



# CISPG LEARNING SERVICES TEAM

## *Catholic Independent Schools, Diocese of Prince George*

April 2021



### INTRODUCTION

After eight years of valuable service to CISPG's eight schools, Mrs. Frances Roch will retire in July 2021. We are most grateful for her expertise and commitment to promoting learning for all students.

With this change comes an opportunity to enhance our support for teachers in pursuing the Board-approved three strategic anchors in the schools.



### THE MODEL

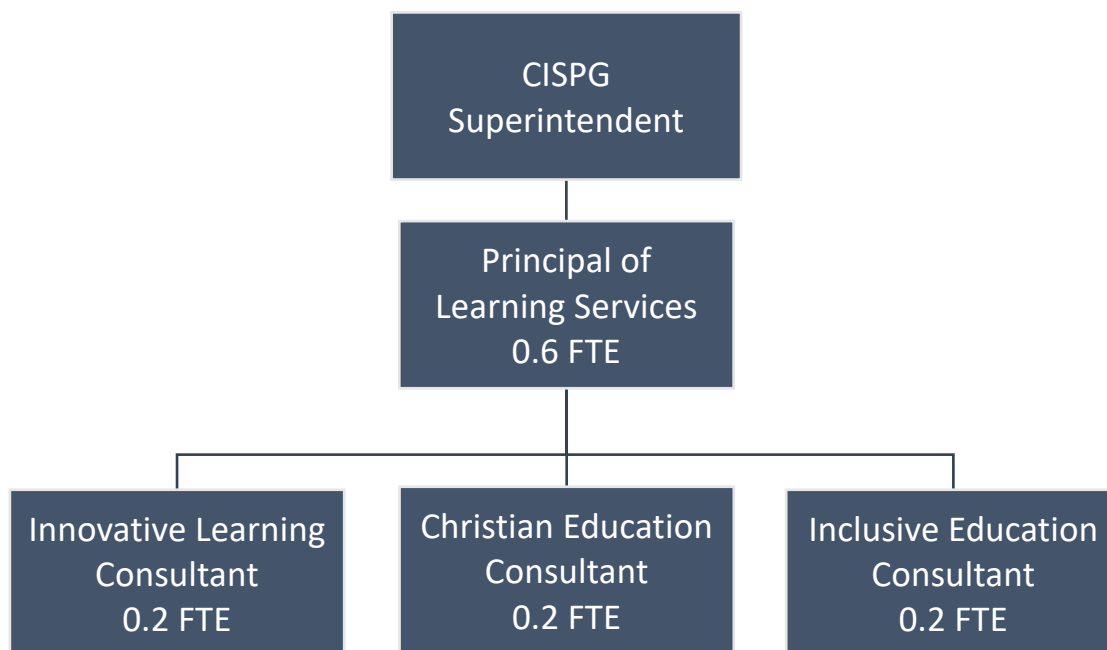
The CISPG Learning Services Team (LST) model has been created based on feedback from the CISPG Board, principals and teachers, reflecting the realities of our geographically large diocese and research on successful models in BC. The LST Model is framed within the context of our three Strategic Anchors:

**Bold Intentional Faith Formation** – supported by a CISPG Christian Education Consultant

**Healthy Communities** – supported by a CISPG Inclusive Education (formerly Special Ed) Consultant

**Innovative Learning** – supported by an Innovative Learning Consultant.

The three part-time consultants (0.2 FTE or equivalent of one full day/week) are directly supervised by a Principal of Learning Services (0.6 FTE or equivalent to 3 full days/week). This compares to the current .45 FTE CISPG Curriculum and Instruction Coordinator.



**These positions would address needs communicated over the past years:**

- Increased direct support for teachers and principals across the CISPG
- Leadership with the implementation of the Christian Education Curriculum
- Expertise and experience in the area of inclusive education. Our special education budget has increased from \$350k to 1.1 million in the past 8 years and six of our eight schools have experienced recent changes in personnel at the Learning Resource position
- The need for a training ground to prepare teachers for leadership opportunities. We do not have VP positions and this model could develop leadership in key areas of our organization.

**This is a “strength-based model” that would be staffed by a team of skilled educators with experience and expertise in all aspects of the three strategic anchors. The model:**

- Expands the CISPG leadership/support presence from the Superintendent’s Office to schools throughout the diocese.
- Is based on a Team working together and sharing its collective efficacy with CISPG educators.
- Will also support increased “ownership of learning” within each school as staff begin to create School Learning Plans according to recent directives from the Inspector of Independent Schools.

**TIMELINE/APPLICATIONS**

The three consultant positions will be secondments for one year with the potential for renewal. A secondment is approved by the Superintendent for a temporary transfer to another role away from the employee’s primary job. This enables the organization and its members to benefit from proven expertise that is shared with others to support them while developing the employee’s gifts, talents and leadership.

In February 2022, a mid-year review will be conducted with the results shared with the CISPG Board. The review will include a survey of teachers and principals focussed on what is working well and suggested ‘next steps’ for the Model.

The Principal of Learning Services position will be offered as a .6 FTE Continuing Contract. Preference will be given to applicants willing to reside in Prince George. The successful candidate will begin in August 2021.

The consultant positions will begin in September and do not need to be based in Prince George.

These positions remain open until filled.

To view the job descriptions and apply go to <http://cispg.ca/careers/>.

For more information, contact me [cdugdale@cispg.ca](mailto:cdugdale@cispg.ca)

With gratitude and hope,

Chris Dugdale, CISPG Superintendent