

EDMONTON PUBLIC SCHOOLS

March 8, 2005

TO: Board of Trustees

FROM: A. McBeath, Superintendent of Schools

SUBJECT: “An Act to Follow” Staff Recognition Program

ORIGINATOR: L. Osland, Student Achievement Services

INFORMATION

The Act to Follow initiative was designed to recognize and celebrate outstanding performances of staff that have resulted in tangible gains in student achievement through their inspirational teaching or through their diligent work to support teaching and learning.

**Joan Bell – Kindergarten Teacher - Belgravia School**

Joan Bell, in the words of Belgravia’s principal Robin Preece, “obtains superb results from all her students because she knows how each student learns and how best to celebrate each child’s successes”. To Belgravia’s youngest students, Joan presents her own love of learning, books and literature in a secure atmosphere that allows and encourages risk-taking. Joan skillfully applies best practices in her classroom, including using high quality children’s literature as a springboard for teaching reading comprehension. She also uses books to introduce students to writing concepts such as organization, voice and the communication of ideas.

**Bil Chinn – Consultant - Personnel Recruitment and Staffing**

Bil Chinn conducts several interviews a week, specializing in screening applicants for secondary level positions. A combination of analytical and intuitive skills informs his approach to staff recruitment. “Bil’s success in staffing comes from his ability to listen carefully [to all stakeholders] and to work “diligently” [to meet their needs.], says Carol Symons, principal at S. Bruce Smith. He is quick to acknowledge the strong ethic of support, teamwork and collaboration that flows between all the recruitment and staffing consultants. The development of these close working relationships is a highlight of his work. Bil knows that educators, both within the classroom and in support roles, are able to make a significant difference in students’ lives.

**Helen Dublanko – Teacher - Sifton School**

Helen Dublanko speaks constantly of her happily engaged students. “I love the way young children learn by just immersing themselves. They’re completely absorbed in being active, tactile, visual, investigative explorers.” The kindergarten program at Sifton is a full day program focusing on literacy development. As a result of Helen’s commitment and encouragement, an impressive 92 per cent of students now read with their parents or guardians at home each night. Helen has done a superb job of integrating best practice

strategies into her teaching repertoire. Examples of techniques to promote their instructional focus [Reading Comprehension] abound in her classroom. Helen readily shares her expertise—through interclass visitations, as a member of the Instructional Leadership Team and with both established and student teachers. “Teaching isn’t what I do,” says Helen. “It’s who I am.”

### **Lawrence Prasad – Custodian - Norwood School**

Lawrence Prasad takes the initiative on numerous operational tasks in and around Norwood School which allows Heather Raymond, school principal, to focus on the work in the classrooms. Lawrence is also committed to supporting the work of the teachers. Some examples of this commitment include: making sure they have the resources they need to display student learning; preparing a schedule that takes into account the various functions of the school week and plans his work accordingly; being proactive in the set up of tables or the public address system well in advance of an event that requires them; and by cleaning, preparing and vacating, in timely fashion, any areas needed for public or student functions. When asked what he enjoys most about being the custodian at this central Edmonton school Lawrence responds, without hesitation, “The people. The staff here are wonderful to work with ... and the children are cooperative and respectful”. He values professional development and has recently joined the City Centre Education Project Professional Development Committee. Lawrence also learned to use the computer, enhancing his ability to communicate within both the school and the district and enabling him to streamline the request for services process. In these ways, Lawrence makes Norwood school a better place to be so all children can achieve superb results.

APPENDIX I – *An Act to Follow – Act I Booklet*

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