



Superintendent's Report for DEC Lead, Learn and Grow November 12, 2025



Improve student achievement by enhancing instructional and assessment practices.

- The growth in the Personal Learning Plans we have seen over the past year through our professional learning series for Resource Teachers has a direct impact on students individualized programs and support in classrooms. Please see notes below.
- The first Academic Support Teacher data sweep was completed at the end of October and our Data & Accountability Supervisor is collating the results. This will provide evidence of the impact of their work so we can adjust the support.
- Academic Support Teachers were at district office for a professional learning session in mid-October to support their work supporting teachers and learners. Included on that day was information about a new elementary math screening tool that is being piloted in our province. The screener will identify learners who would benefit from additional support. Targeted strategies are being developed to help respond to identified learner gaps through the screener.

Ensure that all employees are empowered to excel in their roles.

- Last year, resource leads audited Personalized Learning Plans – Individualized. This provided a baseline of information to determine areas for improvement. The audit examined the justification summary to the reporting structure. We determined the areas for professional learning and training. There are still areas for growth and we address these through our learning sessions for Resource Teachers this year. The Resource team continues to offer “Just In Time” trainings that are online, short, and with targeted topics.
- 25 new principals and vice principals enrolled in Fierce Conversations training.
- 10 administrators enrolled in the 3N Cohort (New and Nearly New) with NB LEAD. They work with a retired administrator for support in their chosen area(s) of focus.
- 8 teachers enrolled in the Aspiring Leaders program with NB LEAD. This program will expose teachers to the various aspects of the role of an administrator.
- We accepted 18 candidates in the Leadership Development program.
- 8 administrators participated in Mediation Training through NB LEAD.
- Directors of Schools prioritized meaningful support for school administrators. ASD-S hosted the Provincial Principals’ Conference (October 15–16) and supported the Provincial Vice-Principals’ Conference (October 21–22)—both key opportunities for leadership development and collaboration across the province. Key sessions for Principals were presented on instructional leadership by Dr. Andy Hargreaves and Dr. Jenni Donohoo. Key sessions for Vice Principals were on Mentoring by Jim Strachan and Collective Efficacy by Dr. Jenni Donohoo.
- Through NB Lead, administrators continue to benefit from ongoing professional learning, including self-selected options tailored to their individual growth needs. Directors of Schools have also maintained a strong presence in their assigned schools through regular visits, fostering connection and support.
- Directors have begun scheduling 3 and 5-year growth conversations with administrators, alongside focused discussions on School Improvement Plans and Professional Growth Goals. These efforts reflect a district-wide commitment to cultivating leadership capacity and ensuring every administrator is equipped to lead with confidence and purpose.
- Supply Teacher Orientation Session, October 22.

ASD-S will create the most engaging, equitable and high achieving learning environments for all.



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- Early Development for Growth in Education (EDGE) is currently supporting 175 year 1-3 teachers including long-term supply teachers and “C” contracts. Each teacher has a teacher mentor (same school) and they have release days to support goal development, planning and assessment, observations, and anything else that can help setup our new teachers to be successful.

Develop a culture of belonging and equity for all learners by addressing systemic racism and ensuring universal design for learning.

- Middle Level Gay Straight Alliance (GSA) Day, October 21. An opportunity to build relationships with students across the district with guest speakers including Chroma NB, Mark Vickers, and Levi Richard, a student at Hampton High School.
- Mental Health Youth Forum for high school students, October 28. 13 of the 15 high schools were represented. Two guest speakers were featured: Madison Cameron, who shared stories around the positive use of cell phones and social media; Const. Kelley McIntyre from the Kennebecasis Valley Police who spoke about the increase in intimate partner violence.
- Second Stage Housing, in partnership with the Healthy Learners Nurses, with grant funding from the Canadian Women’s Foundation to support Sexual Orientation and Gender Identity (SOGI) inclusion work in the district. This resulted in two-day professional learning event with one day in March 2025 and the second was this month. Each school received \$500 to support a Gay Straight Alliance (GSA) or SOGI-inclusion initiative of their choice. Second Stage Housing also announced funding to cover hotel and registration costs for five high schools to attend the provincial Pride in Education Conference (PIECON) November 1 and 2.
- Egale Canada student summit, November 12. Egale Canada is a national organization whose mission is to improve the lives of 2SLGBTQI people in Canada and to enhance the global response to 2SLGBTQI issues.
- Curriculum coordinators continue to focus on the use of provincially approved AI tools available on School AI to support planning, instruction and assessment. Areas of focus include: lesson planning, I Can Statement creation, Personal Learning Plan goal setting, selecting appropriate texts, and data analysis. The curriculum team will update DEC on work in AI at a future date.

School visits:

- Rothesay Elementary School, October 28.
- Saint John the Baptist / King Edward, November 10.

Other:

- School Calendar Pilot:
 - Professional Learning Days (October 10 and 24) Schools focused on topics ranging from the use of Canva, family communication, Professional Learning Community (PLC) collaboration, Social Emotional Learning, and strategic planning at the high school level to allow for teacher collaboration across our seven high schools involved in the pilot during the October 24 Professional Learning day.
 - School staff complete surveys following each day.
 - Staff attendance is monitored closely.

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- School Principals had an opportunity to meet provincially on October 15. Re-focused on the “why”, time to collaborate, and time to share.
- Provincial Breakfast Program:
 - Equipment ordered and either delivered on en route (ex. Microwaves, toasters, stoves, dishwashers, washer and dryer units, refrigerators, and freezers). Smaller items such as storage units, cutlery, cooking utensils, bakeware, cookware, and warmers have also been provided.
 - Schools are supported with bi-weekly food orders from Feed NB. Campobello, Deer Island, and Lawrence Station deliveries started October 30.
 - Dietary / allergy concerns have been addressed.
- Saint John Learning Exchange Funding Announcement, October 16.
- Partners Assisting Local Schools (PALS) 25th Anniversary Celebration, October 20.
- Atlantic Education International (AEI) Summit, October 21.

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