



Engaged students  
High levels of achievement  
Quality teaching

## Conversation Guide

## Rethinking High School: Intentional Conversations Around Moving Forward With High School Redesign

### Moving Forward With High School Redesign in the Midst of School Leadership Change

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Gr. 9-12, 675 students, Phase 1

When leadership changes occur in a school, how do new leaders “re-calibrate” the school plan while still honoring the work that has been done in the past? A school leader will share her strategies for moving forward in a new school.

We invite you to use this conversation guide along with this presentation to engage in a dialogue about innovative high school practice.

Consider using this recording with staff, parents and/or students. What might be some of the outcomes you would highlight as you consider these different audiences?

*Moving Forward with High School Redesign is about more than simply shifting a timetable. It's about shifting mindsets. The shift in mindset to a focus on student-centered learning happens as a number of key practices are put in place, including personalizing learning, intentionally developing meaningful relationships, creating rigorous and relevant learning opportunities, and supporting mastery learning. Schools that are focused on innovative, collaborative, comprehensive, and meaningful learning opportunities, are showing evidence of increasing student engagement and success.*

### Key Understandings:

- Environmental Scan - At the outset of the year, seek formal and informal feedback from student, staff, parent and community stakeholders in terms of 'What works well', 'What needs to be revisited', and 'Things we have not done but should consider'.
- Transition time is a time of 'Recalibration' where we honor the past, learn from our work, and set the direction moving forward. Hit the 'pause' button while data is gathered from stakeholders and survey data such as APORI and other tools. Learning community review of the Mission and Vision to understand the 'Why?' of our work is important.
- Build capacity and sustainability with potential consolidation of important work. Remove barriers that are impeding work and provide supports to usher the work along. Individualized staff support is key here.
- Clear communication and expectations, at outset, mid-year and year end, establish and retain traction and keep momentum moving forward.
- Remember to celebrate the small and large successes within the work that is being done.

### Questions for Discussion:

1. What community engagement strategies do you see as important for leaders to implement in reestablishing a common vision for high school redesign and more student centered approaches?
2. Revisiting school plans allows the community to celebrate accomplishments and identify areas for growth and improvement. How has this intentional strategy worked in your school community?
3. What role does communication play in engaging and creating community understanding and support for change or redirection of practices and policies?
4. What role did *data* play in the process of change at Springbank High School? How is qualitative and quantitative data used at your school site for recalibrating MFWHSR plans?

**Acknowledgement:** This guide was developed by the Central Alberta Regional Consortium and funded through a grant from Alberta Education to support implementation. It is freely provided in support of improved teaching and learning under the following Creative Commons license.



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