

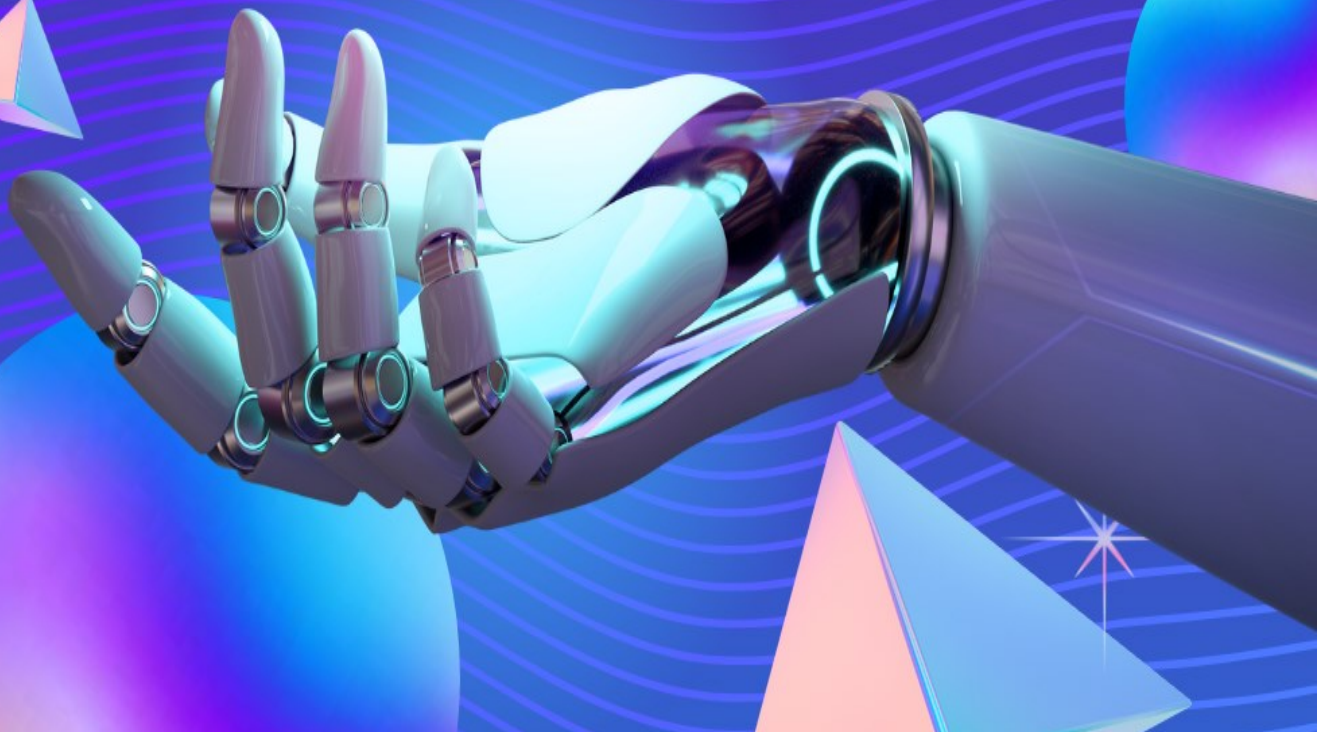
23RD ANNUAL TSAA CONFERENCE

# LEADING FOR TOMORROW

CONFERENCE 2: DECEMBER 5-6, 2024

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[www.tsaa.on.ca](http://www.tsaa.on.ca)





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## Message from our Conference Chair - Tammy Greeley



Welcome to our **23<sup>rd</sup> Annual TSAA Conference**, where leadership meets limitless possibilities! As you embark on this transformative journey at the conference, prepare to be inspired, challenged, and equipped with the tools to shape the future of our schools.

TSAA brings together visionary leaders like yourself to explore innovative strategies, share best practices, and forge meaningful connections that empower us to lead with excellence. We hope to make this conference a memorable experience for all.

Join us in embracing the spirit of collaboration and growth as we chart new paths as “Leaders of Tomorrow”. Together, we will ignite change, foster leadership, and create a lasting impact on the lives of students everywhere. We do hope you will be able to join us at our networking social to connect with colleagues and wind down after a day of learning.

Our vendors play a vital role in making the conference possible. Please take the time to visit with them as they are here for you. You will get a chance to win one of our amazing prizes!

Thank you to Rita, Alisa, Irene and the Conference Committee for all their hard work. Without their tireless efforts, this event would not be possible. I would also like to thank all the workshop presenters for the professional learning opportunities being provided at the conference.

Thank you for your support and enjoy the Conference.

## Message from TSAA Chair and Vice Chair

### Welcome to the 23rd Annual TSAA Conference!



On behalf of the 2024-25 Toronto School Administrators' Association (TSAA) Board of Directors, we are thrilled to welcome everyone to our **23<sup>rd</sup> Annual Conference**. This event brings school leaders together to participate in a dynamic learning and networking experience, and we are excited to share it with you.

We believe you will find the workshops both relevant and valuable, as they were developed based on feedback from our members and the dedicated efforts of the 2024-25 Conference Committee.

This year, we are proud to feature poet and motivational speaker **Wali Shah** as our keynote speaker! His message of social change, and his work with empowering a generation of youth, led him to serving his hometown as Poet Laureate for the City of Mississauga. We are confident that Wali's voice and message will inspire and challenge you!

We would like to extend our heartfelt thanks to **Tammy Greeley**, our TSAA Conference Chair, and the entire Conference Committee for their tireless efforts in planning and creating such a memorable and impactful event. A special thank you also goes to Irene Stellino for her exceptional organization and hard work, as well as to our many **sponsors**, whose support makes the TSAA Conference possible.

We look forward to learning, growing, and connecting with each of you throughout the conference!

**Rita Gallippi**  
Chair

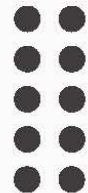
**Alisa Cashore**  
Vice Chair



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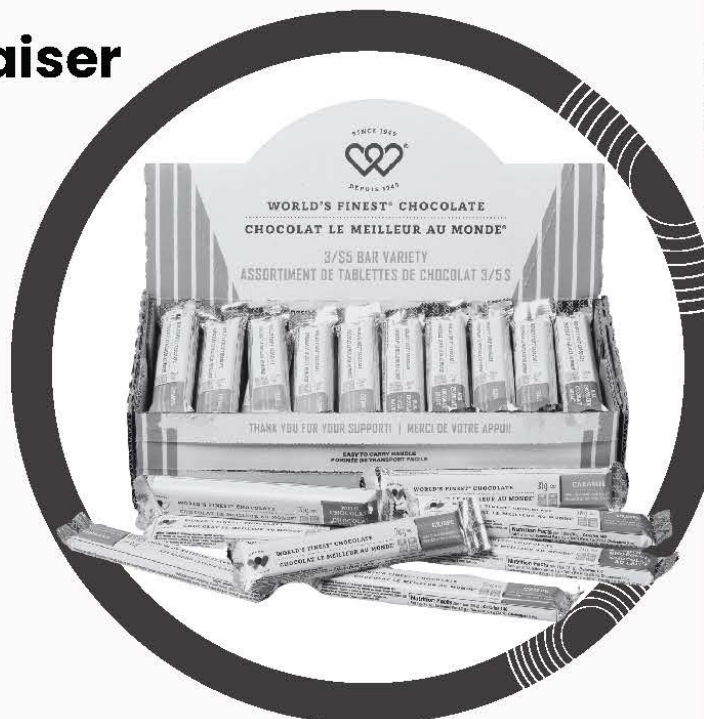
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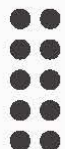
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# KEYNOTE SPEAKERS



## WALI SHAH

SPEAKER | POET | CHANGEMAKER

Wali is an advocate for issues such as diversity and inclusion, leadership, bullying prevention, masculinity, and mental health. Via workshops, keynotes, and videos with school boards — Wali delivers a message youth can relate to.

Fifteen years old, and labelled at-risk, a teacher introduced him to poetry. Since then, it became an avenue for Wali to share his story. Being Muslim, being Pakistani, and being a teenager wasn't easy — but with the right mentors and a coping strategy, it became easier.

Now, Wali speaks to educators and parents about the power of mentorship and promoting self-expression through creative writing. His journey has led to working with Bell Let's Talk, and he's had multiple TEDx appearances. At 27 years old, he is one of RBC's Top 25 Canadian Immigrants and an Honors Graduate of the University of Toronto. He's performed for President Barack Obama, and he's even freestyled with hip hop artist, Kendrick Lamar.



## TROY SEXTON and ALONZO MOORE

CANADIAN PERFORMERS | DRUMMERS | RHYTHM WORKS

Get Ready for the award winning Rhythm Works Drum Show. Beats, stick tricks, comedy, audience participation and more. Sit back and get ready to bounce to the Rhythm Works Drum show.

Since 2010, Rhythm Works has been rocking school gyms, auditoriums and any other type of stages and making smiles. Bringing their signature high energy educational entertaining drum show and workshops, Rhythm Works has performed and taught from coast to coast. Entertained over 25,000

students in over 500 schools across Canada. Rhythm Works can be seen on YTV Zoinked, French Kids TV, at Roy Thompson Hall with the Toronto Symphony Orchestra, or at events and festivals around Canada. Rhythm Works were the official Drummers for the Toronto Raptors from 2016-2022 and could be seen performing at all home games. Rhythm Works is also the winner of Halifax Buskerfest, Peoples Choice Awards 2019 and Victoria BC Crowds Choice Awards 2019.

Rhythm Works also does outreach work all over Canada in First Nations communities, arctic communities and youth prisons. We have completed more than 100 week intensive programs in youth jails and communities. We come in for 5 days, build a show with the students and perform it for the community. Always feels like a movie!

We bring 75 buckets with us for workshops and get everyone drumming and making tons of noise. It's fun and feels amazing. Come join in! We believe that education and messaging is best received after we have all had some fun. We always get the energy and laughter up and then show how this is something that can help students back in the classroom.

The power of the arts is real. Let's make some noise!

	CONFERENCE 2: DAY 1		THURSDAY, DECEMBER 5, 2024	
Time	Event		Location	
7:15 - 8:30 a.m.	Registration Opens - Breakfast Exhibitor Showcase		Main Foyer and Ballroom 3rd and 5th Floor	
8:30 - 8:50 a.m.	TSAA Welcome - Land Acknowledgement		Main Ballroom	
8:50 - 10:00 a.m.	Keynote Speaker: <b>Wali Shah</b>		Main Ballroom	
10:00 - 10:30 a.m.	Exhibitor Showcase - Coffee Break		3rd and 5th Floor	
10:30 - 11:45 a.m.	<b>BREAKOUT SESSION E</b>			
	E1	The Expression Session - Wali Shah	E4	Key Legal Issues for Principals/Vice-Principals - Alex Munoz, Elmira Chimirova
	E2	Leading with AI: Transforming Education for Tomorrow - Katina Papulkas	E5	Mental Health Issues Facing Educational Leaders - Shameen Sandhu
	E3	Introducing New Tools from IT Services - Kevin Bradbeer, Peter Singh	E6	Indigenous Education: Unpacking Cultural Appropriation Through Promising Practice - Christina Saunders
11:45 - 12:15 p.m.	Exhibitor Showcase		3rd and 5th Floor	
12:15 - 1:00 p.m.	Lunch - Prize Giveaways		Main Ballroom	
1:00 - 1:45 p.m.	Speaker: <b>Rhythm Works - Troy Sexton, Alonzo Moore</b>		Main Ballroom	
1:45 - 2:15 p.m.	Exhibitor Showcase - Coffee Break		3rd and 5th Floor	
2:15 - 3:30 p.m.	<b>BREAKOUT SESSION F</b>			
	F1	What Does Hate Look Like - Corinne Promislow, Sameea Jimenez	F4	Addressing Your Human Resources Hot Topics - Michelle Lawrence, Trevor Bullen, Maria Campbell, Avinash Mani, Kerry-Ann Graham, Mark Ellis
	F2	Creating a Safe and Inclusive School Envi- ronment: Strategies for Effective Anti- Bullying Programs - Coby Jacobs	F5	School Funds: Defining Operational Funds and School Generated Funds (Eligible and Ineligible Expenditures of School Generated Funds) - Paula McLaughlin, Brandie Waldriff, Abby Olubode
	F3	Exploring the Parent Portal in PowerSchool - Kevin Bradbeer, Peter Singh	F6	Nourishing One's Spirit and Family While Leading for Equity and Social Justice - Anjali Bajaj
3:30 p.m.	Exhibitor Showcase — Snack to go		3rd and 5th Floor - Ballroom	
4:00 - 6:00 p.m.	Extra-Curricular		3rd Floor Fallsview BC - Drumming with Rhythm Works 5th Floor - Massage by Niagara College Students	
8:00 - 10:30 p.m.	Delegate Social <b>Sponsored by</b>		 at Niagara Distillery	

CONFERENCE 2: DAY 2		FRIDAY, DECEMBER 6, 2024
Time	Event	Location
7:15 - 8:30 a.m.	Breakfast / Exhibitor Showcase	Ballroom / 3rd and 5th Floor
8:30 - 9:00 a.m.	TSAA Welcome - Land Acknowledgement	Main Ballroom
9:00 - 9:30 a.m.	Exhibitor Showcase / Coffee Break	3rd and 5th Floor
<b>BREAKOUT SESSION G</b>		
9:30 - 10:45 a.m.	<b>G1</b> Body Beats and Bucket Drumming! Team Work and Personal Expression Through Rhythm - Troy Sexton, Alonzo Moore	<b>G4</b> TSAA Terms & Conditions Overview - Rita Gallippi, Alisa Cashore
	<b>G2</b> Leading with AI: Transforming Education for Tomorrow - Katina Papulkas	<b>G5</b> Big L: Leadership at the TDSB: Exploring and Applying the Leadership Capacity Plan - Elizabeth Addo, Rita Simmons
	<b>G3</b> The Rise in OCT Complaints Against Administrators - Elizabeth Winters	<b>G6</b> Navigating Suspensions: Section 306 vs 310 & The 20 Day Pending Process - Everything You Need to Know and More Progressive Discipline , Determining the Number of Days, Mitigating Circumstances - Dilawar Alvi, Bruno Berto
10:45 - 11:15 p.m.	Exhibitor Showcase / Coffee Break	3rd and 5th Floor
<b>BREAKOUT SESSION H</b>		
11:15 - 12:30 p.m.	<b>H1</b> Our Collective Actions: Addressing Hate & Racism – Working through the Combatting Hate & Racism Strategy - Karen Murray, Karlo Cabrera, Jeff Caton	<b>H4</b> Transforming Learning Spaces to Transform Learning: How Can We Enable Teachers to be Part of the Transformation Team - Patricia Cadigan
	<b>H2</b> Remixing Research, Common-Sense and our Professional Practice - Dr. Luther C. Brown	<b>H5</b> Newly Promoted/Acting Vice-Principal In-Service - Peter Mastorakos, Jamie Berrigan, Reshma Somani
	<b>H3</b> Retirement Planning For Every Generation - Danielle Norris	<b>H6</b> Bullying, Conflict, and the Spectrum In-Between - Kevin Cyr
12:30 p.m.	Prize Giveaway / Lunch-to-Go	Main Ballroom

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February 20<sup>th</sup> & 21<sup>st</sup> 2025

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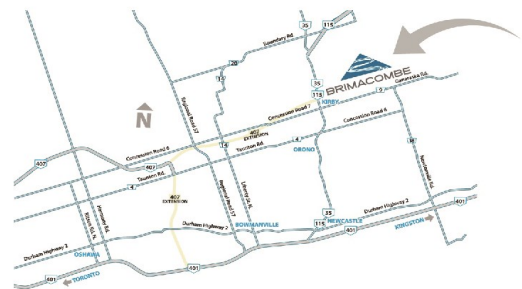
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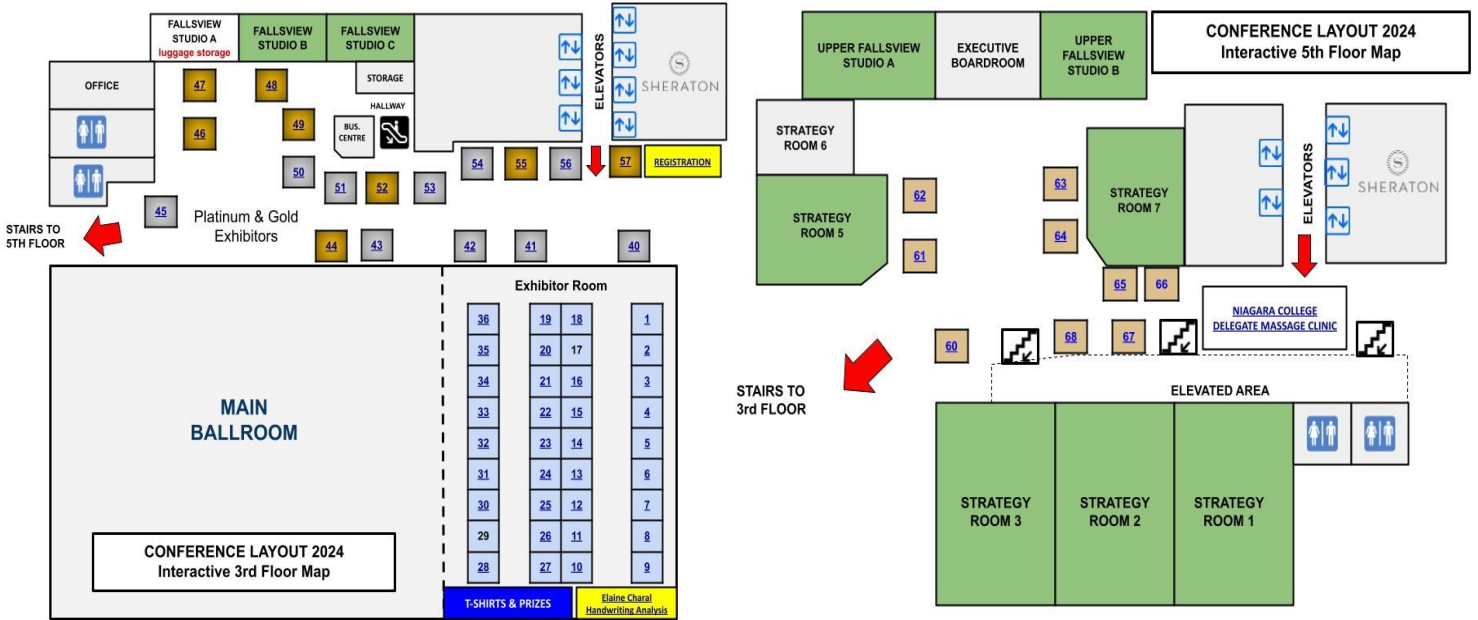
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# BREAKOUT ROOMS AND LOCATIONS



Strategy Room # 1 5 <sup>th</sup> Floor	Strategy Room # 2 5 <sup>th</sup> Floor	Strategy Room # 3 5 <sup>th</sup> Floor	Strategy Room # 5 5 <sup>th</sup> Floor	Strategy Room # 7 5 <sup>th</sup> Floor	Upper Fallsview Studio A 5 <sup>th</sup> Floor	Upper Fallsview Studio B 5 <sup>th</sup> Floor	Fallsview Studio BC 3rd Floor
<b>SESSION E: Day 1 Thursday, December 5 10:30 - 11:45 a.m.</b>							
(E4)	(E2)	(E5)	----	(E3)	(E1)	----	(E6)
Key Legal Issues for Principals / Vice Principals	Leading With AI: Transforming Education for Tomorrow	Mental Health Issues Facing Educational Leaders		Introducing New Tools from IT Services	The Expression Session		Indigenous Education
<b>SESSION F: Day 1 Thursday, December 5 2:15 - 3:30 p.m.</b>							
(F4)	(F1)	(F5)	----	(F3)	----	(F2)	(F6)
Addressing Your Human Resources Hot Topics	What Does Hate Look Like	School Funds: Defining Operational Funds and School Generated Funds		Exploring the Parent Portal in PowerSchool		Creating a Safe and Inclusive School Environment	Nourishing One's Spirit and Family While Leading for Equity and Social Justice
<b>SESSION G: Day 2 Friday, December 6 9:30 - 10:45 a.m.</b>							
(G3)	(G2)	(G6)	----	(G5)	----	(G4)	(G1)
The Rise in OCT Complaints Against Admin	Leading With AI: Transforming Education for Tomorrow	Navigating Suspensions		The Big L - Leadership at the TDSB		TSAA Terms and Conditions Overview	Body Beats and Bucket Drumming
<b>SESSION H: Day 2 Friday, December 6 11:15 a.m. - 12:30 p.m.</b>							
(H1)	(H3)	----	(H4)	(H5)	(H2)	(H6)	----
Our Collective Actions: Addressing Hate and Racism	Retirement Planning for Every Generation		Transforming Learning Spaces to Transform Learning	Newly Promoted Vice Principals / Acting Vice Principals	Remixing Research, Common-Sense and Our Professional Practice	Bullying, Conflict and the Spectrum In-Between	

## Conference 2 Workshops

**Day 1: Session E 10:30 – 11:45 a.m. Thursday, December 5**

Session	Workshop	Presenter
E1	<p><b>The Expression Session</b> The purpose of this session is to use creative writing to bring to life basic literary techniques and devices, while building short, meaningful pieces of prose and poetry. Participants will be encouraged to express their personal narratives, and use writing as an outlet for their thoughts and emotions. This program will cover free-verse writing, reverse (palindrome) poetry, rhyme schemes, and more. Attendees can write individually, or in groups, and will have the opportunity to share their work with their peers at the end of the session.</p>	<p><b>Wali Shah,</b> Speaker, Poet, Change Maker</p>
E2	<p><b>Leading With AI: Transforming Education For Tomorrow</b> Join us to envision and strategize for a future where AI empowers educators and learners, making education more adaptive, inclusive, and effective. Whether you're just starting to explore the potential of AI in your school or looking to take your initiatives to the next level, this session will provide valuable insights and practical approaches for leading with AI in the ever-evolving landscape of education.</p>	<p><b>Katina Papulkas,</b> Senior Education Strategist, Dell Technologies</p>
E3	<p><b>Introducing New Tools From IT Services</b> We are bringing in two new tools next school year that will enable schools to have more visibility and functions related to the Student Device Program. One of the tools will provide data on how the devices are used, what sites are visited, for how long, etc. The other tool is a management tool for teachers that enables teachers to view the Chromebook screens of their students, share their screen, send a message to a student, take control of screens, provide a list of websites to be used for a specific task or block specific websites from being accessible.</p>	<p><b>Kevin Bradbeer,</b> Senior Manager, Business Operations <b>Peter Singh,</b> Executive Officer, IT Services</p>
E4	<p><b>Key Legal Issues For Principals/Vice Principals</b> Principals and Vice Principals will learn about legal issues/concerns facing administrators across the system. The presentation will also include a focus on the School Leadership's legal duties and responsibilities when contacted by Toronto Police Services and other law enforcement agencies.</p>	<p><b>Alex Munoz,</b> Associate General Council (Interim), Legal Services <b>Elmira Chimirova,</b> Sr Legal Counsel, Freedom of Information Co-Ordinator</p>
E5	<p><b>Mental Health Issues Facing Educational Leaders</b> Discover the intersection of mental health and cultural responsiveness in educational leadership. This presentation offers a nuanced exploration of supporting principals' well-being within the diverse tapestry of the TDSB. Learn how to integrate cultural competence into mental health initiatives, fostering inclusive environments that honour the unique backgrounds and experiences of students and staff. Elevate your leadership with strategies that prioritize both well-being and creating mentally healthy school spaces.</p>	<p><b>Shameen Sandhu,</b> System Leader, Mental Health &amp; Professional Support Services</p>
E6	<p><b>Indigenous Education: Unpacking Cultural Appropriation Through Promising Practices</b> Participants will be led through scenarios to identify and support staff in identifying and avoiding cultural appropriation through promising practices in Indigenous Education. Participants will make connections and learn more about Indigenous sovereignty and self-determination through First Nations, Métis and Inuit Communities. Resources will be provided.</p>	<p><b>Christina Saunders,</b> Centrally Assigned Principal, Caring &amp; Safe Schools</p>

**Day 1: Session F 2:15 – 3:30 p.m. Thursday, December 5**

Session	Workshop	Presenter
F1	<p><b>What Does Hate Look Like</b> Participants will explore "What Does Hate Look Like" using a non-fiction book with stories and pictures from students about their experiences with hate and oppression. Stories include: antisemitism, Islamophobia, anti-Black racism, anti-Asian hate, anti-Indigenous hate, homophobia, transphobia, xenophobia, body shaming, etc. There are also chapters about moving from being a bystander to an upstander.</p>	<p><b>Corrine Promislow,</b> Author <b>Sameea Jimenez,</b> Author</p>
F2	<p><b>Creating a Safe And Inclusive School Environment: Strategies For Effective Anti-Bullying Programs</b> This presentation aims to equip school Administrators with comprehensive strategies and tools to effectively tackle bullying within their schools. Bullying not only affects the victims but also impacts the entire school community. Addressing this issue requires a proactive approach that fosters a culture of respect, empathy, and inclusivity. By the end of the presentation, attendees will have a roadmap for developing and sustaining a robust anti-bullying program tailored to their school's unique needs. This presentation is designed to empower schools with the knowledge and tools necessary to combat bullying effectively; fostering a culture of respect and inclusivity among students and staff.</p>	<p><b>Coby Jacobs,</b> Virtual Mentalist, The Magic of Coby</p>
F3	<p><b>Exploring The Parent Portal In PowerSchool</b> The PowerSchool Parent Portal brings new opportunities to connect with families by providing current attendance data, information from the school by way of announcements, access to IEPs. Participants will gain an understanding of how the portal works and how it can be used as a communication tool with school communities.</p>	<p><b>Kevin Bradbeer,</b> Senior Manager, Business Operations <b>Peter Singh,</b> Executive Officer, IT Services</p>

<b>Day 1: Session F 2:15 – 3:30 p.m. Thursday, December 5</b>		
<b>Session</b>	<b>Workshop</b>	<b>Presenter</b>
<b>F4</b>	<b>Addressing Your Human Resources Hot Topics</b> People & Culture will address pressing human resources issues facing Principals and Vice Principals.	<b>Michelle Lawrence</b> , System Officer, <b>Mark Ellis</b> , Executive Officer, People & Culture <b>Trevor Bullen, Maria Campbell, Avinash Mani</b> , CAP, Employee Relations <b>Kerry-Ann Graham</b> , Sr Mgr, Partner Resources
<b>F5</b>	<b>School Funds: Defining Operational Funds And School Generated Funds (Eligible And Ineligible Expenditures Of School Generated Funds)</b> Schools deliver educational programs, and offer activities and events, all at a cost. Education in Ontario offered by public boards is free. However, the reality is that compared to goals and objectives, resources needed to meet them are limited. Also, Ministry Guidelines, and Board Policies and Procedures determine how funds are utilized. So, school administrators often ask: What funds should be used to buy materials and deliver education, and to enhance the student experience and improve student achievement? School Administrators or Budget Holders need a clear understanding of the resources available to them, and how they are to be used. Therefore, this presentation will define Ministry Funds (Operational), and the School Generated Funds (SGF). To assist with understanding the difference between Operational and SGF, we will explain how schools are funded and provide a high-level overview of the TDSB Purchasing Policy.	<b>Paula McLaughlin</b> , <b>Abby Olubode</b> , Finance Support Officers <b>Brandie Waldriff</b> , Finance Support Manager, Finance Administration
<b>F6</b>	<b>Nourishing One's Spirit And Family While Leading For Equity And Social Justice</b> A soul-felt discussion on how to take care of yourself while doing the work of equity and justice. Participants will also examine tips for sustainable practices that align self-care with community care to support authenticity and balance in the role of administrator.	<b>Anjali Bajaj</b> , Secondary Vice Principal
<b>Day 2: Session G 9:30 – 10:45 a.m. Friday, December 6</b>		
<b>Session</b>	<b>Workshop</b>	<b>Presenter</b>
<b>G1</b>	<b>Body Beats And Bucket Drumming! Teamwork And Personal Expression Through Rhythm</b> Rhythm Works, has been leading Body Beat and bucket drum workshops for 15 years all over the world. Come prepared to stomp, clap and move around. Be prepared to play some buckets. We provide sticks and buckets for everyone and make a huge loud bucket jam. This session is led by Troy Sexton, a former cast member of the Broadway show STOMP. You will learn how to bring stomp into your school. For educators, we will break each section down and give a lesson plan to help if you would like to try stomping and drumming in your school.	<b>Troy Sexton</b> , <b>Alonzo Moore</b> , Canadian Performers, Drummers, Rhythm Works
<b>G2</b>	<b>Leading With AI: Transforming Education For Tomorrow</b> Join us to envision and strategize for a future where AI empowers educators and learners, making education more adaptive, inclusive, and effective. Whether you're just starting to explore the potential of AI in your school or looking to take your initiatives to the next level, this session will provide valuable insights and practical approaches for leading with AI in the ever-evolving landscape of education.	<b>Katina Papulkas</b> , Senior Education Strategist, Dell Technologies
<b>G3</b>	<b>The Rise In OCT Complaints Against Administrators</b> There has been a dramatic rise in OCT complaints filed against administrators in the last few years. This session will outline the OCT investigation process and provide tips on what you can do to protect yourself.	<b>Elizabeth Winters</b> , Senior Legal Counsel, Ontario Principals' Council
<b>G4</b>	<b>TSAA Terms &amp; Conditions Overview</b> This workshop will provide a detailed overview of the Terms and Conditions process, as well as what can be negotiated locally by TSAA. The current Terms and Conditions will be reviewed.	<b>Rita Gallippi</b> , TSAA Chair <b>Alisa Cashore</b> , TSAA Vice Chair
<b>G5</b>	<b>Big L - Leadership At The TDSB: Exploring and Applying The Leadership Capacity Plan</b> The Leadership Department has launched a new Leadership Capacity Plan for TDSB. This session will involve the unpacking of the renewed Leadership Capacity Plan and its application to leadership, specifically the P/VP role.	<b>Rita Simmons</b> , Manager Leadership, Training, Professional Development <b>Elizabeth Addo</b> , Executive Superintendent
<b>G6</b>	<b>Navigating Suspensions: Section 306 vs 310 &amp; The 20-Day Pending Process - Everything You Need To Know And More, Progressive Discipline, Determining The Number of Days, Mitigating Circumstances</b> Principals are responsible for ensuring the safety and well-being of all students. A huge part of this responsibility is to respond to inappropriate student behaviours when they occur. Principals use a progressive approach to discipline that includes early and ongoing interventions to promote positive student behaviour. In some cases, it may be necessary to suspend or expel a student. This workshop will review differences between discretionary and mandatory suspensions and take a deep dive into the "20-day suspension pending expulsion" process explaining all aspects including how and why it is used, timelines, communication strategies, the principal investigation tabs, and how to mitigate.	<b>Dilawar Alvi</b> , <b>Bruno Berto</b> , Centrally Assigned Principals, Caring and Safe Schools

Day 2: Session H 11:15 a.m. – 12:30 p.m. Friday, December 6		
Session	Workshop	Presenter
H1	<p><b>Our Collective Actions: Addressing Hate &amp; Racism – Working Through The Combatting Hate &amp; Racism Strategy</b></p> <p>The work to address issues of hate and racism involves us ALL, it requires a collaborative effort. As leaders it is important for us to ensure our learning spaces, instructional practices, decision making and actions are focused on affirming students and addressing these issues when they arise. This interactive session will provide strategies and resources to prepare leaders as they engage in this critical work within their schools.</p>	<p><b>Karen Murray,</b> System Superintendent, Equity <b>Karlo Cabrera,</b> CAP, Equity <b>Jeff Caton,</b> CAP, Centre of Excellence for Black Student Achievement</p>
H2	<p><b>Remixing Research, Common-Sense And Our Professional Practice</b></p> <p>As school leaders, we lead from where we are. We leverage our professional learning and lived experience to develop our Guiding Philosophical Support-system (GPS) which helps us to frame how we innovate to produce desired schooling outcomes and how we practice our critical self-care. During this workshop we will engage in community conversations regarding the integration of research and common sense in our professional practice. We will also explore how the findings of my research might be helpful to our practice as we lead to produce equitable schooling outcomes. The goal of the workshop is to support your work to produce equitable schooling outcomes while prioritizing your critical self-care.</p>	<p><b>Dr. Luther C. Brown,</b> Lead Faculty, Subannah EduConsulting</p>
H3	<p><b>Retirement Planning For Every Generation</b></p> <p>Retirement planning is a lot like teaching: to be effective, it's a continuous activity. It's about the journey – not just the destination. It's more fun and effective when done as part of a community. Whatever your stage in life, there's an opportunity to consider where you are in your retirement journey. This highly interactive session will engage attendees in activities to explore the following topics: Find your retirement personality and learn how it influences your planning; What to consider at each stage of your career when it comes to planning your future; How to use the asset of time to your best advantage in planning for the future; Facts and myths about retirement planning.</p>	<p><b>Danielle Norris,</b> Director, Marketing &amp; Communications and Member Services, RTOERO</p>
H4	<p><b>Transforming Learning Spaces To Transform Learning: How Can We Enable Teachers To Be Part of the Transformation Team?</b></p> <p>Investigate why teaching/learning spaces are changing in response to evolving pedagogy and increased demands to transform student outcomes. Learn from schools that have transformed their environments the significance of teacher empowerment in making change happen. Get access to valuable resources designed to help administrators see how the transformation of spaces can be used to facilitate the transformation of teaching and learning in modern educational settings.</p>	<p><b>Patricia Cadigan,</b> Chief Development Officer at Artcobel</p>
H5	<p><b>Newly Promoted Vice Principal/Acting Vice Principal In-Service</b></p> <p>Open forum and discussion for new Vice Principals. Themes will include workload, curriculum leadership, school operations, and staffing. This workshop is intended for Vice Principals who are in their first or second year of their roles.</p>	<p><b>Peter Mastorakos,</b> Elementary Vice Principal <b>Jamie Berrigan,</b> <b>Reshma Somani,</b> Secondary Vice Principals</p>
H6	<p><b>Bullying, Conflict, And The Spectrum In-Between</b></p> <p>Participants will explore bullying behaviours in comparison to conflict, diving into the nuance of what these behaviours look like. Part 1: Focus on unpacking our current notions of bullying and conflict behaviours through chart paper discussion. Part 2: In-depth view of the three characteristics of bullying behaviour, and how to identify them clearly in learning spaces. Part 3: Case study diagnosis where participants practice identifying if a situation is bullying or conflict. Part 4: Calling attention to the pitfall educators experience when managing bullying behaviour vs. conflict. Focusing on how to identify the unmet need and how to manage it.</p>	<p><b>Kevin Cyr,</b> CEO, Brave Education</p>



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