



Maximizing Talent... Achieving Results

- *Challenging Minds*
- *Engaging Hearts*
- *Strengthening Skills*



AVIS GLAZE
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- ☑ **School District Services**
- ☑ **Leadership Development**
- ☑ **Professional Learning**
- ☑ **Character and Citizenship Development**
- ☑ **Equity and Diversity**
- ☑ **“Soft Skills” Development**
- ☑ **Career Consultation & Coaching**

“As leader of the Canadian Delegation at the UNESCO conference on Inclusive Education in Riga, Latvia, you made your country proud. Everyone commented on your presentation at the plenary session. It was truly exemplary!”

Dr. Mary M. Khimulu
Ambassador & Permanent Delegate
of Kenya to UNESCO, Paris, France



Dr. Avis Glaze has served as Ontario’s Education Commissioner and Senior Adviser to the Minister of Education. She was the first Chief Student Achievement Officer of Ontario and founding CEO of the Ministry of Education’s Literacy and Numeracy Secretariat. Working collaboratively with educators, she played a pivotal role in the student achievement gains in Ontario. Under her leadership, the Secretariat won the Amethyst Award for outstanding contribution in the Ontario Public Service.

In evaluating the Secretariat, the Canadian Language and Literacy Network (CLLRNet, 2007) described her as one of Ontario’s most influential educators. Dr. Glaze has worked in several school districts, both rural and urban, public and catholic. She has worked at all levels in Ontario’s school system and has served as a superintendent and director of education. A prolific author and international speaker, Avis knows firsthand education systems across the globe.

Dr. Glaze was sent to South Africa by the Canadian government to assist with education reform and national reconstruction. She has been a classroom teacher, special education teacher, guidance counsellor, secondary administrator and teacher educator in faculties of education. She pioneered the implementation of character development in school districts in Ontario and was later asked to implement this initiative provincially.

She has extensive experience in leadership development and coaching and in making organizations more effective in delivering on their mission. She has been a tireless advocate for equity of outcomes for all students, has received honorary doctorates from several Canadian universities, and won numerous awards for her international contributions to education, including the prestigious Order of Ontario.

Awards

- The Distinguished Educator Award
- Educator of the Year
- The Pace Setter Award
- Harry Jerome Award
- The African Canadian Award
- Contribution to International Education
- YWCA Women of Distinction Award
- OPS Trailblazer Award
- Ontario Principals’ Council (OPC) Award
- Elementary Teachers’ Federation (ETFO) Recognition
- Honourary Doctorates
- The Order of Ontario



"Dr. Avis Glaze is a true professional in the field of education. Even the most difficult issues are easy to understand in her presentations."

Lauri Halla
Principal
Helsinki, Finland

Services

School District Services

- Student Achievement
- Executive Search
- Executive Coaching
- Talent Development
- Performance Reviews
- Facilitation Services
- Dispute Resolution
- Human Rights, Equity and Diversity Training
- School Board Effectiveness Audits
- Quality Assurance
- Program Reviews
- Administrative Structure and Governance Reviews
- Trustee Orientation
- International Consultations

Professional Learning

- Teacher Leadership
- High-Yield Strategies to Improve Achievement
- Instructional Effectiveness
- Human Relations Skills Development

Leadership Development

- Leadership Development and Succession Planning
- Competency Development
 - Human Relations
 - Communication Skills
 - Social Intelligence
 - Professional Accountability
 - Political Astuteness
 - Public Relations
 - Equity and Diversity
- Assessing School Effectiveness
- Community Development

"Soft Skills" Development

- Effective Listening
- Questioning Skills
- Communicating with Empathy and Respect
- Social and Interpersonal Skills
- Assertiveness Training
- Constructive Confrontation
- Teamwork and Collaboration

Character & Citizenship Development

- Canadian Institute for Character & Citizenship Development
- Developing Effective Character Development Programs
- Building Communities of Character
- Character in the Workplace
- Character Development Strategies for Principals, Teachers, Parents & Students

Equity and Diversity

- Diversity Search and Talent Development
- Mentoring and Coaching of Leaders from Diverse Backgrounds
- Equity and Diversity Training for Educators
- Equity Audits (schools and districts)

Career Consultation & Coaching

- Career Counselling for Teachers and Administrators
- Mentorship and Coaching
- International Exchanges

Comments from Across the Globe

"Avis Glaze has made outstanding contributions to education around the globe. Her powerful insights, drawn from a remarkable career, are presented with passion and genuine commitment. She inspires everyone fortunate to work with her and her influence will improve learning for future generations."

Alan Boyle
Leannta Education Associates
London, England

"Dr. Avis Glaze is easily one of the most engaging, astute and energizing speakers we have invited to speak in the Caribbean. Her fascinating, insightful and effective presentations propel diverse audiences into action as individuals raise the bar for their future performance."

Sandra Welch Farrell
CEO, SWF and Company
Trinidad and Tobago

"Dr. Glaze is a knowledgeable, passionate and inspirational speaker whose message resonates with educators and parents alike. She has an extremely positive impact on her audience. When she spoke to us in Barbados, teachers felt motivated to use her insights to improve instruction and student achievement. "

Donnette Strickland Nurse
Principal, St. Winifred's School
Barbados

"Avis is a leader amongst educational leaders. She makes a difference to school effectiveness and system effectiveness, and a difference in every country in which she engages with educators."

Bill Hogarth
Director of Education
Ontario, Canada

"Avis is one of those rare individuals who can inspire an audience into believing that anything is possible in the interest of young people. Her commitment, dedication and determination shine through all that she says and does. For Avis only the best would be good enough for Ontario's future citizens."

Marion J Matchett
Chief Inspector
Northern Ireland

"Avis is arguably one of the most progressive and knowledgeable thinkers in the areas of school and literacy/ numeracy improvement. Her skills are varied and deep. She is an outstanding presenter, thinker, synthesizer, energiser and most significantly, leader of people."

Trevor Radloff
Director, School Effectiveness
and Support
Adelaide, South Australia

"Principals across Ontario have a deep respect for Avis. She has influenced the provincial direction of education for many years and has been a mentor to many future leaders. Her presentations are in great demand because of her ability to motivate and inspire all of us."

Joanne Robinson
Ontario Principals' Council, and
Education Leadership Canada

"Avis Glaze is one of the most unique and powerful voices in character education. Her broad record of experience at the classroom, school, board, and provincial level is unparalleled and when combined with her impressive grace, eloquence, and intelligence produces a valuable and transformative speaker for educators about both the academic and character goals of all education."

Marvin W. Berkowitz, Ph.D.
Professor of Character Education,
University of Missouri-St. Louis, USA