

Equity, Diversity and Inclusiveness in

EDUCATION

Building Opportunities for All Students to Succeed

**PROGRAM
CO-CHAIRS**

Beverley Freedman
York University

Chuck Waterman
*Peel District
School Board*

MARKETING PARTNER



insIGHT
Meeting Your Evolving Information Needs

May 25-26, 2005 • Courtyard By Marriott Downtown • Toronto

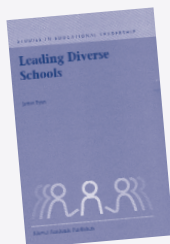
Special Keynote Addresses

Dr. Blye Frank, Professor, Faculty of Medicine, *Dalhousie University*
Dr. Avis Glaze, Chief Student Achievement Officer, *Ontario Ministry of Education*
Mary Gordon, Founder and President, *Roots of Empathy*
Keith C. Norton, Chief Commissioner, *Ontario Human Rights Commission*

- Putting inclusive leadership into practice
- Saskatchewan's SchoolPLUS Initiative and the lessons learned about community building and academic achievement
- The duty to accommodate and provide accessible individualized education
- Safe schools legislation and impact on diversity and equity objectives
- Appropriate data collection – legal parameters and privacy concerns
- Manitoba's Diversity and Equity in Education programme, an Action Plan for Ethnocultural Equity – a comprehensive approach to inclusiveness
- What are the challenges and possibilities of keeping race-based statistics?
- Accommodating for gender: the why, the wherefore ... and the how

and much more...

MARKETING PARTNER



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Win an Early Bird Reward

The first five paid registrants will receive a **FREE COPY** of *Leading Diverse Schools* by distinguished education expert, **JIM RYAN!**

PLUS! PRE-CONFERENCE WORKSHOP – TUESDAY MAY 24, 2005

A Legal Primer for Educators: Focus on Equity, Human Rights and Safety

ENROLL TODAY!

Call 1-888-777-1707 or fax 1-866-777-1292 or register online at www.insightinfo.com



WHO SHOULD ATTEND

- **School Board Members**
- **Superintendents**
- **Principals and Vice Principals**
- **Trustees**
- **Chairs and Vice Chairs**
- **Teachers**
- **School Administrators**

- **Directors and Managers of:**
 - Programs
 - Standards
 - Equity
 - Quality
 - Planning
 - Curriculum and Instruction
 - Accountability
 - Assessment
 - Research

- **Ministries of Education**
 - Education Administrators
 - Directors, Managers
 - Policy Advisors

- **Professional Associations and Colleges**
- **Policy Advisors and Consultants in Education**
- **Researchers and Professors of Education**
- **Private and Independent Schools**
- **Education Lawyers**

Dear Colleagues

Notwithstanding recent improvements in student performance as measured by provincial, national and international assessments, achievement gaps continue. The number of students who leave secondary school without a graduation diploma is still too high and, unfortunately, less than two-thirds of elementary students are meeting established benchmarks. Furthermore, continuing serious incidents give rise to concerns about the level of safety in our schools and the social, physical and psychological environment in which students strive to learn. Clearly, important steps still need to be taken to move public education forward.

Research has established that schools with the highest social inclusion and heterogeneity achieve more satisfactory educational results and have a better record at narrowing the gap between high and low achievers. This research-based conference programme is designed to provide insights into the latest approaches being developed for improving inclusive education practices for a wide range of diversity factors and outcome goals including academic performance, school learning environment, character development, teacher training and community integration.

Building on the success of previous education conferences, **Insight Information** has assembled a faculty of leading education administrators, researchers, policy makers and other professionals who are tackling these challenges at multiple levels. They will share their expertise and insights on subjects that include:

- Approaches for identifying and addressing special needs
- Strategies for achieving academic and social objectives
- Role of community leaders in advancing inclusive education goals
- Reconciling safety and human rights issues
- The human rights framework – implications for diversity objectives
- Differentiated instruction and standardized assessment
- Diversity factors and instructional design
- Teacher in-service education and differentiation: distinguishing the “what” and the “how” of teaching
- Data and information collection for diversity and equity objectives

Speakers have been assembled from across the land in a unique, national programme that will allow you to dialogue, exchange information, and forge new contacts with colleagues who are moving educational inclusiveness to the next level. We look forward to seeing you there!

Beverley Freedman
Coordinator of Leadership
Development Programs
Faculty of Education
York University

Chuck Waterman
Superintendent Curriculum
Instruction, and Special Education
Support Services
Peel District School Board

Delegates will receive a set of original materials that will serve as a valuable reference source after the program.

A Legal Primer for Educators: Focus on Equity, Human Rights and Safety

Brian Ellerker, *Central Co-ordinating Principal of Special Education
Toronto District School Board (retired)*

J. Paul R. Howard, *Partner, Shibley Righton LLP*

Sheila MacKinnon, *Partner, Shibley Righton LLP*

This intensive workshop will offer in-depth coverage of the legal contexts and key statutory provisions educators need to be aware of as they tackle the challenges of educating a diverse student population and students having special needs. The workshop leaders, two leading education law practitioners and a special education and school safety expert, will use practical, real life scenarios and examples to take you through:

- The Human Rights Context
 - Human Rights Code's protection for special needs students
 - addressing issues of accommodation
 - discrimination complaint enforcement process
- The Special Education Context
 - statutory framework of special education
 - the Identification, Placement and Review Committee (IPRC) process
- the program/placement distinction
- issues in the IPRC appeal process
- The Safe Schools Context
 - expulsion and suspension provisions under the *Education Act*
 - exclusion provisions and denial of access
 - discipline of special needs students
 - symptomatic v. non-symptomatic behaviours
 - exercising discretion

Do you have a particular situation you want to discuss? A question you need answered? Registered workshop attendees may send queries to the workshop leaders in advance by e-mailing them to ncotrupi@insightinfo.com.

FROM 1:00 p.m. TO 4:00 p.m.

WEDNESDAY

MAY 25, 2005

8:15 Registration and Continental Breakfast

9:00 Welcoming Remarks from Insight Information Co.

9:05 Co-Chairs' Opening Remarks

Beverley Freedman

*Coordinator of Leadership Development Programs, Faculty of Education
York University*

Chuck Waterman

*Superintendent Curriculum, Instruction and Special Education Support Services
Peel District School Board*

**9:15 Keynote Address:
Finding Common Ground – Character Education for School and Community Development**

Dr. Avis Glaze

*Chief Student Achievement Officer
Ontario Ministry of Education*

10:00 The Imperative of Inclusive Leadership for Diversity

Jim Ryan

*Professor
Co-Director, Centre for Leadership and Diversity
Department of Theory and Policy Studies
OISE/University of Toronto*

- What is inclusion?
- What is inclusive leadership?
- Including the school community in the leadership process
- Putting inclusive leadership into practice

10:45 Coffee Break

11:00 Saskatchewan's SchoolPLUS Initiative and the Lessons Learned About Community Building and Academic Achievement

Dr. Terry Wotherspoon

*Professor of Sociology
University of Saskatchewan*

Gillian McCreary

*Executive Director
Planning, Evaluation and Children's Services Branch
Saskatchewan Learning*

Starla Nistor

*Principal
Imperial School*

- SchoolPLUS and the community schools model: theoretical underpinnings and plan design
- Approaches for identifying and addressing special needs
- Integrating school-linked services, family and community – key interactions and cross-fertilizations
- Building leadership in the community and at the school
- Data collection and utilization for diversity, equity and inclusion

12:30 Networking Luncheon

THURSDAY

MAY 26, 2005

8:15 Continental Breakfast

8:50 Co-Chairs' Opening Remarks

9:00 **Opening Keynote Address:
The Roots of Empathy – Sowing the Seeds
of Harmony in Diversity from Day One**

Mary Gordon
*Founder and President
Roots of Empathy*

9:45 **A Journey into Differentiated Education –
The Regina District School Board**

Sandra Falconer Pace
*Assistant Superintendent
Curriculum Support
Regina Public Schools*

- Theoretical underpinnings and key principles
- Strategies for differentiated teaching practice
- Implementing and measuring differentiation practices
 - language and literacy programmes
 - math instruction and differentiation
- Pre-assessment techniques and self assessment by students
- Differentiated instruction and standardized assessment
- Teacher in-service strategies and structures for differentiation
- Teacher in-service education and differentiation: distinguishing the "what" and the "how" of teaching
- Essential tools for reflective learning
- Student voice and the learning community: emotional safety at school

10:30 **Manitoba's Diversity and Equity in Education,
an Action Plan for Ethnocultural Equity –
A Comprehensive Approach to Inclusiveness**

Caterina (Bueti) Sotiriadis
*Curriculum Consultant
Manitoba Ministry of Education
Citizenship and Youth*

- Conceptual design and key principals – why these changes and why now?
- Objectives and strategies for achieving them
 - ESL and first language enhancement
 - curriculum development and equity goals
 - online and website content for equity and diversity
 - staff recruitment for diversity
 - professional development
 - data and decision support
- Implementation plan
- Results, outcomes to date, and next steps

11:00 Coffee Break

1:15 **Luncheon Keynote Address: Taking Difference
into Account in Education**

Dr. Blye Frank
*Professor, Faculty of Medicine
Dalhousie University*

2:00 **The School and the Community – A Partnership
Approach to Diversity and Inclusiveness**

Jan Kielven
*Teacher Facilitator
York Region District School Board*

Sue Smitko
*Executive Director
Character Community Council of York Region*

- Partnerships: a paradigm shift
- Character attributes
 - building a culture of character
 - building citizenship
- The interdependence of academic, social, emotional and ethical goals
- What are the best practices in the transferability of skills between the academic environment and the community? How to make it happen

3:00 Refreshment Break

3:15 **Safe Schools Procedures and Special
Education Students: Meeting the Safety
Needs of Students With Severe Behavioural
Needs and of the Staff Who Support Them**

Brian Ellerker
*Central Co-ordinating Principal of Special
Education, Toronto District School Board (retired)*

- How has this issue been addressed by
 - Ontario Safe Schools legislation
 - Provincial Courts
 - the Ontario Human Rights Commission
 - the *Criminal Code*
 - IDEA (U.S. Sp Ed Law)
 - Ontario's Ministry of Labour
- Symptomatic vs. non-symptomatic behaviours
- Reconciling safety and human rights issues
- Compliance with Ministry of Labour requirement that boards develop new policies and procedures
 - what are the key components?
 - what are the critical issues?

4:00 **Legal Frameworks for Inclusion: Meeting Legal
Obligations While Achieving Educational Objectives**

J. Paul R. Howard
Partner, Shibley Righton LLP

Sheila MacKinnon
Partner, Shibley Righton LLP

- Human rights framework – implications for diversity objectives
- The duty to accommodate and provide accessible individualized education
- Safe schools legislation and impact on diversity and equity objectives
- Appropriate data collection – legal parameters and privacy concerns
- Other legal developments and key decisions

5:00 Conference Adjourns for the Day

CASE STUDY

CASE STUDY

11:15 Curriculum Implementation that Embraces Diversity – *The Future We Want* a Case Study: Claireville Public School, Peel District School Board

Chuck Waterman

Superintendent, Curriculum and Instruction Support Services
Peel District School Board

Rochelle Rabinowicz

Principal
Claireville Public School, Peel District School Board

- Diversity factors and instructional design – *The Future We Want*
 - a key report card project to deliver on the system goal of equity
 - addressing ageism, classism, ableism, sexism, faith as an ism, heterosexism, racism in the curriculum, K - Grade 12, and throughout all aspects of the organization
 - the filter through which curriculum and instruction are planned and implemented
- Claireville Public School: A Case Study on implementing *The Future We Want*
 - staffing
 - mission, vision, values
 - relationships with parents (language, culture, contact)
 - transparency with students re: academic and behavioral expectations
 - alternatives to suspension
 - school spirit (the rainbow!)
 - focus on effort as well as achievement

12:00 Networking Luncheon

1:00 Luncheon Keynote Address: Inclusive Schools, Safe Schools

Keith C. Norton, Q.C., B.A., LLB
Chief Commissioner
Ontario Human Rights Commission

1:45 Accommodating for Gender: The Why, the Wherefore ... and the How

Beverley Freedman

Coordinator of Leadership Development Programs, Faculty of Education
York University

In Ontario, as elsewhere in the country, the demands on education are increasing particularly given the impact of standardized, high stakes tests. One of the key concerns that has emerged is linked to the realization that in reading and writing some boys are underachieving. In other areas, young women's attitudes towards science and math are less positive than boys. This presentation will explore some of the issues underlying this attitudinal and achievement gender gap and offer creative and practical strategies used to address gender-specific interventions.

2:15 Teacher Training and Systemic Inclusiveness – Changing the Language and the Lens of Learning

Morris Manyingers

Director, Aboriginal Services Branch
Alberta Education

- Systemic approaches to inclusiveness in education
- Alberta initiatives aimed at equity and inclusiveness
- Aboriginal teacher recruitment and training
- Professional development that addresses diversity and works for inclusiveness

2:45 Refreshment Break

3:00 Data Collection and Measurement for Improved Achievement

Yaw Obeng

Central Supervising Principal Program – Equity & Inner City
Toronto District School Board

Maria Yau

Research and Information Services
Toronto District School Board

- Data and information collection for diversity and equity objectives
- What are the dangers and pitfalls and how can you avoid them?
- Internal and external resistance and how you can address it
- Appropriate implementation and use
- Decisions need to be supported by accurate information - how data can be used to make constructive decisions on equity and diversity

3:30 Data Collection and Educational Equity: Facilitated Group Discussion and Closing Town Hall Meeting

Moderator:

Beverley Freedman

Coordinator of Leadership Development Programs, Faculty of Education
York University

Dr. Paul Favaro

Chief of Assessment and Accountability
Peel District School Board

Martha MacInnon

Director
Justice for Children and Youth

George J. Sefa Dei, Ph.D.

Professor, & Chair
Department of Sociology and Equity Studies in Education
Ontario Institute for Studies in Education
University of Toronto

- Background factors and data collection
- Improvement planning and data collection: who decides?
- Race-based statistics – challenges and possibilities
- Pandora's box or essential tool box for progress?
- Experiences in other jurisdictions
- Group discussion and recommendations

4:45 Co-Chairs' Closing Remarks and Conference Ends

CASE STUDY

PANEL DISCUSSION

Equity, Diversity and Inclusiveness in

EDUCATION

Building Opportunities for All Students to Succeed

May 25-26, 2005 • Courtyard By Marriott Downtown • Toronto

Conference Code: EDC05817

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Toronto, Ontario M5H 3S6*
- 4. E-mail:**  order@insightinfo.com
- 5. Internet:**  www.insightinfo.com

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The Courtyard by Marriott Downtown is conveniently located at 475 Yonge Street in Toronto. For overnight accommodation please contact the hotel at 416-924-0611 or by fax 416-924-8692.

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Refunds will be given for cancellations received in writing by **May 4, 2005** subject to an administration fee of \$200.00 plus \$14.00 GST for a total of \$214.00.

If your fees have not been paid and you are canceling, you are still liable for the cancellation fees of \$200.00 plus \$14.00 GST for a total of \$214.00. Please note that if you register for the conference and do not attend, you are liable for the full registration fee unless you cancel within the period stated above.

If you register after **May 4, 2005**, your order is firm. A refund will not be given, however a delegate substitution is welcome at any time.

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If you are interested in displaying your company's products to a highly targeted audience please call **Amy Leung** at (416) 777-2020 ext. 170 or e-mail aleung@insightinfo.com for details.

Yes! Please register the following delegate(s) (photocopy for additional delegates)

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