

# LEADERSHIP UPDATE

Volume 10

A publication for Alberta's school administrators

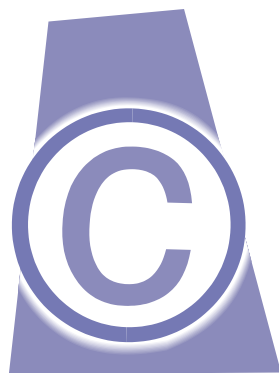
Number 3



## Did You Know?

### Teachers' Use of Short Excerpts in the Classroom

Recent changes to fair dealing in Canada's copyright law provide new benefits for teachers and the learning process in the classroom. One such benefit is the ability for teachers to now make copies of short excerpts from copyright-protected works for students without having to ask for copyright permission or pay copyright royalties. Short excerpts can be taken for education purposes from published works, books or magazines, films, television programs, recordings and music.



Uses of copyright-protected works beyond the limits in the *Fair Dealing Guidelines* require an evaluation of whether the proposed educational use is permitted under fair dealing. If the use is not permitted under fair dealing, or another user's right in the *Copyright Act*, prior written permission must be obtained from the copyright owner or copyright collective. There may be a transaction fee required to use the material. If this process has not been followed, there is a risk that the use is contrary to law. In these cases, proceeding with the planned use is copyright infringement.

#### The Fair Dealing Guidelines

*Fair Dealing Guidelines* have been developed to explain the parameters of the fair dealing provision and to clarify the meaning of *short excerpts*. The *Fair Dealing Guidelines* may be used as an institutional policy by schools, school boards and ministries of education. The guidelines describe the uses of copyright-protected works that, in the opinion of legal counsel, are permitted without permission from the copyright owner or the payment of copyright royalties under fair dealing.

The *Fair Dealing Guidelines* describe a safe harbour, not absolute limits. Copying or communicating a copyright-protected work within the limits prescribed in the guidelines will, according to the advice of legal counsel, almost certainly be fair under fair dealing. Copying or communicating beyond the prescribed limits may, or may not, be fair.

#### What are short excerpts?

The *Fair Dealing Guidelines* describe short excerpt as

- up to 10 per cent of a copyright-protected work (including a literary work, musical score, sound recording and an audiovisual work);
- one chapter from a book;
- a single article from a periodical;
- an entire artistic work (including a painting, print, photograph, diagram, drawing, map, chart and plan) from a copyright-protected work containing other artistic works;
- an entire newspaper article or page;
- an entire single poem or musical score from a copyright-protected work containing other poems or musical scores;

**A great attitude does much more than turn on the lights in our worlds; it seems to magically connect us to all sorts of serendipitous opportunities that were somehow absent before the change.**

**—Earl  
Nightingale**



Council for  
School Leadership

- g. an entire entry from an encyclopedia, annotated bibliography, dictionary or similar reference work.

To qualify as a short excerpt, educators must also know that

- copying or communicating multiple short excerpts from the same copyright-protected work with the intention of copying or communicating substantially the entire work is prohibited and
- copying or communicating that exceeds the limits in these *Fair Dealing Guidelines* may be referred to a supervisor or other person designated by the educational institution for evaluation. An evaluation of whether the proposed copying or communication is permitted under fair dealing will be made based on all relevant circumstances.

To place these short excerpt conditions into the proper context, teachers are urged to read the full *Fair Dealing Guidelines*.

## Know Your Copyright Law

Education departments and ministries, as well as school boards across the country, encourage awareness of and respect for copyright. Teachers and school staff should know the basics of copyright law because they set the example for their students.

Teachers are encouraged to download a copy of the full set of the *Fair Dealing Guidelines* from the Council of Ministers of Education, Canada website: [www.cmec.ca](http://www.cmec.ca). Posters containing the guidelines should be posted next to all photocopiers and scanners.

# Alberta Cyber Schools: Isolating or Protective?

*Original Air Date: Friday, October 18, 2013*

A new report is calling online schooling a “disturbing trend,” saying that delivering education through purely electronic means involves little or no face-to-face instruction, relies on tutors instead of teachers, takes away social connections and is driven by profits. Some parents disagree, saying online schools can adjust the curriculum around specific learning needs and help vulnerable kids escape bullying on the playground.

For more information, go to <http://albertaprimetime.com/Stories.aspx?pd=5710> or <http://bit.ly/1i9bN5e>.

---

## Council for School Leadership

*Holly Godson, CSL President*

The rate of change is not going to slow down anytime soon. If anything, competition in most industries will probably speed up even more in the next few decades.

—*John P Kotter, Leading Change*

Help us help you! With the ever-changing landscape of education and the increasing demands on school leaders, the Council for School Leadership (CSL) would like your feedback on what we can do to support you in your role as a school leader. I am fully aware that another survey is not exactly what a busy school leader wants to see after a hectic day; however, I respectfully ask that you take the time to complete the CSL survey. CSL represents school leaders in Alberta and within our own Association; therefore, we truly desire to serve our membership with accurate and current feedback.

To help facilitate the completion of the survey and still be cognisant of your time restraints as a school leader, below are a link and QR code to the online survey for you to complete when it is most convenient for you. The survey will be available on October 28 and will close December 8, 2013.

As education leaders, you make a difference in the lives of our students, staff and communities. Please help us help you with this very important job!

Go to [www.surveymonkey.com/s/uLead2013](http://www.surveymonkey.com/s/uLead2013) or scan the QR code to access the survey.





## Change – learn to love it, learn to lead it. An Evening with Richard Gerver

Date: Tuesday, November 19, 2013

Time: 6:00 PM - 8:30 PM

(No-Host Bar from 6 PM to 7 PM, Presentation and Dialogue from 7 PM to 8:30 PM)

Location: Bishop Carroll School (Auditorium)  
4624 Richard Road SW  
Calgary, Alberta



Cost: \$50.00 + gst (There is no charge for this event for members of the CSL, but participants need to register to attend.)

Who should attend?: District leaders, school leaders (principals, assistant principals), and any teacher with an interest in leadership within the school. Principals are encouraged to send teams of teacher-leaders to participate if desired.

Join us in an unforgettable evening with Richard Gerver! [ [www.richardgerver.com](http://www.richardgerver.com) ]

The pace of change is greater than ever. We all face new challenges every day in our jobs and in our personal lives. Those who can handle change are the most fulfilled. Those who fear change will find it hardest to thrive. As a head teacher, Richard Gerver famously transformed a failing school into one of the most acclaimed learning environments in the world - in just two years. He inspired staff and teachers to reach their full potential. As a hugely popular speaker and author, he now helps individuals and companies to embrace change. Richard's most recent book is his powerful personal reflection on change. Full of wisdom and practical insights, it is a guidepost in any situation you face. Whether you are leading a school or school district through change or looking for a new direction in life, this evening with Richard Gerver will offer valuable insights into how to do that well.

Here is what people are sharing about Richard's latest book: Change

- ★ 'Filled with memorable stories and jammed with useful, actionable approaches to befriending, dealing with and profiting from change'  
**Seth Godin, author of Purple Cow and The Icarus Deception**
- ★ 'In this perceptive and heartfelt book, [Gerver] helps us see change as an opportunity for creative reinvention'  
**Sir Ken Robinson, author of The Element**

To Register for this event:

- ★ **Visit: <http://tinyurl.com/GERVER>**
- ★ School leaders may wish to follow this link ( <http://bit.ly/joincsl> ) to sign up as a "Council for School Leadership" Specialist Council member prior to completing their registration for this event in order to access the no cost option for registration.



CSL

<http://bit.ly/joincsl>



# Fierce Conversations

December 2–3 and 4–5 at Barnett House, Edmonton

The Council for School Leadership is providing an opportunity for participants to receive both the foundational Fierce Conversations Certification Training and the advanced Fierce Train-the-Trainer Certification (for those who have completed the foundational program).

Susan Scott, the author of *Fierce Conversations*, believes that our work, our relationships and, in fact, our lives succeed or fail gradually, then suddenly, one conversation at a time. The purpose of her book is to prepare readers to return to their colleagues at work, to a partner at home and most important to oneself, prepared to engage in ongoing, groundbreaking conversations that will profoundly change their lives. She holds that the conversation is the relationship. If the conversation stops, all of the possibilities for the relationship become smaller, and all of the possibilities for the people in the relationship become smaller.

This is a rare opportunity to complete both programs and receive both levels of certification in four days.

## About the Workshops

### Workshop 1 (December 2–3)

**Fierce Conversations Workshop: tackle and resolve challenges, while building an open, direct and respectful culture.**

Fierce Conversations teaches attendees how to ignite productive dialogue that interrogates reality, provokes learning, resolves tough challenges and enriches relationships. Participants will explore how to shift old paradigms and build a skill set that paves the way for productive, respectful and often difficult conversations. The Fierce Conversations model enriches relationships through the process of curiosity and critique without laying judgment or blame. Participants will learn to tackle tough issues with increased confidence and skill and have an opportunity to practise the model during the session.

Here are the components of the program:

- Foundation: Three ideas and seven principles that set the stage for change.

- Team Model: Create and promote genuine buy in and collaboration, and make the best decisions possible.
- Confrontation/Feedback Model: Strengthen relationships while tackling tough issues and move toward resolution.
- Coaching Model: Build capacity, improve decision-making ability and foster self-discovery.

To find out more and to register, go to <https://event-wizard.com/Fierce/0/welcome/>.

### Workshop 2 (December 4–5)

#### Fierce: Train the Trainer Certification

Once registered, participants will receive and be asked to review materials in the Fierce Train-the-Trainer packet and read the book, *Fierce Conversations: Achieving Success at Work and in Life, One Conversation at a Time* (2004), by Susan Scott. There will be some assignments to complete before arriving at the training. If you are participating in the training immediately after completing the Fierce Conversations workshop, the master facilitator will speak to you individually.

Note: This workshop is only open to those participants who have completed the basic Fierce Conversations Certification Training. As well, Fierce, Inc will apply a one-time certification fee of US\$3,000 in addition to the cost of this workshop.

To find out more and to register, go to <https://event-wizard.com/Fierce-Trainer/0/welcome/>.





**Q & A**  
**GORDON THOMAS**  
 Executive Secretary

**Q:** What is the mandate of the Task Force on Teacher Excellence and how can I be involved as a teacher?

**A:** In September, Education Minister Jeff Johnson struck a Task Force on Teacher Excellence (TFTE) that is currently undertaking a survey and consultation process with Albertans. The task force was created without the knowledge or participation of the Alberta Teachers' Association (ATA).

The mandate is to define *educator* for the 21st century, define the characteristics of highly skilled educators, identify barriers to excellent teaching and examine mechanisms to assure Albertans that all educators, system leaders and administrators demonstrate career-long competencies, quality practice and proper conduct. The task force is to review what processes and mechanisms are in place to ensure that there is consistent excellence in teaching and that there are assurances in place to maintain that excellence. The deliverables include recommendations on provincial requirements "for those who are authorized to educate," mechanisms to coordinate and align the respective roles of professionals (teachers, school superintendents and school leaders) and occupational groups (educational and therapeutic assistants, noncertificated instructors, school business managers), and proposed provincial requirements in legislation, regulation and policy for educators relating to their roles, responsibilities/duties, qualifications, competencies, certification/credentialing, standards of practice, codes of conduct, preparation and ongoing professional learning, currency of practice, practice supervision and performance evaluation, and employment contracts. Some of the proposals that may be under consideration by the task force have the potential to affect the fundamental role and responsibilities of the ATA, diminish protections afforded to teachers and school/district leaders, and change the relationship between teachers and principals. Unfortunately, the operations of the task force are not transparent. Additional information will be provided as it becomes available. The task force is to report to the minister by 2014 01 31.

Despite the fundamental flaws in the task force's design, composition, mandate and processes, the Association has concluded that it would be best if Albertans who have an understanding of the education system participate in the survey and consultation it is currently undertaking. For this reason, the participation of teachers and administrators is encouraged.

Information about the task force has been published in the *ATA News* and can be viewed at the links below.

- [www.teachers.ab.ca/Publications/ATA%20News/Volume-48-2013-14/Number-4/Pages/Editorial.aspx](http://www.teachers.ab.ca/Publications/ATA%20News/Volume-48-2013-14/Number-4/Pages/Editorial.aspx)
- [www.teachers.ab.ca/Publications/ATA%20News/Volume-48-2013-14/Number-4/Pages/Task-Force-for-Teaching-Excellence.aspx](http://www.teachers.ab.ca/Publications/ATA%20News/Volume-48-2013-14/Number-4/Pages/Task-Force-for-Teaching-Excellence.aspx)

For more information and to participate, please visit the task force website, hosted by Leger Marketing, at <https://legerweb.com/TeachingExcellence/> and sign up to take part in the regional public consultations or focus groups, bulletin board discussion or online survey as you see fit.

**To find archived issues of *Leadership Update*, go to [www.teachers.ab.ca](http://www.teachers.ab.ca) and click on Publications > Other Publications > School Administrators.**

**Feedback is welcome. Please contact Konni deGoeij, associate coordinator, administrator assistance, Member Services, at [konni.degoeij@ata.ab.ca](mailto:konni.degoeij@ata.ab.ca).**





# 2014 EDUCATIONAL LEADERSHIP ACADEMY

presents

## ***Leading School Change: Bringing Everyone on Board***

with



**Dr Todd Whitaker**—an internationally recognized speaker on a variety of educational topics, including teacher leadership, instructional improvement, change and leadership effectiveness. Dr Whitaker's work has been published in the areas of teacher leadership, instructional improvement, change, leadership effectiveness, technology and middle level practices.

Dr Whitaker is currently a professor of educational leadership at Indiana State University, in Terre Haute, Indiana. Prior to joining Indiana State, he taught at the middle and high school levels in Missouri then served as a middle school and high school principal for eight years.

- A program for those who hold or aspire to leadership positions in schools

**Banff Park Lodge, Banff, Alberta  
July 6–10, 2014**

### Who should attend?

- Principals and assistant/vice-principals
- Department heads
- Central office personnel
- Consultants
- Teachers aspiring to educational leadership





# *Leadership Essentials*

---

## FOR ADMINISTRATORS

*November 18–19, 2013*  
*Hyatt Regency, Calgary*

Open to administrators who are in the first two years of their appointment or administrators new to the province of Alberta. There is no registration fee. Space is limited; apply early. Online registration is available at [www.teachers.ab.ca](http://www.teachers.ab.ca). Grant-in-aid for Association members is available (as per Association guidelines).

### *Keynote Speakers*

Richard Gerver—

A Journey of Transformation—Grangeton School

Dr Phil McRae—The Radical Future of Leadership in Education—School Leadership in a Season of Great Uncertainty: Achieving a Fine Balance

### *Network with colleagues and learn about*

Fostering Effective Relations • Embodying Visionary Leadership • Leading a Learning Community • Providing Instructional Leadership • Developing and Facilitating Leadership • Managing School Operations and Resources  
• Understanding and Responding to Larger Societal Context

### *Breakout Sessions*

- Getting on the Same Page: Discipline Strategies • Leading and Managing a School Effectively
- Understanding Alberta's First Nations, Métis and Inuit People • The Role of the School Administrator in Fostering an Inclusive Learning Community • Top Ten Sections of the *School Act* • Technology Traps and Treasures • Dealing with Difficult People and Difficult Issues • Interpreting and Understanding Collective Agreements • *Teacher Growth, Supervision and Evaluation Policy 2.1.5* (including Practice Review)
- Effective Practices in Teacher Supervision and Evaluation • Dealing with Bullying (including Cyberbullying)
- The Principal and Investigations: To Do or Not to Do • Working with Sexual Minorities in Schools: What School Administrators Need to Know • Learning Coaches—Support for the Inclusive Classroom
- The Alberta Professional Practice Competencies for School Leaders, the School Leadership Framework, and Administrator Professional Growth • Support for Administrators of French Immersion Programs

For further information, please contact Karin Champion at Barnett House at 780-447-9435 (local calls) or 1-800-232-7208 (toll free in Alberta) or visit the ATA's website at [www.teachers.ab.ca](http://www.teachers.ab.ca).



This conference is organized with the Council on School Administration of the Alberta Teachers' Association.



The Alberta Teachers' Association

