



## Caribbean Educational Leadership Institute (CELI)

19-21 March 2024

*Bel Jou Hotel, Castries, St Lucia*



*Lead, Learn, Network, Collaborate*

## **Title for 2024:**

### **“Leading Higher Education beyond the Norm: The Praxis Paradigm”**

#### **Themes:**

- Institutional Effectiveness in Higher Education
- The New Face of Higher Education Assessment
- Governance in Higher Education: The New Frontier
- Networking and Partnerships in Higher Education
- Preparing Future Higher Education Leaders Today
- Dealing with trauma in Higher Education
- Achieving greater Higher Education Diversity, Equity & Inclusion

# CARIBBEAN EDUCATIONAL LEADERSHIP INSTITUTE (CELI)

## Overview

Higher education (HE) is at a crossroad with the call for greater accountability in a period of resource constraints. The sector has a responsibility to ensure value for money and that outputs advance regional and national advancement. Despite this obvious fact, its relevance is oftentimes seemingly contradicted given the pace of investment HE receives. It is this dilemma that places heavy demands on leaders within the sector to demonstrate responsiveness and innovation. This sixth biennial Institute affords us an opportunity to interrogate our leadership disposition in what is now a post-COVID era. Leadership is about engaging a multi-directional influence premised on the achievement of mutual goals. CELI in its design will explore some of the current issues in the space and as a consequence equip members with strategies to ensure effectiveness. Our theme “Leading Higher Education beyond the Norm: The Praxis Paradigm” will enable the connection between theory and practice. The workshops will zero in on matters related to Assessment; Diversity, Equity & Inclusion; Governance; Institutional Effectiveness; Leadership Preparation; Networking and Partnership and Trauma.

It is our hope that you find the engagement meaningful and more importantly, thereafter, transfer your learning to your local context so that all our institutions will experience a measure of positive change.

# GENERAL INFORMATION

Welcome to the Caribbean Educational Leadership Institute (CELI) 2024. We are so pleased that you can join us for this sixth Institute.

## **Dates:**

19 – 21 March 2024: Leadership Seminar (CELI)

19 March 2024 at 6:30 pm: Welcome Reception at the Sir Arthur Lewis Community College

## **Venue:**

Bel Jou Hotel, Castries, St Lucia

<https://www.beljouhotel.com/>

## **Connectivity:**

Complimentary Wi-Fi is available throughout the hotel.

## **Dress:**

We encourage everyone to dress casually for the entire Institute except for the opening Cocktail Reception which will be business casual. We are excited to share this extraordinary leadership experience with you!

## CELI PRINCIPLES

- Openness to ideas and others
- Genuinely listen – do not interrupt when someone is speaking
- Respect others
- Approach tasks collaboratively: everyone contributes to the whole and no one person's idea rules or governs
- Everyone can build on everyone else's contributions and together the group "works it" into something that will be implemented
- Sharing is a key goal
- No one is shut down by an expert
- Creativity is encouraged and welcomed
- Activities need to be planned, but sessions can "go with the flow"
- Timeliness is to be valued to ensure that participants get value from their investment
- Expertise is to be shared, not hoarded

# Welcome Message

## President, ACTI

It is with great pleasure that I welcome you on behalf of the Association of Caribbean Tertiary Institutions (ACTI) to the 6<sup>th</sup> Biennial Caribbean Educational Leadership Institute's (CELI) Seminar 2024, under the theme "Leading Higher Education Beyond the Norm: The Praxis Paradigm." The 21<sup>st</sup> Century demands that our educational visions and missions provide solutions to present and emerging challenges, as we seek to develop thriving mature and sustainable democracies and societies. This important seminar aims to bring together academics, policymakers, and industry leaders to discuss innovative approaches and best practices for leadership and management in higher education. We believe that by fostering collaboration and knowledge exchange, we can collectively work towards shaping the future of education and driving positive change in our societies.

The past few years have witnessed unprecedented challenges in the field of education, with the COVID-19 pandemic forcing institutions in the Caribbean region to adapt to remote learning and virtual interactions. As we endeavour to move beyond this crisis, it is crucial that we reflect on these experiences and identify ways to improve our educational systems. The theme, "The Praxis Paradigm," emphasizes the need for theory and practice to be closely intertwined, enabling us to develop more effective, efficient, and inclusive educational models with the ability to withstand shocks and mitigate learning loss.

Throughout this seminar, we will explore various topics surrounding higher education. Our esteemed keynote speakers and presenters will share their insights and experiences, providing valuable perspectives on the future of higher education. We also encourage all participants to actively engage in discussions and contribute to the exchange of ideas, as your unique perspectives are essential to shaping the direction of our collective endeavours.

As we embark on this intellectual journey, let us remember that our ultimate goal is to create a more equitable, accessible, and innovative educational landscape. By working together and embracing new paradigms, we can transform higher education and prepare the next generation of leaders to overcome the complex challenges facing our society mindful that liberation is praxis: the action and reflection of men and women upon their world in order to transform it. (Paulo Freire).

Thank you for your participation, and I wish you all an enlightening and productive seminar.

***Garth Anderson, Ed.D.***

# Welcome Message

## Principal, Sir Arthur Lewis Community College

Welcome to Saint Lucia and this gathering of esteemed tertiary education leaders. Having such a distinguished group gathered on our beautiful island is a privilege. Each of you represents various facets of the tertiary educational landscape.

In pursuing knowledge and progress, we must meet to exchange ideas, share experiences, and collaborate on solutions to our challenges as higher education leaders. This meeting will serve as a testament to our collective commitment to enhance our learning institutions to ensure our students receive quality holistic education.

As education leaders we are duty-bearers, we are responsible for shaping minds, fostering creativity, and empowering individuals to reach their full potential. Our actions and decisions profoundly impact the future of our societies, economies, and the world.

In the spirit of collaboration and cooperation, let us approach this meeting with open minds, empathy, and a shared dedication to promoting equity, inclusion, and excellence in higher education. Let us draw inspiration from each other's insights and experiences and work together towards innovative solutions that will propel higher education forward in the face of dynamic and ever-evolving challenges.

Our collective expertise, passion, and determination will pave the way for transformation in higher education. Thank you for choosing our beautiful Isle, Saint Lucia, and I look forward to fruitful discussions and collaborations.

**Madgerie Jameson-Charles (PhD)**

# **SCHEDULE AT A GLANCE**

## **TUESDAY, MACRH 19**

8:30 am – 9:00 am **Registration**

9:00 am – 9:30 am **Welcome, Introductions**

9:30 am – 12 noon **Session 1 - Institutional Effectiveness in HE**

Presenter: Dr. Maurice Smith

Chair: Ms. Krissa Johnny

12 noon – 1:00 pm **LUNCH**

1:00 pm – 3:30 pm **Session 2 - The New Face of HE Assessment**

Presenter: Mr. Paul Cox

Chair: Dr. David Doriscar

4:30 pm – 6:00 pm **Tour of Sir Arthur Lewis Community College and Morne Fortune Museum and Art Gallery.**

6:30 pm – 8:30 pm **Official Welcome Reception**

## **WEDNESDAY, MARCH 20**

9:00 am – 9:30 am **Welcome & Courtesies**

9:30 am – 12 noon **Session 3 - Governance in HE: The New Frontier**

Presenters: Dr. Nigel Gravesande and

Dr. Juneann Garnett

Chair: Dr. David Doriscar

12 noon – 1:00 pm **LUNCH**

1:00 pm – 3:30 pm **Session 4 - Networking and Partnerships in HE**

Presenters: Dr. Geneve Phillip-Durham and

Dr. Henry Young

Chair: Mrs. Melissa Emmanuel

3:45 pm – 6:00 pm **Session 5 - Preparing Future HE Leaders Today**

Presenter: Dr. Madgerie Jameson-Charles

Chair: Dr. Justin Peart

# **SCHEDULE AT A GLANCE**

## **THURSDAY, MARCH 21**

9:00 am – 9:30 pm **Welcome & Courtesies**

9:30 am – 12 noon **Session 6 – Dealing with trauma in HE**  
Presenter: Mr. Howard Isaacs and  
Ms. Kenene Senior  
Chair: Dr. Justin Peart

12 noon – 1:00 pm **LUNCH**

1:00 pm – 3:30 pm **Session 7 – Achieving greater HE Diversity,  
Equity & Inclusion**  
Presenters: Dr. Tennisha Morris and  
Dr. Laurette Bristol  
Chair: Ms. Kem Emmanuel

3:45 pm – 4:00 pm **CELI Wrap up**

# MEET THE FACULTY



## **Dr. Laurette Bristol - Bio-Data**

Dr. Laurette Bristol is a citizen of the Republic of Trinidad and Tobago. She is currently serving as a Senior Lecturer at the School of Education, University of the West Indies, Cave Hill Campus, Barbados. She previously served as the Programme Manager, Human Resource Development at the CARICOM Secretariat with responsibility for the leadership, management, coordination, and harmonisation of strategies that enable the implementation of the CARICOM Human Resource Development 2030 Strategy, which was approved by Heads of Government in 2017.

Dr. Bristol has over 25 years' experience in the education arena as a practicing primary school teacher, a Teacher Educator and Tertiary Education Administrator in the Caribbean and Australia. She is a published author of books (single authored, co-authored, and co-edited), and numerous internationally peer reviewed book chapters and research journal articles. Her research emphasises the historical impact of the colonial experience on classroom practices, prefiguring post-colonial educational aspirations and actions. More specifically she has an international research profile that spans the fields of professional development, mentoring, leadership, and school transformation.

Dr. Bristol was recently elected to serve as Programme Chair-Caribbean Studies in Education (CASE), Special Interest Group (SIG)- American Educational Research Association (AERA).

# MEET THE FACULTY



## **Mr Paul St. Ledger Cox - Bio-Data**

Paul St. Ledger Cox is an Educational Measurement Specialist. He has divided fourteen (14) years of professional work experience across the fields of Healthcare and Education in Jamaica. Mr. Cox holds a Bachelor's Degree in Physical Therapy and a Master's degree in Educational Measurement both from the University of West Indies, Mona.

Currently, Cox serves as the Director of Assessment and Examinations at the Council of Community Colleges of Jamaica (CCCJ), a statutory agency under the Ministry of Education and Youth, Jamaica. Paul has a keen research interest in classroom assessment, science misconceptions and student learning and is an avid track and field supporter.

# MEET THE FACULTY



## **Dr. Juneann Garnett - Bio-Data**

Dr. Juneann Garnett is a Senior Assistant Registrar at the University of Guyana, Registry with responsibility for the management of the Committees & Archives Unit. She holds a first degree in Agriculture, a Postgraduate Diploma in Development Studies, and a Library Technician's diploma all from the University of Guyana. She has a Master of Arts degree in International Studies from the University of Ohio and a Doctor of Education degree Leadership and Innovation) from Arizona State University.

In 2017, Dr. Garnett became the Assistant Registrar for Committees and Archives. Since then she has focused on developing a system that will allow easy access and retrieval of institutional records. She posits that if the University's Governance systems are supported by the documentation of clear policies and procedures with relevant access to institutional records and knowledge for all stakeholders, innovations will be faster diffused within the University. The University's leaders would be working within a framework that allows for good communication, knowledge transfer, and information sharing; this would foster positive and necessary change. Dr. Garnett research interests lie in focusing on the potential of the effective dissemination of information to address contemporary social problems both within and without organizational constructs. Her dissertation research explored how an Electronic Records Management System could be used to foster good governance and institutional cohesion at the University of Guyana.

Dr. Garnett has presented research papers at several regional conferences and won first prize at the University of Ohio's International Studies, Graduate Student Research Expo 2015. She also worked with Professor Lawrence Carrington on the governance reform project for the University of Guyana, which was completed in 2018.

## MEET THE FACULTY



### **Dr. C. Nigel Gravesande - Bio-Data**

Permanent Secretary, Ministry of Trade, Tourism and Industry in Guyana, Director of International Economic Cooperation, Ministry of Foreign Affairs in Grenada as well as Director of Tourism in the Spice Isle. His successful record of leadership in various roles as Chairman of the Board of Directors of the Regional Institution, Caribbean Export, headquartered in Barbados, Secretary to the Councils and Organs of the T. A. Marryshow Community College and the University of Guyana as well as a Council Member of the Caribbean Examinations Council (CXC) for the past eight years, would have contributed to the on-going transformation of these national and regional institutions.

Dr. Gravesande was an active participant at the inaugural ACTI Training Leadership Institute that was held at St. Ann's, Jamaica in June 2013 and continues to serve and represent ACTI at various fora. He is passionate and committed to playing a proactive role in deepening the regional integration process, particularly among the institutions serving the human resource needs of the Caribbean.

# MEET THE FACULTY



## **Mr. Howard Isaacs - Bio-Data**

Howard Isaacs is a Justice of the Peace for the parish of St. Ann, Principal of the Moneague College and a Past President of the Jamaica Teachers' Association (JTA) He has also served as the interim Executive Director of the Council of Community Colleges of Jamaica.

In 2004, he was awarded the status of a Professional Fellow in Education to the Commonwealth by the British Council. In November 2014, he was awarded the status of an Emerging Leader in the Americas by the Government of Canada and in 2015, he was awarded the Prime Minister's Medal of Appreciation for service to Education.

He sits on committees for the Joint Board of Teacher Education (JBTE), the Teachers Colleges of Jamaica (TCJ), the Teachers Services Commission (TSC), the National College of School Leadership (NCEL) and the Council of Community Colleges of Jamaica (CCCJ). He has also served as the First Vice President of the Caribbean Union of Teachers and several national boards and committees to include: The University Council of Jamaica, Jamaica Tertiary Education Commission, Jamaica Teaching Council and the National School Leaving Certificate Steering Committee.

# MEET THE FACULTY



## **Dr. Madgerie Jameson-Charles - Bio-Data**

Dr Madgerie Jameson-Charles is the Principal of Sir Arthur Lewis Community College. She has been an educator for 44 years in Saint Lucia, New Zealand and Trinidad and Tobago. Dr. Jameson-Charles is the holder of a Bachelor of Science in Psychology (The University of the West Indies), a Master of Education, Education for Employment (University of Sheffield, UK), and a PhD in Education, Learning and Instruction in Higher Education (University of Otago, New Zealand). She is a Certified Hospitality Department Trainer from Education International, American Hotel and Lodging. She completed the Certificate in TVET leadership at UNEVOC, Bonn, Germany. She is also a trained counsellor and has received individual and group counselling training, focusing on psychodrama and play therapy. She is also trained in critical incidents and mediation.

Dr. Jameson-Charles has been involved in several youth development projects in Grenada, Anguilla, Belize, Trinidad and Tobago, Turks and Caicos Islands, and Belize. She supported the development of initiatives that would enhance positive youth development. She was also part of a team to develop modules for the capacity building initiative for TVET instructors and leaders in Belize. The EU funded this initiative, and she was the lead consultant in developing the modules for the Certificate in Leadership and Management of TVET institutions and the Diploma in CBET for TVET educators.

She is a member of the American Psychology Association. She is an active member of the International Psychology Division where she reviews articles for publication in the International Perspectives in Psychology. Her research interests are teacher education and professional development; high-stakes testing; youth guidance, empowerment and development; education for employment; making transitions; organisational development; and learning and instruction in higher education.

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# MEET THE **FACULTY**



## **Dr. Tennisha A. Morris - Bio-Data**

Dr. Tennisha A. Morris is a lecturer in Early Childhood Education at The University of the West Indies, Cave Hill. She has served as Educational Consultant with the Caribbean Development Bank. Major deliverables from her work as consultant include a curriculum on Gender Socialization in the Early Years, which was written for use by Early Childhood Practitioners across the Eastern Caribbean and Barbados. Dr. Morris has done extensive research on gender and education in the Caribbean, early literacy development and quality assurance and enhancement in higher education. A recent publication of hers is *Gendering the Literacy Classroom: Teachers' Beliefs and Practice* published in the Caribbean Education Research Journal, Volume 7, Issue 1, December 2022. Dr. Morris previously served as Quality Assurance Officer with the Barbados Accreditation Council.

# MEET THE FACULTY



## **Mrs. Geneve Phillip-Durham - Bio-Data**

Geneve Phillip-Durham, holds a Bsc. in Public Sector Management, Postgraduate Diploma in International Relations, Msc.in Global Studies, and PhD. in International Relations. She is currently the Dean of Humanities and Social Sciences at the University College of the Cayman Islands. Over the past (12) years, Genève has served in academic and administrative management roles, regionally and internationally, working across the private sector, public sector, civil society and multilateral organizations, *inter alia*, as Dean of Academics at the University of St. Martin, Lecturer at the University of the West Indies, UNDP and UN Women Consultant. She currently serves as an Associate Editor for the Island Studies Journal and Deputy Editor-in- Chief for the Journal of Island and Marine Studies.

Dr. Phillip-Durham is a member of the Executive Council of the Caribbean Studies Association (2023-2025), an Academic Board Member of the Accreditation Agency of Curaçao since 2017, Secretary of the Board of Directors for Solar Head of State- an international NGO which focuses on sustainability and renewable energy (2021-present) and an Affiliate of the Resilient and Sustainable Islands Initiative (2023) - a global advisory network which works with SIDS to find solutions to growing sustainability challenges.

Genève has a keen interest in the political economy of development, specifically in Caribbean small island developing states and non-independent territories and as such, frequently contributes to social and political analyses. She has published peer-reviewed articles and book chapters on topics such as; capacity and institution building, policy practice, good governance, diversification and resilience in the Caribbean and has presented her academic research at Conferences throughout the Caribbean, North America and Europe. Dr. Phillip-Durham can be reached at: Phone: 345-623-0522; Email: [gdurham@ucci.edu.ky](mailto:gdurham@ucci.edu.ky).

# MEET THE FACULTY



## **Dr. Maurice D. Smith, JP; CPFEEd - Bio-Data**

Dr. Maurice D. Smith received his professional training at the Mico University College in Kingston, Jamaica. Having earned undergraduate and graduate degrees with honours from both Northern Caribbean University and the Nova Southeastern University respectively, he is a Jamaica 2010 Fulbright Scholar who has read for a Doctor of Education [with high commendation] in educational leadership and policy from Howard University. Dr. Smith is credited with the establishment of Belmont Academy; Jamaica's first Centre of Excellence. Having been previously engaged as the Principal Director of the National College for Educational Leadership [NCEL], he was in 2015 appointed Permanent Secretary in the Ministry of Education, Youth and Information. Between 2017 and 2019, Dr. Smith was engaged as an international educational consultant to the World Bank, UNESCO and Organization of Eastern Caribbean States where he provided policy and technical advice to governments across Latin America, the Caribbean and the Middle East. He currently serves as University Registrar and Chief Administrative Officer of the University of the West Indies with its almost 50,000 students spread across five campuses and 17 countries in the Caribbean. He is Chair of the Board of the All American Institute of Medical Sciences and Vice-Chair of the Board of Trustees of the I-AM USA Foundation. Dr. Smith who is a certified Performance Coach and Commonwealth Professional Fellow in Education frequently addresses local and international conferences on matters related to educational leadership. He is an author, well sought after motivational speaker, strategist and the recipient of several awards chief of which are the Governor General's Achievement Award [2019] and the [2016] Prime Minister's Medal of Appreciation for Service to Education. He is also a Justice of the Peace for the parish of Kingston.

# MEET THE FACULTY



## **Dr. Henry Young - Bio-Data**

Henry Young is a Vice Provost at the New England Institute of Technology, with oversight of engineering, computer science, architecture & construction, and business management programs. He also teaches courses in leadership and planning within the University's graduate school. He actively serves the New England Commission on Higher Education as an accreditation team member for both domestic and international institutions.

Prior to his position at New England Tech, Henry was an officer in the United States Navy and later in the Navy Reserve Civil Engineering Corps. He commanded several construction-based organizations with responsibility for infrastructure rehabilitation and construction work on U.S. military installations worldwide. Henry served as Special Assistant to the Rhode Island Director of Transportation, advising on the State's portfolio of intermodal transportation projects. He was also a senior consultant for the firm KPMG, and a principal partner for his firm Young & Young Management Consultants. Henry co-founded a Massachusetts-based manufacturing company producing composite ballistic armor for the United States Army. He has served on several boards and commissions including two decades as a Commissioner to the Southeastern (Massachusetts) Regional Planning and Economic Development District.

Henry earned his Doctor of Education at Northeastern University in Boston. He also holds a Master of Science degree from the University of Rhode Island and a Bachelor of Science degree from Virginia Polytechnic Institute, both in Civil Engineering.

## Session Chairs:

- Dr. David Doriscar, Program Director and Assistant Professor, Institute for Ethical Leadership, St Thomas University
- Ms. Kem Emmanuel, Lecturer-Engineering and the Circular Economy, Sir Arthur Lewis Community College
- Mrs. Melissa Emmanuel, Assistant Librarian-User Experience and Access Services, Sir Arthur Lewis Community College
- Ms. Krissa Johnny, Manager-Office of Institutional Effectiveness and Transformation Unit, Sir Arthur Lewis Community College
- Dr. Justin Peart, Associate Professor, St Thomas University

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## **VISION**

The Association of Caribbean Tertiary Institutions will be recognized regionally and internationally as the premier organization of tertiary education institutions which advances the effectiveness, relevance and quality of tertiary education in the region.

## **MISSION**

The Association of Caribbean Tertiary Institutions serves as the network and advocate for advancement of tertiary education and provides technical support to its members.



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