ASSOCIATION OF ADMINISTRATORS OF ENGLISH SCHOOLS OF QUEBEC

2024-2025
Volume 4

FROM THE DESK OF THE EXECUTIVE DIRECTOR

- Letter to Minister Drainville: *Rattrapage salarial des cadres scolaires*
- Announcement of New DPR Coordinator
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Letter to Minister Drainville: *Rattrapage salarial des cadres scolaires*

A letter sent on November 4th to Minister Drainville was a collaborative effort by several associations representing school administrators in Quebec. The following presidents requested to initiate discussions on the need for salary increases to address disparities between school administrators and other employee groups:

- Julie Carpentier, President of the *Association des administrateurs des écoles anglaises du Québec* (AAEAQ)
- Guylaine Cormier, President of the *Association des cadres scolaires du grand Montréal* (ACSGM)
- Kathleen Legault, President of the *Association montréalaise des directions d'établissement scolaire* (AMDES)
- Jean-François Parent, President of the *Association québécoise des cadres scolaires* (AQCS)
- Carl Ouellet, President of the *Association québécoise du personnel de direction d'école* (AQPDE)
- Nicolas Prévost, President of the *Fédération québécoise des directions d'établissement d'enseignement* (FQDE)

These associations collectively expressed their concerns regarding the salary gap between school administrators and other employee groups, particularly teachers. They are calling for urgent discussions with the Minister to address this issue and ensure that school administrators receive fair compensation, considering the increased responsibilities and challenges they face in their roles.

Announcement of New DPR Coordinator

The Association of Directors General of English School Boards of Quebec (ADGESBQ), in collaboration with the Association of Administrators of English Schools of Quebec (AAESQ) and the Quebec Provincial Association of Teachers (QPAT), is pleased to announce the appointment of **Ms. Diane Smith** as the new Coordinator of the Dispute Prevention and Resolution (DPR) program. For further details, please refer to the official communiqué attached to this email, along with the newsletter.

2024-2025 Lineup of Professional Development Opportunities for Members

AAESQ, in collaboration with LCEEQ and other partner organizations, is excited to announce this year's lineup of professional development opportunities for our members. For more details, please refer to the flyer attached in the email, along with this newsletter. Also attached is information about the New Administrators' Workshop, which will be held on Monday, January 20th, 2025.

A special thank you to **Christie Brown** and **Steven Carroll**, Executive Committee members and co-chairs of the Educational Leadership Committee (ELC), for their involvement and dedication and support in this endeavor.

Evelyne Alfonsi
Executive Director

Dorval, November 12, 2024

The Association of Directors General of English School Boards of Quebec (ADGESBQ) in collaboration with the Association of Administrators of English Schools of Quebec (AAESQ) and the Quebec Provincial Association of Teachers (QPAT) are proud to announce the appointment of Ms. Diane Smith to the position of Coordinator of the Dispute Prevention and Resolution (DPR) program.

For several years now, partners of the English-language school network have collaborated to implement the DRP to improve working conditions in our organizations. Ms. Smith's expertise will be instrumental in supporting these organizations through the various stages leading to the implementation of their own DRP project.

Ms. Smith is passionate about human and professional development. She has over 20 years of management experience in the private and public sectors, including three years as Director of Human Resources at the Eastern Shores School Board. Since 2022, she has also provided coaching and mediation services to various networks.

We're convinced that her diverse experience, coaching and mediation skills, and great human qualities will enable her to offer a professional service tailored to the realities of our organizations.

Dorval, le 12 novembre 2024

L'Association des directeurs généraux des commissions scolaires anglophones du Québec (ADGCSAQ) en collaboration avec l'Association des administrateurs des écoles anglaises de Québec (AAESQ) et l'Association provinciale des enseignantes et enseignants du Québec (APEQ) sont fiers d'annoncer la nomination de madame Diane Smith au poste de coordonnatrice du programme de prévention et règlement des différends (PRD).

Depuis déjà quelques années déjà, plusieurs acteurs du réseau scolaire anglophone collaborent à l'implantation du PRD afin d'améliorer les conditions de travail dans nos organisations. L'expertise qui sera offerte par Mme Smith contribuera à appuyer efficacement les milieux à travers les différentes étapes menant à la mise en œuvre de leur propre projet de PRD.

Madame Smith est passionnée par le développement humain et professionnel. Elle cumule plus de 20 ans d'expérience en gestion dans les secteurs privés et publics, dont trois années comme directrice des ressources humaines à la Commission scolaire Eastern Shores. En outre, elle offre depuis 2022 des services à titre de coach et de médiatrice auprès de divers réseaux.

Nous sommes persuadés que son expérience diversifiée, ses habilités de coaching et de médiation de même que ses grandes qualités humaines lui permettront d'offrir un service professionnel et adapté à la réalité de nos organisations.

Upcoming PD Events 2024-2025

In Collaboration with LCEEQ

NOV 25-26 RETREAT

LEADERSHIP FOR SCHOOL IMPROVEMENT

Dates: November 25-26, 2024, March 2025 & November 2026
Auberge des Gallants (Rigaud)
Au**dience:** For new and aspiring leaders
These are residential sessions over 1.5 years.
More details: https://lceeq.ca/en/leadership/active-aspiring

NOV 28 WEBINAR

VOCATIONAL EDUCATION: WHAT I WISH I KNEW AS A YOUTH SECTOR ADMIN

Audience: Admin in the Youth Sector or Adult Ed.
More details: https://lceeq.ca/en/aaesq-workshops

DEC 6 IN PERSON

BECOMING ANTI-RACIST

Dates: December 6th & April 11, 2025
Audience: Administrators (& C3 Elem. & C1 Sec. ELA teachers)
More details: https://lceeq.ca/en/eddi-workshops

JAN 20 WEBINAR

YOU ARE NOT ALONE: A WEBINAR FOR NEW ADMINISTRATORS

Audience: All administrators are invited but targeted to admin with less than 5 years experience.
10:30AM - 12:00PM
More details click here.

JAN 21 WEBINAR

LITERACY LEADERSHIP MATTERS

Audience: All administrators
10:00AM - 12:00PM
More details click here.

Upcoming PD Events. 2024-2025

In Collaboration with LCEEQ

FEB 10-11 CONFERENCE

LCEEQ ANNUAL CONFERENCE: ENRICHING A CULTURE OF BELONGING

Palace Convention Centre, Laval
Each board has a conference coordinator for registration
More details: https://lceeq.ca/en/annual-conference

FEB 24 HYBRID

THE RIGHTS AND RESPONSIBILITIES OF ADMINISTRATORS

Tentative Date: February 24th (AM, 1.5 hours)
Guest Speaker: Francois Hamel, Legal Counsel LBPSB
Format: Hybrid (LBPSB & Online), 1.5 hours
More details to follow

FEB 26 WEBINAR

READING AGAINST THE GRAIN (PART OF THE EDDI SERIES)

Audience: Administrators (& C3 Elem. & C1 Sec. ELA teachers)
More details: https://lceeq.ca/en/aaesq-workshops

MARCH 19-20-21 RETREAT

LEADERSHIP FOR SCHOOL IMPROVEMENT - FOR GRADUATES OF INSTITUTE

Audience: You are able to participate if you've participated in the initial "Leadership for School Improvement" workshops in a previous year
More details: https://lceeq.ca/en/leadership/grads

MARCH 24 WEBINAR

DEALING WITH DIFFICULT PEOPLE

Date: March 24th (AM)
Guest Speaker: Anne-Marie Chiquette
Format: Webinar, 1.5 hours
Registration details to follow

Upcoming PD Events. 2024-2025

MAY
14-16
CONFERENCE

THE SCHOOL OF TOMORROW, TODAY
AAESQ & QESBA SPRING CONFERENCE

Manoir St. Sauveur
More details to follow: https://springconference.ca/

Presented By Our Partners Across Canada

APRIL
6-8
CONFERENCE

ULEAD
(COUNCIL FOR SCHOOL LEADERSHIP OF ALBERTA)

Banff, Alberta
More details:
https://cdnprincipals.com/ulead-international-conference/

MAY
13-16
CONFERENCE

CAP ANNUAL CONFERENCE: MEET IN THE MIDDLE:

Winnipeg, MB
Canadian association of principals (CAP) Annual conference
More details: https://cdnprincipals.com/cap-2025-winnipeg/

JULY
3-5
CONFERENCE

CASSA CONFERENCE 2025

Dates: July 3 - 5th 2025
St. John's, Newfoundland
More details: https://www.cassa-acgcs.ca/

Join Us For a Webinar!

aaesq

NEW ADMINISTRATORS' WEBINAR

MONDAY JANUARY 20TH, 2025
9:00AM - 12:00PM

ON ZOOM

Sign Up

TO REGISTER CLICK HERE

Open to all administrators, but targeted especially to administrators with 5-years or less experience, or who are in a new school

514-426-5110

17035 Brunswick Blvd.,
Kirkland, Qc.
H9H 5G6

www.aaesq.ca

AAESQ's New Administrators' Workshop
Monday, January 20, 2025
9:00AM – 12:00PM

Target Audience: New administrators within the first 5 years of administration or those who are in a new school – or for those who just want to participate!

Registration: Click here to register
ZOOM LINK WILL BE SENT BY EMAIL TO THOSE REGISTERED

TIME	DESCRIPTION
9:00	• Welcome • Introduction to AAESQ Evelyne Alfonsi, AAESQ Executive Director • Working Conditions, Pensions, Insurance and other important information Me. Anne Marie Chiquette
10:30	HEALTH BREAK
10:45	• PD opportunities & Resources • Panel Discussion on Best Practices and Finding Work-Life Balance
11:15	You are not alone! • Breakout sessions by level ◦ Elementary ◦ Secondary ◦ Cont. Ed. (Adult and Voc) ◦ Board Admin
12:00	**ENJOY THE REST OF THE DAY!**