

BC Association of Business Officials
Leadership Management Series
Session 3 – *Values-Based, Evidence-Informed
Decision Making and Planning for Impact and
Student Success*

Thursday, February 5 and Friday, February 6, 2026

Hotel Grand Pacific

Victoria, BC



Land Acknowledgement

Welcome and Introductions

Opening Comments

BCASBO Welcome

- Jason Reid, Vice
President, BCASBO

Session 3 –
*Values-Based,
Evidence-
Informed
Decision-Making
and Planning for
Impact and
Student Success*

Day 1

- Session 2 reflection
- Setting the stage
- World Café – Planning for Impact and Informed Decision-Making
- How to Improve Your Decision-Making
- Complexity and Compliance
- Life in the Trenches: A Personal Look at K-12 Leadership
- How to Improve Decision-Making with the Cynefin Framework

Thu. 5 Feb.

Day 2

- Reflections on Day 1
- Title TBD
- From Evidence to Action: Communicating for Alignment and Impact
- Evidence-Informed Decision-Making and Leading Change
- Wrap-up and Reflections

Fri. 6 Feb.

Reflections and
Connections
*Facilitator: Gina
Niccoli-Moen*





Session 2: *Working With People*



EXPLORING THE
IMPORTANCE OF HIGH-
PERFORMING TEAMS



SUPPORTING CAPACITY-
BUILDING IN THE SECTOR



UNDERSTANDING K-12
LABOUR RELATIONS AND
THE COLLECTIVE
BARGAINING PROCESS



UNDERSTANDING THE
IMPORTANCE OF
EFFECTIVE WORKFORCE
PLANNING



IMPLEMENTING
STRATEGIES TO SUPPORT
DIVERSITY IN THE
WORKFORCE



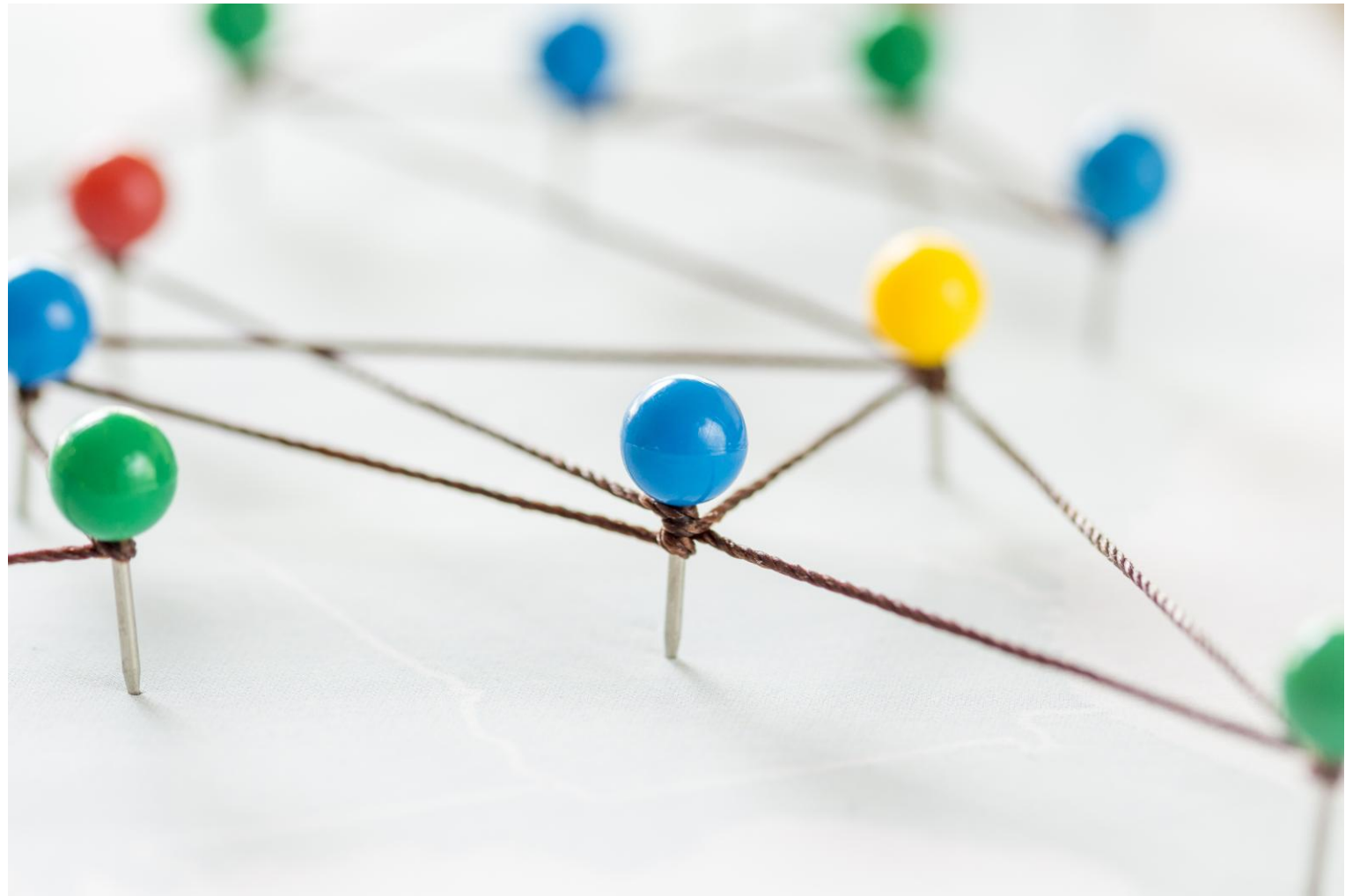
EXPLORING STRATEGIES
TO EFFECTIVELY MANAGE
CONFLICT AND
COMMUNICATE
EFFECTIVELY

*Session 3: Values-
Based, Evidence-
Informed Decision-
Making and Planning for
Impact and Student
Success*

A Foundational
Piece for Effective
Leadership –
Balancing Human
and Organizational
Resources and
Dynamics



A Common Thread



The Central Role of People



Some Questions for Consideration



When have you seen human factors (ie. trust, morale, conflict) influence the success of an evidence-based decision?



How do you balance data and empathy when making decisions that affect people?



Think about a time when you made a decision that was data-driven and values-based. What process(es) did you follow?



Share your experiences with your table.

Connecting Outcomes
to Our Work: Setting the
Stage
*Facilitator: Suzanne
Hoffman*

Evidence-Informed
Decision-Making:
The Cynefin Framework

World Café – Planning for Impact and Informed Decision-Making

Facilitators:
Flavia Coughlan
Julia Leiterman
Jason Sandquist
Ray Velestuk
Mark Walsh
Jennifer Woollends



**Facilitated dialogue
process** for large or
small groups



**Small-table
conversations** focused
on key questions



**Participants rotate
tables**, cross-pollinating
ideas



Visual capture of
insights (notes,
drawings, key phrases)



**Collective sense-
making** identifies
patterns and themes



**Inclusive, relational
approach** that values all
voices



Coffee Break

How To Improve Your
Decision-Making
Facilitator: Ray Velestuk



Break for Lunch

Complexity and
Compliance
Facilitator: Mark Walsh



Coffee Break

Life in the Trenches: A
Personal Look at K-12
Leadership
*Facilitator: Julia
Leiterman*

Reflections on the Day

Facilitators: Table Coaches

Day 1 Wrap-Up



CLOSING COMMENTS



DINNER – TIME AND
LOCATION



PREPARATION FOR
DAY 2

Welcome to Day 2

Land Acknowledgement



Reflections on
Day 1
*Facilitator: Gina
Niccoli-Moen*

Data and Evidence for
Decision-Making
Facilitator: Jeremy Higgs



Coffee Break

From Evidence to
Action:
Communicating
Alignment and Impact
*Facilitator: Irena
Pochop*



Break for Lunch

Evidence-Informed
Decision-Making
*Facilitators: Dave
Eberwein and Jason
Reid*

Leading Change
*Dave Eberwein and
Jason Reid*

Looking Ahead to
Session 4 – *Financial
and Resource
Management*

Session 4 – Some Pre- Work

Reflections and Closing Comments



See You in
Vancouver

March 30 & 31, 2026

The Sutton Place Hotel

Vancouver, BC

Agenda to follow

Thank You