders demonstrate **integrity** and **humility** as they continually work to act selflessly in service of others. These qualities include an ongoing examination of one's own leadership style and practices and an intentional commitment to lifelong learning and the support of the learning of others around you





Aligning Structures with Vision for Learning

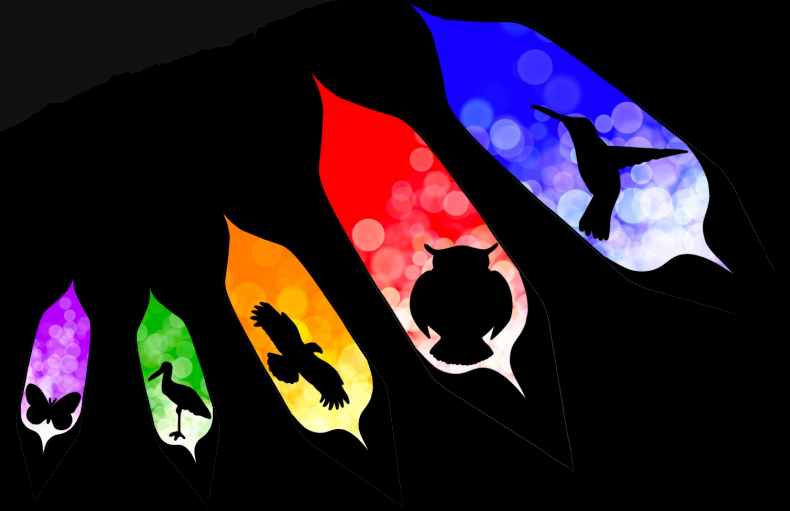
Systems and structures have inherent knowledge, practice, and capabilities. Leaders have the **wisdom** to identify, connect, and alter systems and structures to focus efforts and resources where it is most needed. Keen observers, careful communicators, leaders are points of connection and active constructors of systems that align and support.



Contextual Literacy

We are shaped by, and we in turn shape the systems and relationships that surround us. Leaders **respect** and acknowledge the power of culture and context and **balance** the needs and knowledge presented by internal and external systems and partners. Leaders “read the land” of the organization within and nurture healthy, transparent, and inclusive cultures.

Table Talk



- Which of the competencies resonates with you and why?
- Turn and talk with your neighbour(s)
- Be prepared to share out

Artist:
Rain Pierre

**Rain Pierre (stáməx^w),
Katzie First Nation**

Artist & Motivational
Speaker (he/him)

www.rainawakens.com

An Interview with Rain Pierre

BCSSA Journal: InspirED



BCSSA Journal: Inspired

Spring 2023
Inspired
The official journal of the
British Columbia School
Superintendents Association

**Contextual
Literacy in
Action:
Location,
Location,
Location!**



The Spirit of Leadership: Leadership Competencies for System Leaders

bcssa.org

Spirit of Leadership Introduction

Our Journey

The Story Behind The Canoe

How to Use the Competencies

Stewardship for the Future of All Children

Fostering a Culture of Curiosity and Inquiry

Growing the Capacity of Self and Others

Contextual Literacy

Aligning Structures with Vision for Learning

Resources & Templates

Acknowledgements



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[Learn More](#)



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[Learn More](#)

Next Steps

- launched August 2022
- French translation Fall 2022
- InspirEd Fall 2023 – Fostering a Culture of Curiosity
- Professional Learning alignment
- Adhoc committee continues – revise as needed – a living document
- For professional growth and reflection



Thank you

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