



**EMBRACING  
TRANSFORMATION**

CESBA Conference 2023  
December 6-7

**ACCUEILLIR LE  
CHANGEMENT**

Conférence de CESBA 2023  
6-7 décembre

# Transforming a Struggling Adult School in a Post- COVID Environment

with

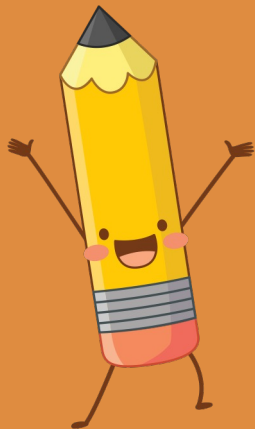
**Eric Dallin**

CEFSBA Conference Dec. 2023

# Transforming a struggling Adult school

In a post-COVID environment

By Eric Dallin



# COVID Burnout & Burnhamthorpe ALC

- My Career & Escape to Egypt
- The Transfer
  - BALC had two years of rotating retired principals
  - Staff morale was low
  - Enrolment was in decline; programs were struggling



# Bringing Stability & Consistency



- Experienced Principal & VP who were not about to retire
- Change the school climate/culture
- Listen to staff/student needs
- Promotions & community outreach (visits)
- “My job is to make peace, not to take sides”
- “When something gets messed up, we don’t point fingers; we just fix it”
- Optics of always being seen in the hallways, reaching out, & connecting (open door policy; eliminate fear & mistrust)
- Hire new, qualified, & diverse staff that reflect the community





# Building Community & Student Engagement

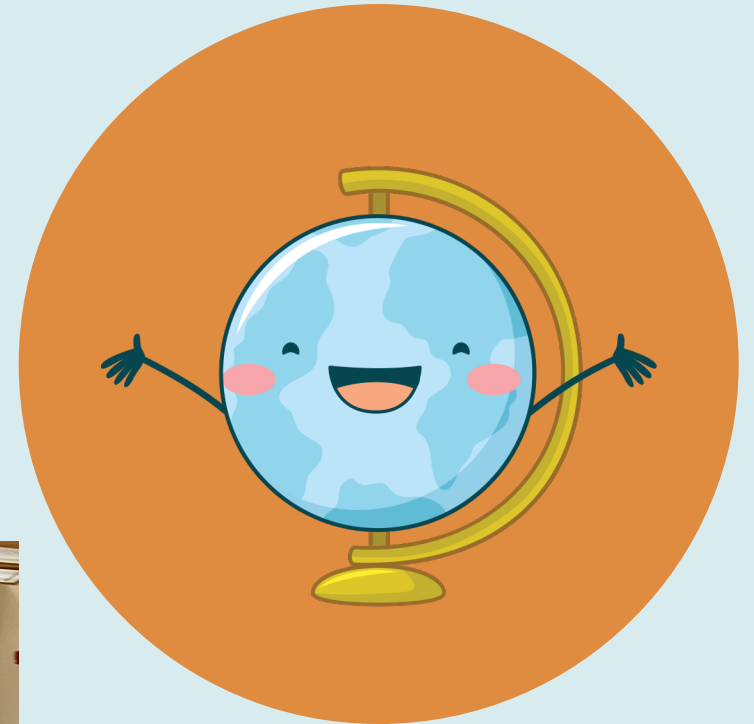
Engaging students with unique activities promotes attendance, well-being & achievement:

- Build identity (“We support your success”, social media/website)
- Lunch period activities (sports, clubs, tutoring)
- Bringing back field trips, guest speakers, assemblies, talent shows, BBQ, community fairs/events, foyer activities, & celebrations (awards, grad)
- Events for all 5 Adult schools in the TDSB (e.g. sports tournaments, joint PD for staff)



# Student Supports

- Student Ambassadors
- Guidance Counsellors
- CYW, Social Worker, Settlement Worker
- Accommodations, Special Education
- Unique/Creative Programming

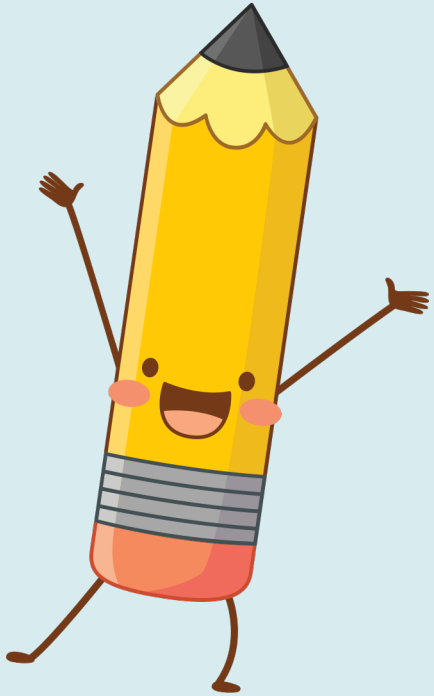


# Revitalizing Courses/Programs

- Many courses/programs closed during COVID due to low interest/enrolment
- The following courses programs were brought back:
  - Green Industries
  - Culinary Arts
  - Woodworking
  - Indigenous Studies
  - Equity Studies
  - Physical Education/Fitness
  - Life Skills for ELL students
  - Child Care Assistant program



# Boost PSW magnet program



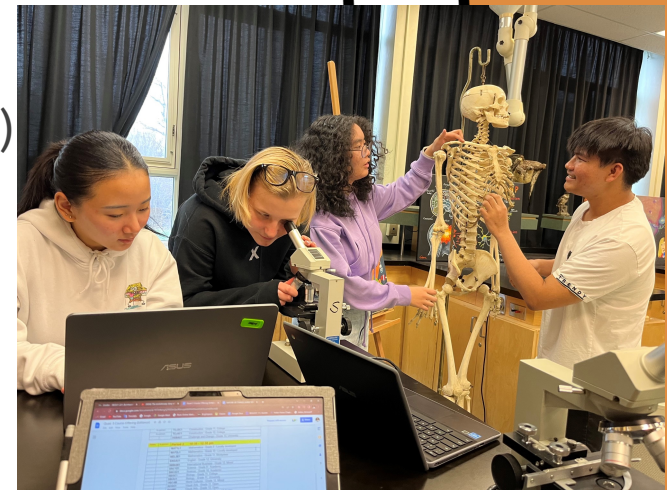
- New marketing & recruitment strategy to promote growth
- Supporting enrolment for new Canadians
- Strategic hiring practices
- Partnership with Essential Skills program
  - Assessment & placement co-operation
  - Pre-entrance training (e.g. computer skills)

**Result:** Smallest PSW program in the TDSB became the largest program! (Doubled in size)



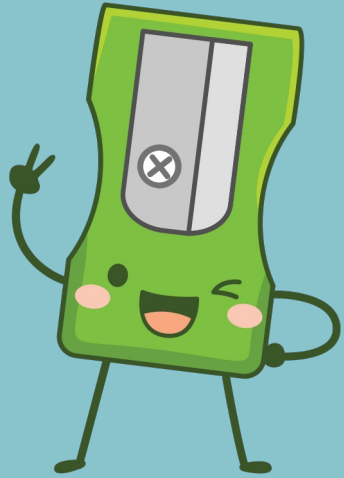
# Pedagogy Change: Thinking Classrooms

- Defront the classroom & create learning pods (eliminate “old school” independent classroom rows)
- Promote inquiry, group work, & critical thinking
- Students not hidden or alone (visible random group selection)
- Use of vertical, non-permanent surfaces (erasable wipe-boards)
- Promote creativity & risk-taking (co-operative learning)





# Questions?



- Q & A
- **Interactive activity** (What does your school need for transformation?)
  - Programs?
  - Co-Curricular?
  - Extra-Curricular?
  - Partnerships?
  - Special Events?
  - Pedagogy Change?
  - Culture Shift?



# Celebrating Our Success

- BALC received media attention in April 2023 (article published in Toronto.com & Metroland media local newspapers)
- Our school transformation was recognized
  - Enrolment up
  - Successful PSW program & other revitalized programs
  - Thriving adult school community



# BALC: We Support your Success!

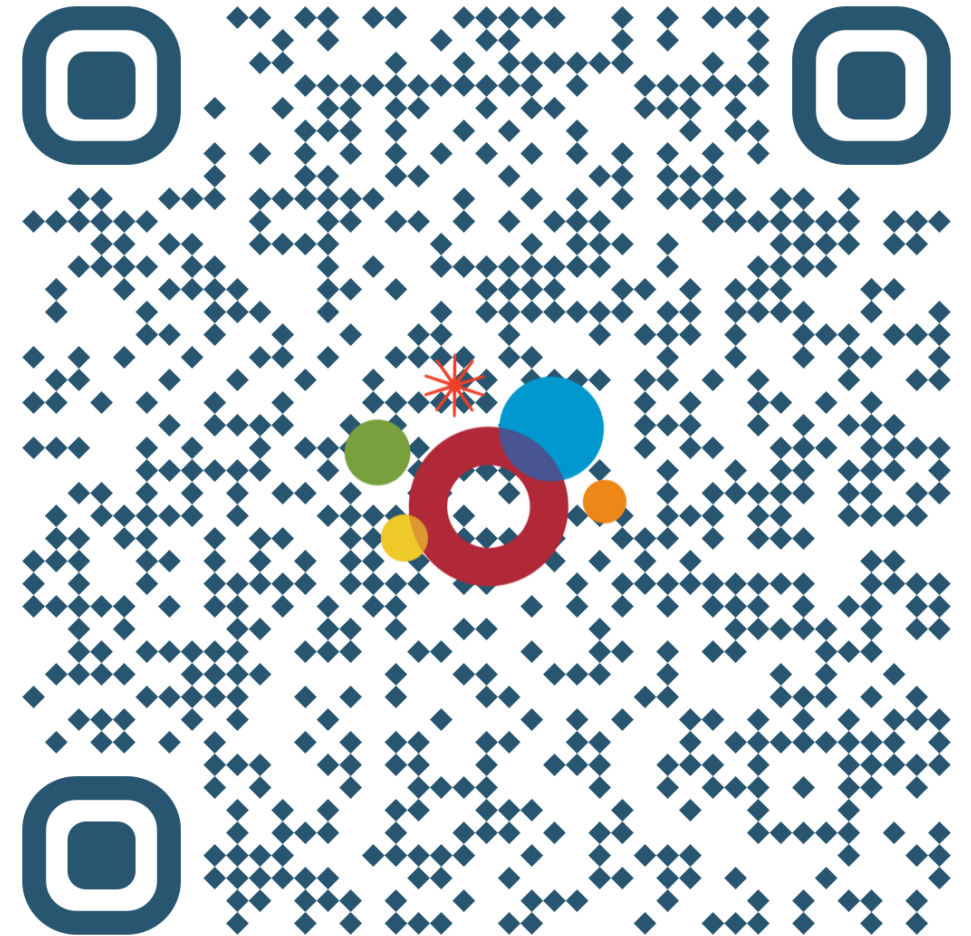




# Evaluation Surveys | Sondages d'évaluation

Provide your feedback with the QR codes or visit [cesba.com/2023surveys](https://cesba.com/2023surveys)

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