

*“There is only one subject matter
for education,
and that is LIFE in all of its
manifestations.”*

Alfred North Whitehead,
The Aims of Education

About the cover page.

Carry the images of the cover page with you as you flip through my digital scrapbook. These images were carefully selected and arranged in a collage that depicts elements of the evolution of education which, at times, is in contrast with real learning. Learning for the 21st century must revolve around the types of ideas portrayed on the right hand side of the collage. Responsive Educational Leadership must focus on these ideas and collaboratively move towards them. It is 2013, and time to stop talking about what learning ought to look like in the 21st century and get on with it. We are 13% through this century and many of our ideas and structures are still rooted in the industrial model of assembly line education. If any educational system is to remain relevant it must make Learning the Constant and Age, Time and Structures the Variables.

Welcome to my scrapbook...

I have selected and arranged artifacts for my digital scrapbook that chronicle my journey in education with a heavy emphasis on educational and organizational leadership. Presented in a digital way is helpful in making it accessible and portable. As I continue in my technological learning journey I will find a way to make some of this content interactive and web based. Perhaps by using a blog, twitter or Facebook this content will serve as a catalyst to professional conversation and further learning. For now it is a collection of artifacts that will help the viewer learn about my experiences and contributions.

The final page really says it all.

From Amy MacKay - grade 12 student

Mr Hubick

I'm guessing that teaching is often a thankless profession, so I want to say thanks. Thanks for being willing to try new things, even if people don't always like change. Thanks for caring enough to try anyways.

- Amy MacKay

749 Wells Wynd
Edmonton, Alberta
T6M 2J9

To Whom It May Concern:

It is with great pleasure that I write this letter of recommendation for Mr. Mike Hubick. I have worked with Mike in a professional capacity for three years, where I have had the privilege of working with him directly in my role as a facilitator of student support.

Mike and I have worked together to coordinate programs for children with special and exceptional needs. His approach is one of advocacy and providing the most enabling environment for children to grow and learn. Collaborating with teachers, families, and others, Mike leads a learning team to support children through program plans that provides a comprehensive approach to an individual child's learning.

Mike's commitment to staff development is very evident in all that he does. He recognizes that the core school team is heart of creating positive safe learning environments for children. By supporting individual staff development in specific specialty areas and whole staff initiatives, Mike has struck a balance between meeting individual's needs and school wide staff development. Growing and working together as a team is evident in the day to day activities that supports teaching and learning under Mike's leadership. I have had the privilege of being involved in staff development and follow up activities with Mike and his team.


Striving for excellence, Mike incorporates evaluation, both formal and informal to ensure that practice is evidence based. Building on strengths and setting goals are the many tasks that Mike has engaged in during my time as a student support facilitator.

Mike's leadership style is transformational, being able to adapt to a variety of situations, he can lead from behind, empowering others to lead with his support; a very admirable quality, and one that supports leadership initiatives throughout the school and community.

Mike has many endearing personal qualities that enables him to be a strong voice for children, families, and life long learning. Mike has engaged in a number of professional development opportunities and course offerings that demonstrates his personal commitment to educational leadership and life long learning.

I wish Mike well in his future endeavors, no matter what leadership role Mike may choose to undertake, he will most definitely approach each new challenge with enthusiasm and a strong sense of vision and commitment.

Sincerely,


Heather Bell Dechant

From Debbie Snaith-teacher- Fox Creek School

Dear Mike,

Thank you for being such a caring, and approachable principal. In the short time you've been here, I've developed tremendous respect and trust in you.

You stepped into some challenging shoes, with many issues to deal with, and you've handled everything so calmly and professionally.

I hope you have a very relaxing Christmas Break with your family!

Sincerely,
Debbie Snaith

Experiential learning with a community volunteer.





Blueberry Community School

May 14, 2004

Mail Bag 700
Stony Plain, Alberta
T7Z 1Y6

Telephone (780) 963-3666
Fax (780) 963-4491
e-mail: blueberry@psd7

To Whom It May Concern:

Mike Hubick has been our principal at Blueberry Community School for the past three years. During this time I have had the pleasure of serving as his assistant principal and have found him to be an energetic and dynamic leader for our school.

Mike has made student learning and achievement a priority and has been most supportive in implementing staff initiatives to further this goal. He recognizes the need that some students may have for alternate programming and instruction, and has been instrumental in setting up programs at our school, or providing professional development so that all students can experience success regardless of their learning level.

In the last three years Mike has made a difference at Blueberry Community School. He has endorsed the Safe and Caring curriculum as well as initiating the Effective Behavioral Support Program, which has resulted in Blueberry Community School being a safer place for students, staff and parents. Under Mike's leadership, staff commitment to these programs was 100%.

Mike believes in shared leadership, which is evident in his daily practice. Working with teachers, students, and parents, Mike has collaboratively worked to improve Blueberry Community School. An example of this is in how the technology at our school is being applied. Mike has a clear vision of the role technology plays in learning and instruction, and has made, upon collaboration of the technology team, key decisions that will turn any problems with technology into positive answers. He uses foresight in his decisions and works hard to find solutions.

As a new assistant principal, I have found Mike to be very supportive and a good teacher in the roles of leadership. Mike is a caring and committed principal to all staff members. Staff has responded well to him and Mike strives to provide a leadership environment that is engaging to all.

I have no hesitation in recommending Mike Hubick for any leadership position, as he is very committed and dedicated to learning and teaching.

Sincerely,


Gail Ferguson
Assistant Principal

From Gail Ferguson, Assistant Principal

June 27, 2003

Dear Mike,

Here's to our 2002-2003 year!

It seems like it was here and gone before we knew it. I think that B.C.S. is a better place and it's definitely due to your leadership. Thanks for all your work. Have a great & relaxing summer! Gail

Comments from Leadership Quotient (LQ)360 profile – 15 respondents

Question: Please describe an instance where you saw Mike exhibit great leadership.
(Excerpts from comment of respondents.)

- ▣ Mike's school community experienced the greatest change...the results of his Vision and commitment to the children in his care are beginning to grow.
- ▣ ...I would look at his very successful work in recruiting staff...he is a master of seeing how a candidate's skill set, professional approach and personality will mesh with and strengthen the team...
- ▣ ...he provides support to staff that are struggling with a challenge...but he doesn't solve the problem for them...he just turns the light on and, if necessary, walks through it with you... He empowers and enables.
- ▣ He is constantly providing opportunities for others to grow.
- ▣ We have been working on a number of initiatives. Mike is always the first to begin thinking outside of the box. He is a creative divergent thinker who is willing to take risks and share ideas.
- ▣ I admire Mike's ability to support others in meaningful ways and to assist them in seeing themselves as leaders.
- ▣ Mike leads with a strong commitment to succeed as a professional, as an organizational leader and as a person.
- ▣ Mike proved himself to be a leader who is very comfortable in the "eye of the storm".

Making an international connection - Shikaoi Japan July 2010





505 McLeod Avenue, Spruce Grove, AB, T7X 2Y5
W: www.psd70.ab.ca/broxton
E: broxton@psd70.ab.ca
P: 780.962.0212
F: 780.962.0365

March 7, 2011

Dear Sir or Madam;

Re: Recommendation for Mike Hubick

I have been asked to provide a letter of reference for Mike Hubick; it is without reservation that I do this. In the seven years that I have worked closely with Mike, I have come to appreciate that he is a leader that enjoys the excitement that is inherent in the change process. His commitment to and support of best practices have resulted in many positive changes to programming in his school, school community and school division. Through transformational change, you will find that Mike is a 'Leader of Leaders'.

Mike is a visionary and is articulate about the principles that will guide the change process. He is unwavering in his adherence to those principles and enables and empowers others in principled decision making. He is insightful about the process taking place and supportive of the key players managing the change. He is the kind of leader that provides a safe environment for the hard work that results in transformational change.

Through Mike's commitment to collaboration and principled decision making, there have been significant changes to programming for students in our schools and the larger school division. Mike's mentorship and guidance allowed what was once a very small program for preschool children with special needs to become a program that provides a designated site program, three satellite sites, and Learning Teams supportive of children in community preschools, daycares, and Kindergartens. Mike has been instrumental, as well, in structuring 'traveling options' for grade 8 and 9 students in Spruce Grove. The collective work of the three Middle Schools has expanded options for students and facilitated transitions to high school. Mike is committed to the community – and ensuring that learning institutions are relevant in the 21st century.

Mike is excited about the opportunities that the 21st century brings for our communities. He is positive and hopeful about that picture. Mike's greatest strength is in bringing together and working with teams in establishing the vision. He is an exemplary 'Leader of Leaders' who works with kindness, patience, and fortitude. He is willing and does put in the time to mentor – enable and empower – colleagues. I have seen the relationships that Mike develops with staff. Leaders are stronger for having had the opportunity to work with Mike.

If you have any questions about Mike or his suitability for a position with your organization, please contact me at (780)221-7419. I can be reached through the day or evening at that number.

Sincerely,

Mrs. Barb Holden
Assistant Principal

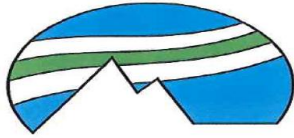


From Kelly Wilkins - Deputy Superintendent

January 16/08

Dear Mike,

You did an awesome job on Talk about shared leadership + building capacity! Your presentation really captured the essence of Spruce Grove & more importantly the transformation that has happened at Broxton. Carolyn was teasing me about the size of the grin on my face as I listened to your presentation!! You guys really nailed it in terms of unity, etc. You should be so proud!



19 February 2013

To Whom It May Concern

Re: Michael Hubick

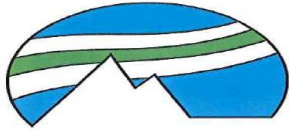
I am pleased to offer this letter of reference for Michael Hubick. Michael joined Parkland School Division No. 70, as a Principal in September 2001. During his tenure with Parkland School Division, Michael has served as the instructional leader at Blueberry School (K – 9) and most recently at Ecole Broxton Park (Early Intervention – 9). Michael is an enthusiastic educational leader with a vision which includes the creation of many learning opportunities for every student to achieve success.

Michael is an excellent listener and thoughtful educator. He has the ability to find common direction and purpose when others are not able to do so. The best example of this tremendous ability to create and sustain shared purpose, is that of the transition of Ecole Broxton Park, to the learning organization it is today.

In 2005, the Parkland Board of Trustees redrew all of the school boundaries within the City of Spruce Grove. For the students in kindergarten through grade nine, this meant that they would be changing schools, programs, and in many cases teaching / support staff. At the time of the transition, Broxton Park School was a dual track school serving a large population of exceptional needs as well as regular instructional program for neighborhood students. With the reallocation of programs, Broxton Park became home to four separate and distinct programs. One of the significant challenges that Michael had to deal with, was to open the school, in its new world, while honoring the long history that the school had developed within its immediate community.

For some leaders this task would seem overwhelming – not for Michael. He had a vision for what the school could become and an innate understanding that his staff, students and community, needed to celebrate that which was Broxton Park School before they could begin to build that which is currently Ecole Broxton Park – a vibrant learning community, that enables every one of the 600+ students the opportunity to find enduring success. Michael's patience in listening to the interests and concerns of his students, his staff, his families and greater community resulted in the creation of a school community that is fully engaged in the learning and development of every student. There is a synergy of spirit and full commitment of all partners, to the school's Mission and Vision – because all partners were part of growing that Mission, Vision and vibrant school community.

Today, Ecole Broxton Park is home to four instructional programs – the Maranatha Christian Program (K – 9), French Immersion (K – 9), early intervention (for children 2 ½ to 4 ½ years of age), Special



Education Programs (for students with severe and exceptional learning needs). The school also has a staffing compliment, on site of over 100, including teaching, support and special needs staff. This staffing compliment does not include the staff services that are accessed from community support providers, such as Children Services, Community Services, Mental Health services and the like. At any time, on any given day, one will find students from across the four programs, and grades working and learning together, supporting each other and forging strong learning relationships.

During my tenure, as Superintendent / CEO for Parkland School Division, I have seen Michael deal with many exciting opportunities and changes. Throughout his tenure, Michael has demonstrated time and again his clear vision for education, his commitment to his students, staff and greater community, and perhaps most importantly his commitment to ensuring that the students within his care have the skills, attributes and knowledge that will enable their success when they leave the public school system.

I would be remiss if I did not say that Michael is one of those rare educators, who has the unique ability to invite partners into the conversation, listens carefully to those conversations and is able to create strong working relationships that support students and learning.

Michael would be an excellent addition to an organization's leadership team. In his tenure as a Public School educator, he has served as a change agent. When tasked with the responsibility for transforming education in a manner that best supports the learning needs of his students, Michael has consistently achieved success.

If any further information is required, please feel welcome to contact me directly (780 940 6724).

Sincerely,

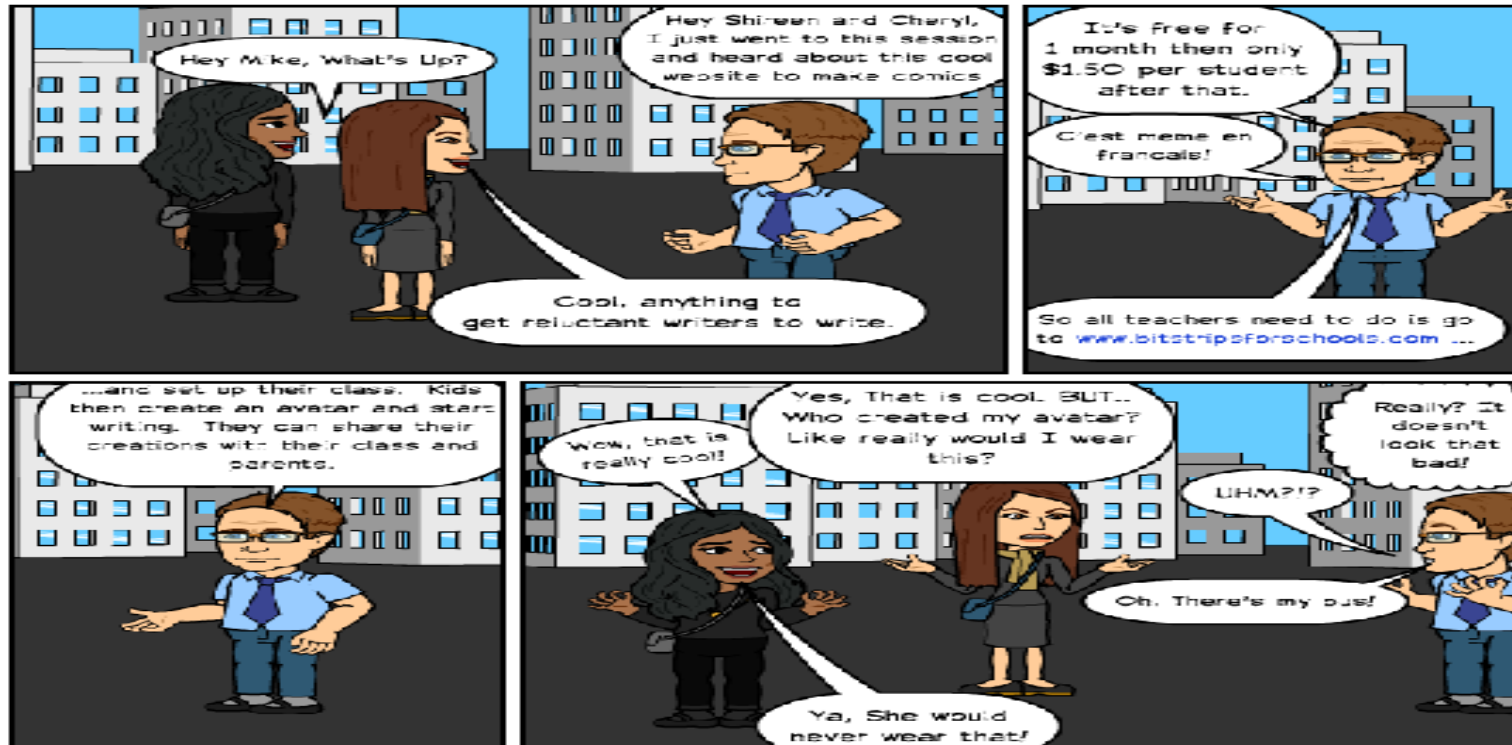
Mary Lynne R. Campbell
Executive Director/ CEO
Public School Boards' Association of Alberta

Trying out new technology

2013

Bitstrips for schools

by Mike



Laurie Maycher
Box 2877
Stony Plain, AB, T7Z 1Y3

May 14, 2004

Re: **Mike Hubick**

To Whom It May Concern:

I am pleased to write a letter of reference for Mr. Mike Hubick. Mike has been the Principal of Blueberry Community School for three years, where I have the pleasure of being a member of his team.

Mike Hubick is a leader with enthusiasm, vision, and focus in education.

Mike has the ability to build a team of professionals that work toward a better school community. He has created and modeled a safe and caring learning environment within the school for students, parents and staff. His leadership, guidance, and open door policy has opened communication within the school and community.

Mike has developed a technology plan that provides staff with professional development to enhance their classrooms and teaching assignments. In planning, he made sure the goal was curriculum based and attainable for staff members.

He developed a new learning experience for staff by introducing a Book Club. This has provided many valuable tools that enhance our daily teaching, and communication skills.

Mike empowers teachers to be the best they can be. He makes sure he has time to speak to staff on a regular basis and effectively shares experiences and references that enhance our tasks at hand.

I have found Mike to be fair and honest when dealing with students, parents and staff. He stands beside his teachers to provide assistance to deal with difficult situations. His dedication to the staff has proven that it is possible to work through complicated situations.

If you have any questions in regard to this letter, please do not hesitate to call myself at 963-3625(bus) or 963-5688(res).

Sincerely,



Laurie Maycher
Teacher

Connecting with International Culture Educator's tour - China - March 2010



Sakaw-Askiy Child & Family Services Authority No. 1



#202 Midtown Mall 5115-49 th Street Box 749 Whitecourt, AB T7S 1N7
Phone: 780-778-7140 Fax: 780-778-7222

September 21, 2000

Mr. Mike Hubick, Principal
Fox Creek School
Box 88
Fox Creek, Ab.
T0H 1P0

Dear Mike,

On behalf of the Whitecourt Office of Children's Services I wanted to take this opportunity to thank you for your tremendous support in meeting the needs of children in our community.

Since your arrival at the school, we have been very happy to notice a change in the cooperation by the school in working with our office and in trying to ensure the best possible efforts are made for children. You are always willing to meet to discuss concerns, make reports or consult with us on children who may be at risk. You welcome workers to the school ensuring they have space to meet with youth or staff as needed.

Your willingness to attend Partnership meetings in the community and to facilitate or take an active role in ensuring programs are appropriate and available has certainly aided in enhancing program developments or identifying further needs.

If you feel there are areas that are not being addressed by Children's Services or have ideas on how to improve services, don't hesitate to contact my office.

It has been a pleasure to work with you and your staff in the past year and we hope that this relationship will continue to grow. Again thanks from the staff who are continually letting me know of the positive changes in working with your school.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Nancy Yee', written over a horizontal line.

Nancy Yee
Casework Supervisor
Sakaw Askiy Child and Family Services
Whitecourt

c.c. Harry Oswin, CEO, Sakaw-Askiy Child and Family Services
Rob McPhee, Superintendent, Northern Gateway

Hand made gift from a grade 3 student. It's a replica of Chester our real class pet crow.



Comments from Trust Quotient (TQ)360 profile – 26 respondents

Question: Over all Mike tends to trust other people. Explain Excerpts from comment of respondents.

- ▣ Mike gives you a task to complete and doesn't micromanage.
- ▣ I believe Mike builds strong relationships.
- ▣ Because Mike tends to tread where others fear to tread , the working relationships that he does have need to be high trust relationships.
- ▣ In all the trail blazing and path finding, the need for communication and shared leadership is critical ...he gets that done.
- ▣ ...his words and actions align clearly with his interest in providing the children in his care every opportunity to succeed.
- ▣ I believe he extends trust wisely and effectively.
- ▣ Mike is a leader who builds capacity among others by extending trust and supporting as needed. As a result, those around him reach their potential.
- ▣ Mike extends trust in a motivating and purposeful way.
- ▣ Mike takes the time to develop relationships with others. Trust with Mike has to be earned and is valued.

A cultural connection

Educator's tour - China - March 2010



From Rob McPhee - Superintendent

Michael

Michael, a few words of thanks and praise for the work you have done and the impact you are making at Fox Creek School and in the Division as a whole. I am so very impressed with your quiet, forceful, ideal based and personal leadership style. Fox Creek School is very different today than it was four months ago—and it will continue to change because of you. I am impressed. Thanks too, for your devotional contributions to Leadership Development and Budget, and for your ability to learn from your colleagues. Enjoy a wonderful Christmas with your family.
Rob Mc

An open letter to the residents of Fox Creek

A few weeks ago I had the opportunity to chat with a group of school staff, parents and community members. This was part of the process we established to confirm Mike Hubick's principalship at Fox Creek School. I left the meeting feeling very encouraged and upbeat about the future of the school and education in Fox Creek.

What did I hear? I heard that Mike has worked really hard to open communication channels with staff, parents, students and community members. People know they will be listened to and that their concerns will be heard. I heard of a tremendous willingness to open the doors of the school to various community organizations which can assist in providing qual-

ity experiences for children. I heard people say that they get answers to their questions, issues are followed up on, and decisions are made that always have the best interests of children in mind.

Underlying almost all I heard was the issue of trust. We need to feel that our concerns and questions will be heard and that we can trust they will be dealt with professionally and in confidence. Part of this related to what I heard as Mike's upbeat and positive approach too leading. He looks at the positives, he encourages others to try new ideas, he is willing to say, "I'm not sure, but I will find out," and he continually keeps calm under all kind of pressure.

As Superintendent of Schools, I feel very confi-

dent that the children of Fox Creek School are getting outstanding leadership from Mike Hubick. He has, in less than one year, become part of your community, challenged us all to look at education differ-

ently, worked very long hours, and above all, kept his focus on children and their learning. Well done Mike!

Rob McPhee
Superintendent of Schools
Northern Gateway Schools

Legacy Tile Project 2004- 2005

A New Beginning Tile Project 2005 -2006

Legacy Tile Project Broxton Park School 2004-2005



A New Beginning Tile Project Ecole Broxton Park School 2005-2006



Learning from local educators and students – Shikaoi, Japan July 2010 Escort for the youth delegation from Stony Plain, Alberta



From Terry Slemko - trustee

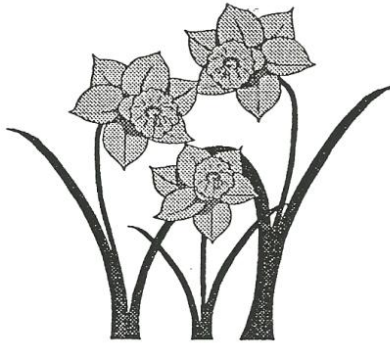
MICHAEL

I'M IMPRESSED BY YOU AND YOUR STYLE MORE EACH TIME I SEE YOU IN ACTION! THE 'MODIFIED YEAR SCENARIO' OBVIOUSLY CAUSES UNDUE STRAIN ON YOU, CHERYL AND OTHER STAFF MEMBERS AND I FEEL BADLY FOR YOU AND OTHERS!

HANG IN THERE!! I BELIEVE YOUR STRENGTH AND DIPLOMACY AND PEOPLE SKILLS WILL SEE YOU THROUGH. I KNOW THAT ROB + THE BOARD IS VERY SUPPORTIVE OF YOU AND THE EXCELLENT JOB YOU'RE DOING!

- WELL DONE -

tes



**TOWN OF FOX CREEK
COMMUNITY RESOURCE
CENTRE**

P.O. Box 610
Fox Creek, Alberta
T0H 1P0

Phone (780) 622-37
Fax (780) 622-3

FCSS
Recreation

Family/School Liaison Program
Write Start/Literacy
Adult Education

March 21, 2000

Dr. Rob McPhee
Superintendent, Northern Gateway Regional Division #10
4104 Kepler Street
Whitecourt, Alberta
T7S 1M8

Dear Dr. McPhee:

I am writing this letter to express my heartfelt feelings of the exemplary job of Mike Hubick, principal of the Fox Creek School. As the director of FCSS, Recreation and Culture programs in the community, working out of the Community Resource Centre I have found that working with Mike is truly a pleasure. He displays a professional positive attitude and his willingness to look at new and different ways to better our school and community is a breath of fresh air.

We are no longer in an age/era when we can operate in isolation. Mike has recognized this and is willing to break down the barriers of turfism and utilize resources within our community. Just as he is seeking new resources he is also proving to be a great resource for others in the community. It has been a refreshing change of attitude.

I have lived in the community for approximately 13 years and have seen many changes in administration. From my viewpoint, Mike is working hard to change attitudes, not only in staff but in the students. As a parent, I feel his door is always open. It is a tremendous task to come into a new community and make the necessary changes to make our school a place where all children have the opportunity to receive the best education possible. This may sometimes require non traditional methods in utilizing all resources in the community.

In closing, I wish to convey my appreciation in having such a competent leader in our school. Should you have any questions, or would like to discuss this further, please feel free to contact me.

Yours truly,

Shelley Munro
Community Resource Centre

Cc: Mike Hubick, Fox Creek School

At work in the community.

McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY.



THIS CERTIFIES THAT

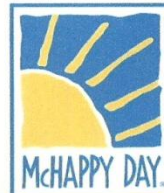
MIKE HUBICK

proved what a difference a day makes!



THANK YOU!

ON THIS sixth DAY OF may 2009



McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. **MAY 6, 2009** HAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY. McHAPPY DAY.

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Comments from Trust Quotient (TQ)360 profile – 26 respondents

Question: What are the three most important actions Mike could take to increase trust with you?

Excerpts from comment of respondents.

- ❑ Continue to be a great listener, child centered, consistent.
- ❑ I appreciate the relationship I have with Mike. His door is always open for staff to approach him.
- ❑ I have always found Mike to be a trustworthy and honest leader; one who models for colleagues, the integrity essential to be a successful leader.
- ❑ I am privileged to have had the opportunity to work with and learn from Mike.
- ❑ I know in my conversations with Mike they will be open, honest, and if things are said in confidence I know that they will stay that way.
- ❑ I trust Mike and would just want him to continue to act with integrity and fairness to all.
- ❑ Keep bringing your rich wisdom, your creative thinking and your profound caring for others to the table.
- ❑ He is forward thinking, always striving to improve the delivery of education to students. He is thoughtful, reflective and considerate when dealing with issues.
- ❑ Mike is one of the most honest, approachable people I have met...continue to extend trust to others in ways that create a shared leadership model.
- ❑ Mike's kind of mentorship has been empowering for me.

October 17,2000

To Whom It May Concern:

RE: Michael Hubick

I have known Michael for over a year. In that time I have developed a deep respect for his integrity, honesty, communication skills and sense of decency.

I have worked on several school and community initiatives and always found him to be an extremely easy person to communicate with. He is very positive in his approach to problem solving and decision making. It has been a distinct pleasure to work with Michael.

I have observed him in large and small group situations that potentially were confrontational. He calmly and respectfully dealt with the people and the situation, diffusing and deflecting any potential for a negative result. Michael effectively neutralized the situation maintaining his position and the other person's integrity. This ability is most exceptional in our world today and I have the highest regard for Michael's abilities in this area.

If you require further information, please call me at 1-780-622-2364.

Sincerely, v

A handwritten signature in black ink, appearing to read "Brenda G. English", written over a circular stamp or seal.

Brenda G. English
(Councilor, Town of Fox Creek)

From Ernie and Sandi - parents of a high school student

Miki **Thanks**

Merci pour tes efforts dans l'enseignement de Sean et Heather surtout, et dans les programmes de toute la communauté.

Nous te souhaitons un bon séjour en Californie. Que tes études soient intéressantes et bénéfiques!

Ernie et Sandi

A Professional Connection - half a world away.

Shikaoi High School Principal - Mr. Hiroshi Sugawara





Prairie West

School Division 75

110 - 11th Ave. N.W., Swift Current, Saskatchewan S9H 1B8, Phone (306) 773-9358, Fax (306) 778-2668

March 19, 1999

To Whom It May Concern:

Michael Hubick has been employed as principal of C. H. Peart School since September 1996. During these three years he has also taught a variety of subjects from grades 7 to 12 illustrating his flexibility and genuine support for his school and community.

Michael is an exemplary educator. He bravely works through administrative issues carefully and deliberately. He has developed a keen understanding of impact and consequences. Michael develops relationships easily with students, staff and community and instills confidence in his colleagues. His belief in transformational leadership is evident in the professional development of the school staff and the changes I have witnessed in them over his tenure there. He is an innovator who brings his vision, hard work and generosity to all of us.

We would miss Michael as part of the Prairie West School Division's administrative team but confidently wish him success as he explores new challenges. I would be pleased to discuss my recommendation of Michael further, please contact me at (306) 773-9358. Thank you.


Sincerely

Ken Ladouceur
Director of Education

KL/sf

Growing in Excellence
Rural — Inviting — Learner Centered

From Lorne and Penny - parents of a special needs student



Thank you
Mike
you have
so accomplished
a much in
a very short
time
Thank you
Lorne & Penny

Comments from Leadership Quotient (LQ)360 profile – 15 respondents

Question: How likely are you to recommend Mike as a leader to others? Explain.
(Excerpts from comments of respondents.)

- Mike's commitment and courage are traits that make him a respected and strong leader.
- Mike highly values a team approach. He recognizes the importance of a range of skills, abilities and viewpoints on a team. He is positive, thoughtful, reflective, knowledgeable and responsible...his priorities are in the right place and his work reflects that.
- While remaining aligned with the vision, Mike empowers people within the school to do whatever it is that they are passionate about. He weaves the gifts and talents of the staff into the fabric and the culture of the school.
- He is committed to building capacity in others...I feel he is able to see potential in others and helps them to reach theirs.
- I find Mike to be an inspiring leader who enables and empowers others. Mike supports a shared leadership model which allows for creative energies of many people to come together to work on a common vision.
- Supporting people through the change process and creating a new vision is Mike's biggest gift to others – he is a master at that!
- Mike walks the talk. He demonstrates integrity he has a heart for people.
- Mike is truly a leader who sees the big picture.

International recognition for collaborative leadership



National Middle School Association and Pearson recognize the outstanding effort by

Mike Hubick

*Greystone Centennial Middle/Woodhaven Middle School/Ecole Broxton Park School
Spruce Grove, AB*

as a 2008 Honorable Mention in the category of

Connecting Young Adolescents with Communities

for the project entitled

Complementary Arts Common Campus



Betty Edwards

Betty Edwards
Executive Director
National Middle School Association



Paul Ramos

Paul Ramos
Middle Grades Science Marketing Manager
Pearson

Local recognition for a International Nomination



Mr. Mike Hubick, Principal
Ecole Broxton Park School

08 April 2008

Dear Mr. Hubick;

On behalf of the Board I would like to congratulate you on your nomination for the National Middle School Association's "*Teams that Make a Difference*" Award. The collaboration between Spruce Grove's three middle schools has enabled us to offer students more options in the arts to ensure we're meeting their needs and interests.

The many benefits that students enjoy from this and other collaborative projects you and your colleagues have implemented are invaluable. Having students from different schools interacting during their middle years should undoubtedly make for a more unified student community now and once they enter high school together.

Thank you for your courageous leadership. The Board appreciates your dedication and commitment to the students of Parkland School Division. Congratulations!

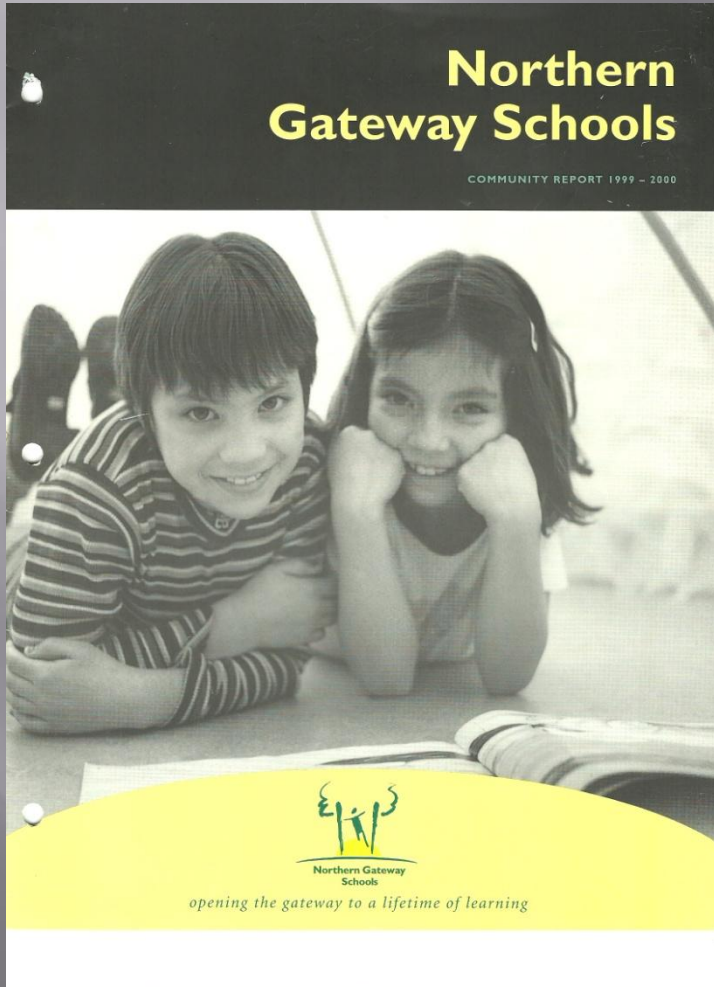
Sincerely,



Dorcas Kilduff
Board Chair

c: Trustees
Mary Lynne Campbell, Superintendent of Schools
Personnel File

A sample from an annual community report.



Aiming for teaching excellence

TEACHING CONSISTENTLY IS OF HIGH QUALITY.

Northern Gateway Schools' teachers are committed to ensuring their skills remain relevant, focused and applicable. Information sharing and inservice training play an important role in keeping teaching skills up-to-date. Our **Lawrence Truckey Centre for Learning** offers a wide array of professional development activities, while our **Instructional Media Centre's (I.M.C)** relevant curriculum supplements reduce duplication, share resources and save money. Northern Gateway also helped our teachers develop important skills through **leadership development** sessions that dealt with topics like leadership styles, communication, facilitative leadership, team building and reflective practices.

ELMER ELSON SCHOOL

The millennium year was especially memorable for Elmer Elson Elementary School students and staff. Students began the year with the unveiling of a redesigned computer lab, the introduction of a new Student Conduct and Discipline Plan and the launch of the Smiley Squad program to recognize good behaviour. A special time capsule was filled and sealed, with instructions not to open until February 4, 2025. Staff and students also came together for many events, making this year's staff versus sixers hockey tournament one of our most successful ever, and our volunteer appreciation ceremony in May a highlight for everyone at Elmer Elson.



FOX CREEK SCHOOL

Students and staff at Fox Creek were involved in an unprecedented number of school and community activities during the 1999-2000 school year. In addition to coordinating millennium tile projects and time capsules, students toured Greece and Turkey; raised \$8,000 during Jump Rope for Heart; and won numerous regional and provincial athletic awards. We also hosted a provincial School Reach tournament, unveiled a drama club presentation of the "Pink Panther," hosted five foreign exchange students and had one teacher selected as Northern Gateway Schools' Edwin Parr Award nominee.

GRASMERE SCHOOL

Students excelled in the classroom, in the environment and on the stage during the 1999-2000 school year at Grasmere. Not only did we exceed Alberta Learning Standards, we achieved Jade in our Green School program and focused on our technology goals. Our computer lab, with its revised set-up, and our new iMacs are a point of pride for the entire school. We are also proud of our Grade 6, 7 and 8 students' stellar performance in their adaptation of the Broadway play "Annie."

HARRY GRAY SCHOOL

The 1999-2000 school year saw a number of achievements and innovations for Harry Gray School. Our students performed exceptionally well on the Grade 6 achievement tests, scoring above the provincial average in four core subjects. Students were also introduced to a new 'Blended Structure and Style in Writing' program, which teaches both functional and creative writing skills. So far, teachers have seen very positive results with an improvement in most student's writing skills. Students also benefited from the installation of our new computer lab, which will give them greater access to technology resources.

HILLSIDE SCHOOL

Technology and its role in the classroom were of particular focus during the 1999-2000 school year at Hillside, which now has computers with Internet access in every classroom. All of our staff participated in inservice training designed to help them learn to integrate technology into the curriculum, and to teach students how to best utilize this new resource. Along with exploring new technology, students also explored their leadership skills with a full-day student conference focused on issues important to youth. Students used music and drama to give social comment on human conflict.

...the final page



...To be Continued...