

# Making Waves

*2024-2025 Annual Report*



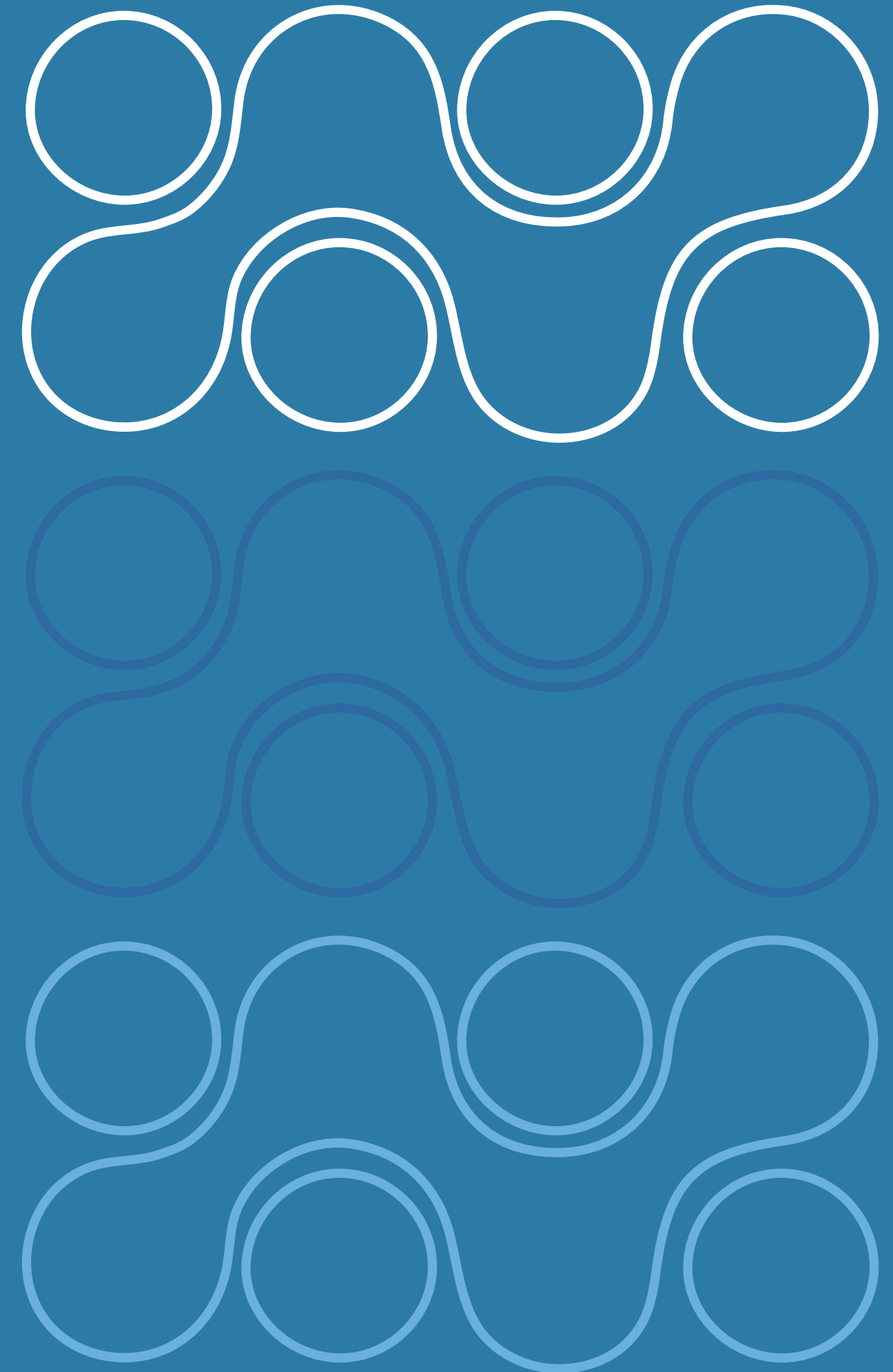
# Welcome

The Community Learning Network Board and Staff are proud to share highlights from a year of impact, growth, and momentum across the CALP system.

In 2024–2025, our collective efforts have made waves through stronger connections, new opportunities for learning, and deeper collaboration with partners across Alberta’s adult learning landscape.

Together, we continue to create ripples that support and empower adult foundational learners across the province.

As we reflect on this year of movement and progress, we begin by sharing a [provincial land acknowledgement](#) – co-created by CALP staff from across Alberta—honouring the lands where we live, learn, and make waves together.



01. COMMUNITY LEARNING NETWORK & THE CALP SYSTEM



About Us .....	P.02
Welcome from the Board Chair .....	p.03
Welcome from the Executive Director .....	p.04
Meet the CLN Board .....	p.05
Meet the CLN Team .....	p.06
Who are our Members? .....	p.07
CLN’s Purpose .....	p.08
CLN’s Role .....	p.09
Professional Development Logic Model Outcomes .....	p.10

11. SUPPORTS FOR CALP

CALP Portal .....	P.12
E-Learnings .....	p.13
CALP Database .....	p.14
Adult Learning Alberta .....	p.15
New Projects .....	p.16

20. TRAINING & EVENTS

Training and Professional Development .....	P.21
Required Training .....	p.22
Training by CLN Staff .....	p.25
Supported Training by Valued Partners .....	p.26
Partners in Professional Development .....	p.27
Coaching and Mentorship .....	p.28
Supporting Metis & Indigenous Learners .....	p.30
Professional Communities .....	p.32
2025 Literacy & Learning Symposium .....	p.35
Learners’ Voices .....	p.39

# Community Learning Network & the CALP System





# About Us

In 1987, the Company of Coordinators was established as a society to support further education and lifelong learning in Alberta.

By 1994, the organization had expanded and evolved, changing its name to the Community Learning Network (CLN). In 2012, the CLN registered as a federal charity with Revenue Canada to extend its reach to support the fields of literacy and foundational learning.

As an organization, we value and practice respect, integrity, transparency, diversity, and ethical leadership and are committed to effective governance and operational excellence.

The CLN Board of Directors regularly reviews and affirms its purpose as part of our mandate to be transparent in our work and communication.

# Welcome from the Board Chair, Monica Sczyrba-Davis

The past year for the CLN Board has been a deep look into priority, capacity, strengths, transitions and ability to apply new insights and learnings.

We began our year with a significant turnover on the board and an entirely new Executive. Through in-person, phone calls, many Zoom meetings and texts, we learned more about the passions that brought us to this work and why taking on leadership roles is so vital for the health of the systems we have created.

Advocacy, capacity, managing transition and streamlining processes became our priority as we both managed existing expectations and evolved future processes.

We took an innovative approach to leadership by intentionally focusing on strengths of individuals in support of unified goals that serve the CALP system. Like every year in the CALP and CLN world, this one had its endings, new beginnings and surprises. All of this was managed with grace, kindness, generosity of expertise and commitment to strengthening the CALP system.

Going forward, this board is firmly rooted in connection, safe space, mutual mentorship and upholding the standards of meaningful and productive literacy practices that serve our organizations and combined communities.

I would like to acknowledge the many integrity filled hours contributed by the Board, our Executive Director and the CLN team to continue in their role as the backbone of the outstanding CALP community we all serve.



# Welcome from the Executive Director, Lisa Dickner

The 2024-2025 year has been both industrious and reflective. CLN staff engaged in the development of six new PD projects, which were ambitious, to say the least! They showcased the talent and experience housed within the CLN team and welcomed contributions from both CALP practitioners and adult learners from across Alberta. We're excited to launch these new trainings and resources during the 2025-2026 year – all featured in this report.

In reflection, we've keenly felt the absence of CLN's Metis and Indigenous Liaison, Lori St.Cyr this year and are hopeful for a return in the very near future. During her absence, we sincerely appreciated the support of Elder Lucille Provost and Faye Beauchamp, both of whom shared their expertise with CALP staff to address the programming and support gaps. At the end of the year, we also said our farewells to Pat Halewich, CLN's PD & Events Specialist as she "packed up her trailer" and waved good-bye to our formal workplace and is off for her own adventures in retirement.

While change is ever-present in our system – it will not interrupt our commitment to our PD role supporting this incredible system. After all, "It is not really work if you are having fun." – [Pierre Omidyar](#)

My heartfelt thanks to the CLN team – both staff and board members, for their remarkable work this year! May we continue to "make waves" together!





# Meet the CLN Board



**Monica Sczyrba-Davis**  
Chair



**Tanya Klappe**  
Vice Chair



**Tanya Mercredi**  
Treasurer



**Leslie Carbone**  
Secretary



**Dave Albrecht**  
Director & Governance Committee Chair



**Stephanie Brown**  
Director



**Rochelle Galeski**  
Director

You can get to know the CLN Board at <https://calp.ca/about-cln-1/-cln-board-of-directors>

# Meet the CLN Team

In 2024-2025, there were 11 CLN staff members, located in communities throughout Alberta.

You can get to know the CLN staff at <https://calp.ca/about-cln-1>





# Who are our Members?

Across Alberta, 83 Community Adult Learning Programs (CALPs) are making waves in their communities – providing vital, locally-driven opportunities for adults to thrive and build foundational skills.

CALPs are community-based organizations, funded by the Government of Alberta, working to improve access to learning in key areas such as:

- Adult Literacy
- Numeracy
- Skills for Learning
- Basic Digital Skills
- English Language Learning
- Community Capacity Building

Curious to learn more or find a CALP near you?

Explore the CALP Directory:

<https://calp.ca/find-a-calp-near-you.html>



# CLN's Purpose

We strengthen the Community Adult Learning system in Alberta, so:

- CALPs have access to responsive professional learning
- CALPs deliver quality community-based adult learning
- Funds allocated to the CALP system provide the greatest return on investment
- Collaboration, alignment and connectivity exists throughout the system

# CLN's Role

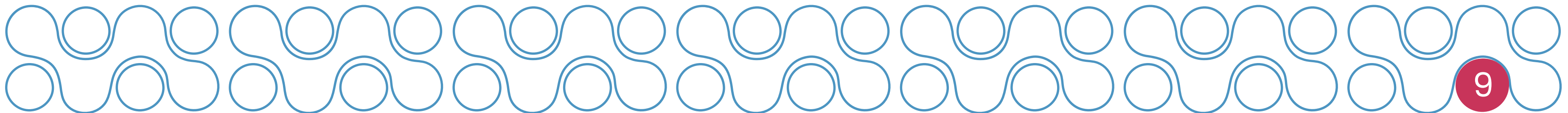
Alberta Advanced Education provides annual professional development (PD) grants to organizations that form the CALP PD system.

CLN is one of four organizations which coordinates and delivers PD so CALP-funded organizations can be successful in their work with adult foundational learners.

The CALP PD system works towards achieving a vision and long-term outcomes to demonstrate the impact of grant dollars.

The vision of the CALP PD system is:

**CALP staff strive for excellence in priority areas to change the lives of adult foundational learners.**



# Professional Development Logic Model Outcomes

## **LEARN:**

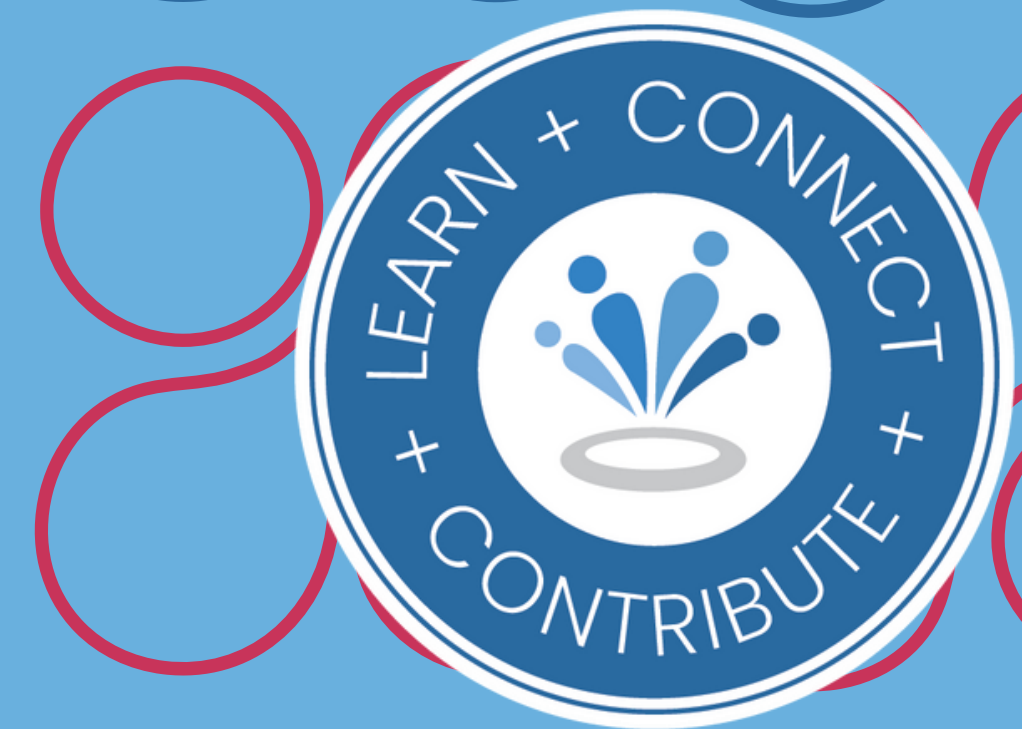
CALP staff acquire knowledge and skills they need from CALP PD

## **CONNECT:**

CALP staff are actively engaged in professional communities

## **CONTRIBUTE:**

CALP staff are leaders and actively shape the CALP system







# Supports for CALP



# The CALP Portal

CLN staff and board continue to be regularly active and responsive to the CALP system via the Portal, using our monthly e-newsletter, bi-weekly blogs, and regular discussion threads to keep the system informed.

CLN ensures that CALP Portal contact pages and the “CALP Grant” section are kept current, including the most up-to-date version of government documents (when requested), and ensuring contact information for Government of Alberta CALP grant staff are accurate.

One key goal of the CALP Portal is to engage the system in conversation –not simply to serve as a repository for one-way information sharing. Portal members are invited to communicate using the platform as well. The Portal’s training calendar also continues to promote relevant PD opportunities from a variety of providers.



# e-Learnings

The CALP Portal is host to 16 e-Learnings which are customized to the unique nature of adult foundational learning in the CALP system. As part of CLN's comprehensive approach to PD, e-Learnings are a valuable component.

CALP staff can access these e-Learnings on-demand, spend as much or as little time as they need, and choose the specific topics most relevant to their immediate PD Needs.

## Top Three Viewed E-learnings



CALP Basics



The Never-Fail Writing Method

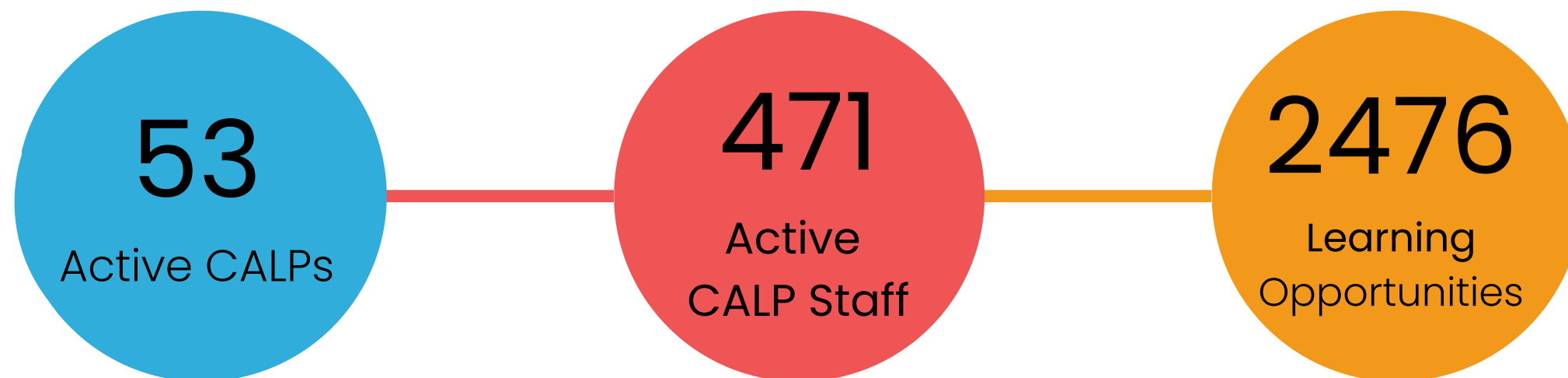


Building Literacy: A Learner-Centred Guide for Teachers, Tutors and Practitioners of Adult Literacy

# The CALP Database

The CALP Database is a tool that continues to support CALPs both operationally, by providing a customized platform to manage in-house registrations, create profiles for learners, instructors, and tutors, as well as to help with collating data for annual reporting to Advanced Education.

To support CALP staff through a transition in reporting styles, CLN hosted multiple learning labs at the beginning and end of the cycle. The CLN Staff offered personalized supports for those CALPs in need of assistance, including sleuthing to find the source of errors, one on one meetings, and customized instructions to fix problems. CLN posted multiple updates to the CALP Portal to keep CALP staff informed.

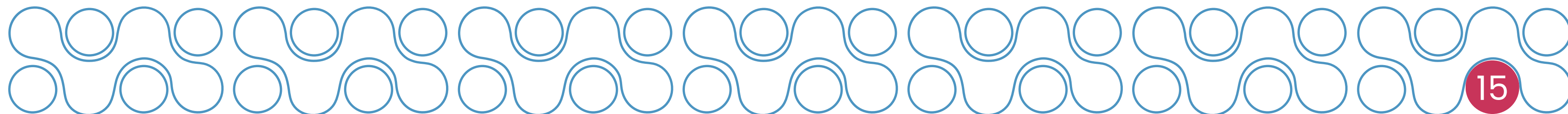
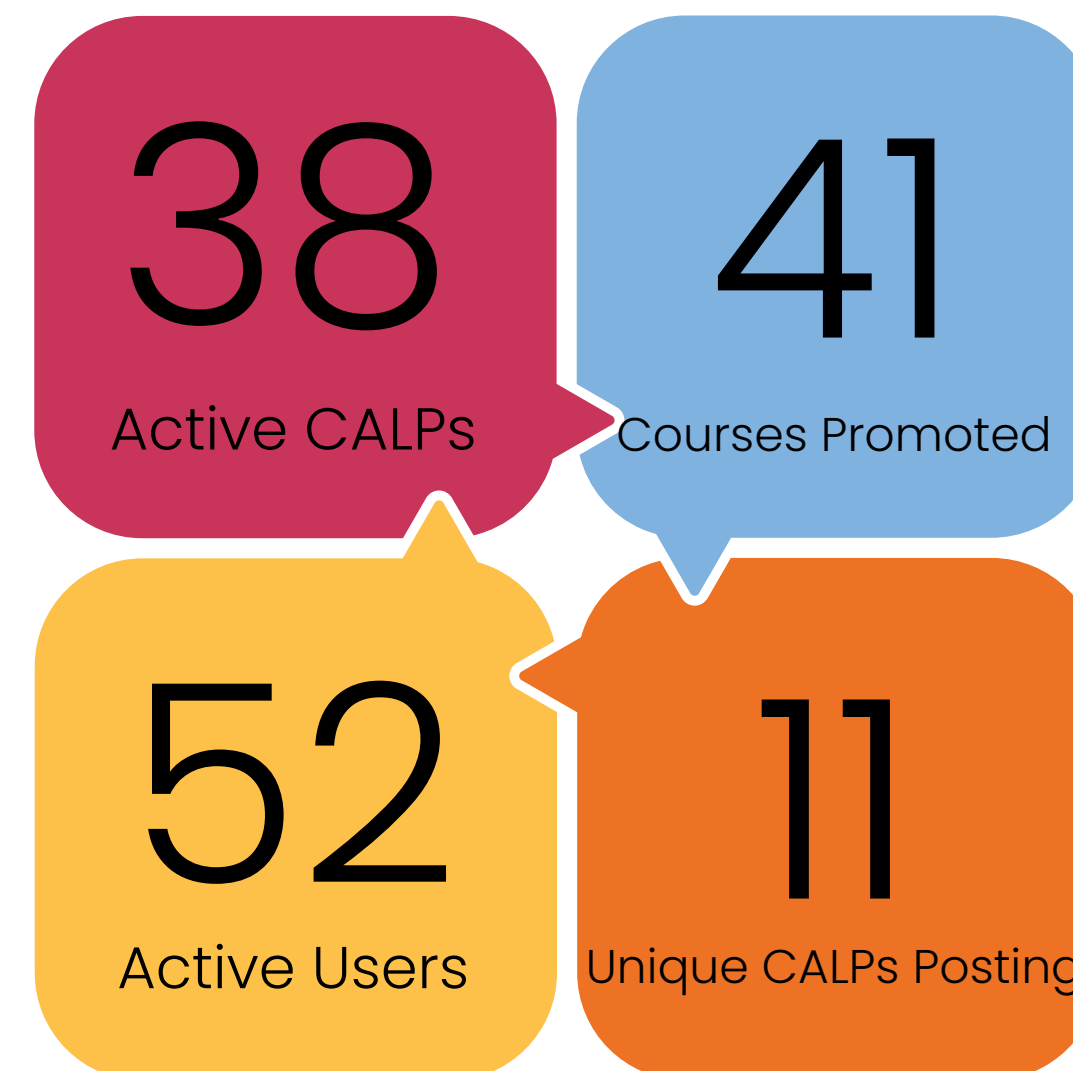


# Adult Learning Alberta

The CLN, in conjunction with the CALP community, created the Adult Learning Alberta website in 2019 to provide a provincial space for sharing online foundational learning opportunities for Adult learners.

52 CALP staff have access to this resource 24/7 to post program offerings, and provide more learning options for participants in their community.







Check it out!: <https://adultlearningalberta.ca/>



# New Projects

In the 2024–2025 year, Community Learning Network allocated funds received from the CALP PD Grant to develop a series of six resources to support PD and training for CALP staff.

The following listed projects will be further explained by project goal and outcome results.

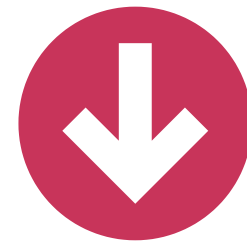
-  CALP PD Success Pathways
-  Teaching Digital Literacy Resource/Teaching Digital Skills: Strategies & Resources
-  Teaching Writing Resource
-  Introduction to Trauma Informed Practice in a CALP Setting
-  Strategic Conversations
-  Answers May Vary – Animated Guide & Workshop



# New Projects

## Teaching Writing: Strategies & Resources

**Goal:** Create an online resource for instructors and tutors to access instructional strategies for teaching writing to adults.



**Results:** Terri Peters was contracted to research, select and vet instructional strategies. The resource was uploaded as an interactive guide on the Portal.

## Teaching Digital Skills: Strategies & Resources

**Goal:** Create an online resource with instructional strategies for teaching digital skills to adults.

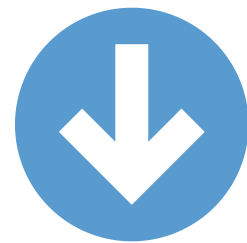


**Results:** Comprehensive guide with strategies, videos, and demonstrations; positive feedback from Teaching Digital Skills Day (94% attendance, full-day engagement).

# New Projects

## CALP PD Success Pathways

**Goal:** Create an online tool for CALP staff to assess their own professional skills, get personalized PD plans, and track progress.



**Results:** Framework with 7 profiles/44 skills, interactive survey, personalized pathways, and progress tracker.

## Introduction to Trauma Informed Practice in a CALP Setting

**Goal:** Develop a training to introduce trauma awareness and evidence-based practices that support safety and control in CALP learning environments.



**Results:** A trauma-informed curriculum was co-developed by Monique Sedlar and CLN staff, piloted as an online series with an optional integration session, and revised based on participant feedback.

# New Projects

## Strategic Conversations

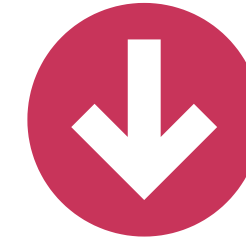
**Goal:** Create a learner-centred, strengths-based resource that supports CALP staff in building relationships with adult learners and reflecting critically on their practice.



**Results:** Sixteen contributions from CLN and CALP staff were gathered in text, audio, and visual formats, showcasing diverse voices, reflections, and research.

## Answers May Vary Guidebook

**Goal:** Relaunch the Answers May Vary Guidebook as an accessible, animated resource to support literacy and essential skills development for adults with developmental disabilities.



**Results:** The guide was relaunched in November 2024 as an animated PDF with new testimonials, an updated author's note, and embedded links to handouts, videos, and audio files.



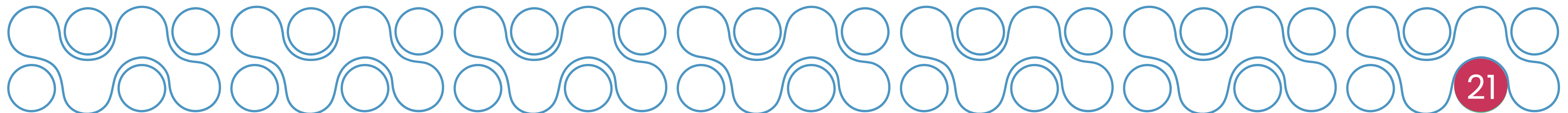
# Training & Events

# Training and Professional Development

In 2024-2025, CLN supported the delivery of in-person and online training opportunities.

Strong results from the CALP Annual Survey 2025 reveal that the CALP PD system provides CALP staff with training they need and that it improved their confidence in their work:

- **86.5%** of CALP staff received the PD that they needed in 2024 – 2025
- **96.5%** of CALP staff felt more confident in their work as a result of CALP PD





# Required Training

The CALP Policy Manual emphasizes that adult foundational learners often have complex needs, requiring skilled and supportive staff and volunteers. To support this, two trainings required by Advanced Education – and delivered by CLN – help build core competencies for CALP practitioners.

**Introduction to Adult Foundational Learning (IAFL)** is a 13-hour in-person or online training that provides essential knowledge, tools, and connections for working with adult learners.

**CALP Essentials for Family Literacy Programs** is a 9-hour training for CALPs offering family literacy programming, focusing on building adult skills within an intergenerational literacy approach.



7 Events

87 Hours

92 Participants

# Introduction to Adult Foundational Learning (IAFL)

With the flow of new staff joining the CALP system each year, Introduction to Adult Foundational Learning had ongoing demand throughout the year.

**CALP staff rated the relevance of IAFL at 100% and the quality of the training at 100%.**

**6**

Events

**78**

Hours

**82**

Participants

*"I've learned the importance of goal-driven, learner-centered instruction and have started using more relevant, real-life tasks. I plan to continue adapting my teaching to better reflect learners' needs and goals."*

IAFL Participant

# CALP Essentials for Family Literacy Programs

Participant feedback about the CALP Essentials for Family Literacy Programs training notes the value of the recently added practical component.

**CALP staff rated the relevance of this required training at 100% and quality of training at 100%.**

**1**

Event

**9**

Hours

**10**

Participants

*"I appreciated the hands on learning to write the plans and work through the planning process."*

CALP Essentials  
Participant

# Training by CLN Staff

This year, areas of primary focus included literacy instruction and assessment, basic digital skills instruction, understanding stress, grief, trauma and resilience, CALP tools and resources, and understanding of basic knowledge needed in CALP.

The **top five** attended CLN trainings were:

- 1** Teaching Reading
- 2** LFL Sleuths: Understanding Adult Foundational Learning
- 3** Psychological First Aid
- 4** Welcome to CALP!
- 5** Staff Picks: Answers May Vary



**33 Events**

**201.5 Hours**

**266 Participants**

# Supported Training by Valued Partners

Other Supported Training is provided by individuals or organizations without a CALP PD Grant, but coordinated (and sometimes hosted) in partnership with a CALP PD Grant recipient, who reports these activities to Advanced Education. This training helps the CALP PD System meet emerging needs.

The **top three** attended sessions were:

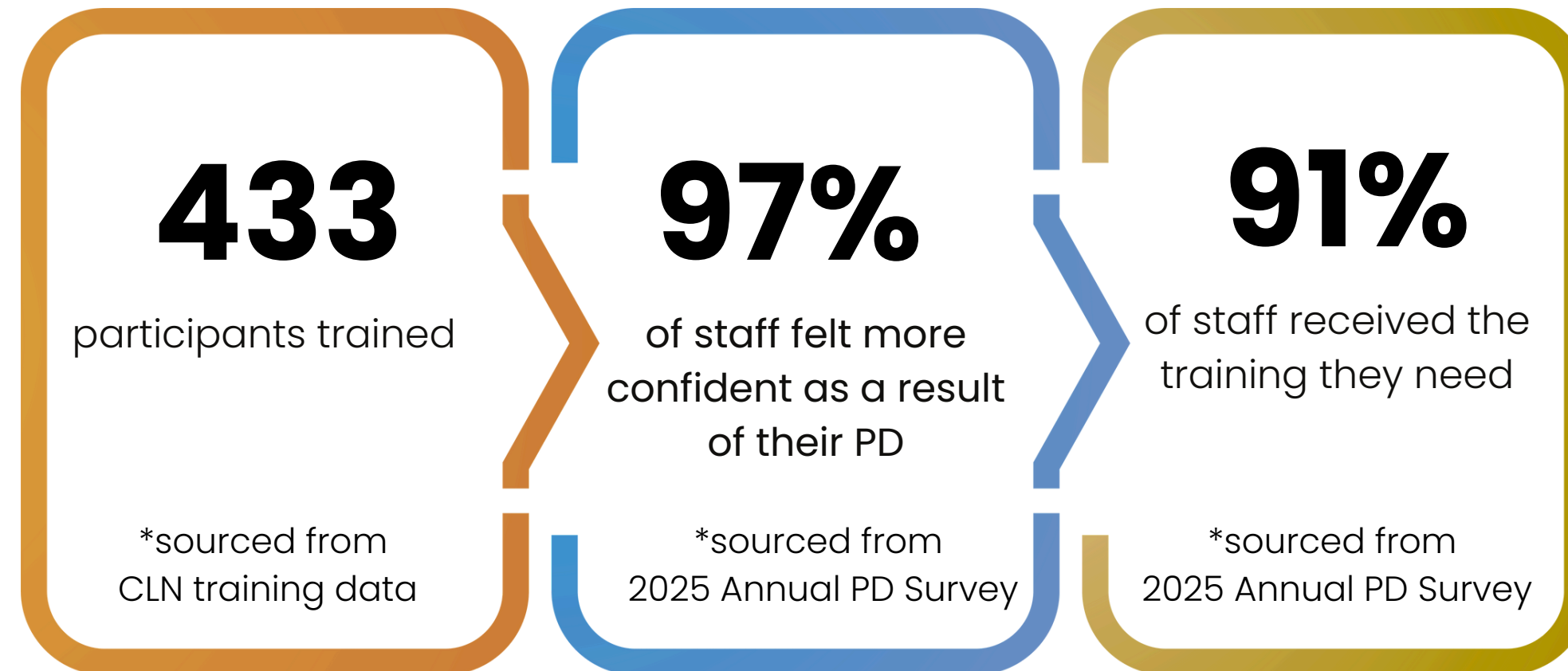
- 1 Skills for Learning Panel
- 2 Teaching Digital Skills Day
- 3 Planning for Learning Series





# Partners in Professional Development

This year, CLN partnered with Calgary Learns, ECALA, Alberta Routes, and Regional Support System partners to deliver a province-wide training lineup that addressed CALP needs and strengthened confidence across the system.



# Coaching and Mentorship

Coaching and mentorship is a core piece of the work CLN does with CALP staff. Through ongoing relationship building with new and seasoned CALP staff, CLN's staff provide a safe place to connect, ask, and explore. CLN staff contact every CALP throughout the year. It's our aim that staff know they can reach out whenever they need help and that they are not alone.

The **top 2024 – 2025** coaching and mentoring topics with CLN staff were:






- LFL Promising Practices (Strategies & Resources)
- CALP Programming
- CALP Database
- Symposium Presenters
- Relationship Building
- PD/Training Requests

*"I found that meeting with different coaches helped with other ways of teaching learners."*

CALP Staff,  
Annual CALP PD  
Survey 2025

# Targeted Coaching

To provide avenues for CALP staff to engage with the expertise on the CLN team, targeted coaching was introduced in 2023–2024 and expanded on this year. CALP staff could make a request through the Portal for in-depth learning personalized to their own CALP-related learning goals in any of these areas:

-  Literacy Programming and Instruction
-  CALP Database
-  Goal Setting with Learners
-  Building Relationships: Truth and Reconciliation with Lucille Provost
-  Communication Skills for Small Talk, Big Talk (presentations) and Group Talk (facilitation)

# Supporting Métis and Indigenous Learners

Supporting Métis and Indigenous learners is a priority for CLN and is intricately tied to the connections, reciprocal relationships, and a sense of place that we continue to build, nurture and understand.

**Summary of Activities** to support awareness and learning about Truth and Reconciliation within our system:

- Recognized the **National Day for Truth and Reconciliation** with Elders Dave Matilpi and Lucille Provost
- Offered **one-on-one coaching** with Elder Lucille Provost
- Contracted Faye Beauchamp, **Indigenous Liaison** to provide CALP staff with learning and support.

*"There is so much more we can do for Truth and Reconciliation in our province.*

*I believe we are on the right path today.*

*We must keep on this path of educating all Canadians on the truth in order to reconcile and to have more Indigenous students in all CALPS across the province."*

Elder Lucille Provost



# Supporting Métis and Indigenous Learners

During her term, Faye Beauchamp, Indigenous Liaison:

- Provided **one-on-one coaching** to staff supporting Indigenous adult learners
- Hosted an **online gathering** for Métis Week to honour Métis history and traditions
- Co-designed and co-presented a 4-part online **Truth and Reconciliation learning series** with a CALP Elder
- Authored **four blogs** on Indigenous Languages, Land-Based Learning, MMIWG2S, and Indigenous History Month

# Professional Communities

Communities of practice are groups of people who share a concern or a passion for something they do and learn how to do it better through ongoing conversation. CLN is pleased to offer CALP staff these opportunities for regular interaction throughout the year. These conversations are fluid and flexible. CALP staff are encouraged to move in and out of conversations based on their needs and are often asked to share their knowledge, experience and expertise with the 'room' — virtual or in person.

As a result, CLN offers a host of regional and provincial professional communities that prioritize conversations over content.

51

Events

66

Hours

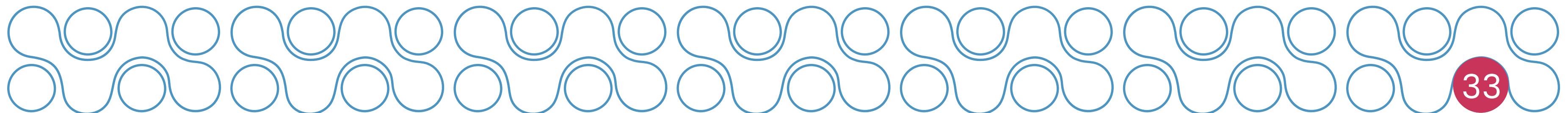
517

Participants

# Strengthening Literacy Practices (SLP)

Each year, CLN offers an 8-month cohort-based training to equip literacy practitioners with the knowledge, tools and strategies needed to work directly with literacy learners and create learner-centred literacy programs.

Using a blended format with monthly Zoom sessions, weekly independent learning assignments, and online discussions, participants make a significant commitment to learning.



# SLP Impact

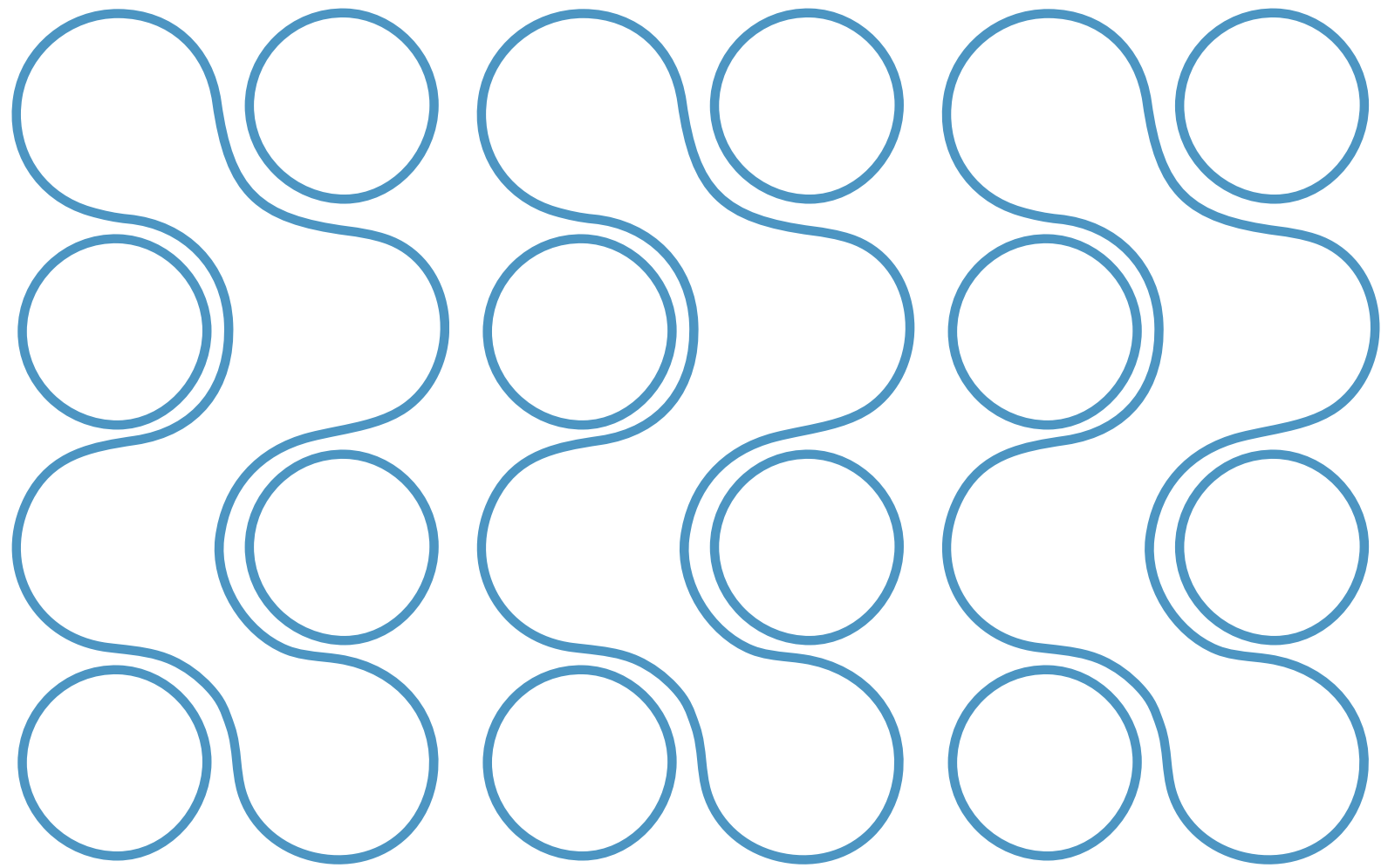
All participants showed gains in their knowledge and confidence in the SLP core competencies when comparing the pre-assessment to the post-assessment.

In the monthly self-assessments and post-assessment, each participant articulated specific practices and strategies they had gained in each of the core competencies and how they would implement them or improve on them in their practice.

*"[The] readings evoked much more feeling than I thought SLP would involve. It made clear that LITERACY is so much more than I started this program thinking it was. It also made clear that what we do is so valuable not just for our learners but for society as a whole. The ability to critically engage with your world is [a] right everyone should have."*

*SLP Alumnus*





# 2025 Literacy & Learning Symposium

This year's Literacy & Learning Symposium truly lived up to its theme – *Making Waves*. Thoughtfully designed, the event reflected the heart of the CALP community, with every session and shared moment rooted in connection, voice, and impact.



# 2025 Literacy & Learning Symposium

## Symposium Goals:

- Provide relevant training and PD opportunities
- Build and strengthen connections and relationships by:
  - Enhancing engagement
  - Providing networking opportunities
  - Encouraging communities of practice
  - Celebrating milestones

257

Attendees

40

Presenters

74






CALPs  
Represented

28

Breakout  
Sessions

# Métis and Indigenous Sessions

This year, the Symposium offered CALP staff several unique opportunities to learn about supporting Métis and Indigenous Learners and grow in their own understanding, including a CALPx presenter and four breakout sessions:

-  **CALPx Talks: Surfacing Undercurrents for Waves of Change**  
– Solange Lalonde
-  **Indigenous History, Signing of Treaties, Dispelling Myths and Conflict Resolution**  
– Elder Lucille Provost & Robert Provost
-  **“Akiitsini’koip – We Will Tell Stories”**  
– Tsuaki Marule, Anthony Many Fingers & Larry Fox
-  **The Blanket Exercise**  
– Faye Beauchamp & Odette Lloyd
-  **Mosoms & Moccasins: Literacy Reimagined**  
– Dr. Trudy Cardinal

*“Such a great way to experience in a small degree what it felt like to lose so much as an Indigenous person. It helped me gain a deeper empathy for my Indigenous brothers and sisters.”*

The Blanket Exercise  
Participant



# Symposium Impact

*"This was my first time at the CALP Symposium and I really enjoyed my experience. I felt more connected with the community of professionals across the province, I had fun with the challenges on the app, I was touched by the speakers in my breakout rooms, and I felt humbled to be a part of this Symposium. I can't wait to come back again next year!"*

(2025 Overall Symposium Survey)



# Learners' Voices

Over the years, Symposium attendees have consistently told us that they appreciated hearing from a learner speaker.

This year, in alignment with our theme of "Making Waves," we reached out to CALPs across Alberta and invited them to help us feature learners from across the province and 'flood' Symposium with learner voices.

We encouraged adult Albertans to share their learning experience at Community Adult Learning Programs by submitting either a video/audio recording, a story, poem or song, an art piece, a photo essay, a graphic story or any other submission that reflected the impact of their learning.

41

Learners

22

Videos

3

Audio  
Recordings

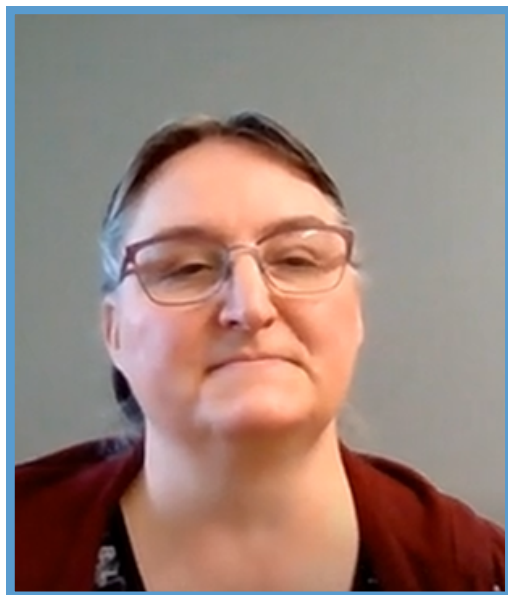
16

Non-videos

*"The stories of our learners bring tears to my eyes, I wish we had the time to highlight every single learner in our program for you. It is a kaleidoscope of successes and a true picture of why we are here."*

(CALP Staff)

# Learners' Voices Video Submissions



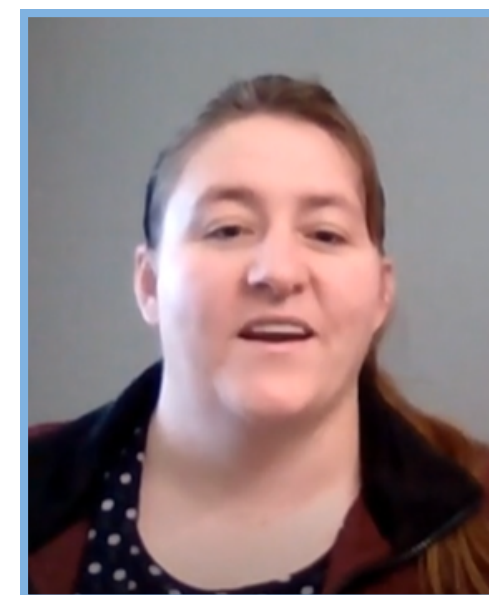
Meet Nancy



Meet Alejandra



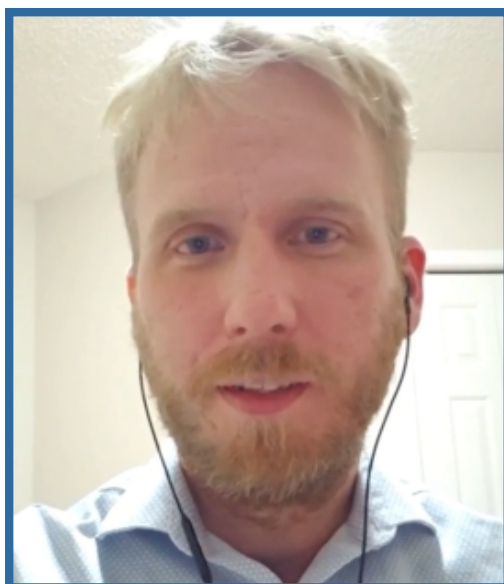
Meet Erin



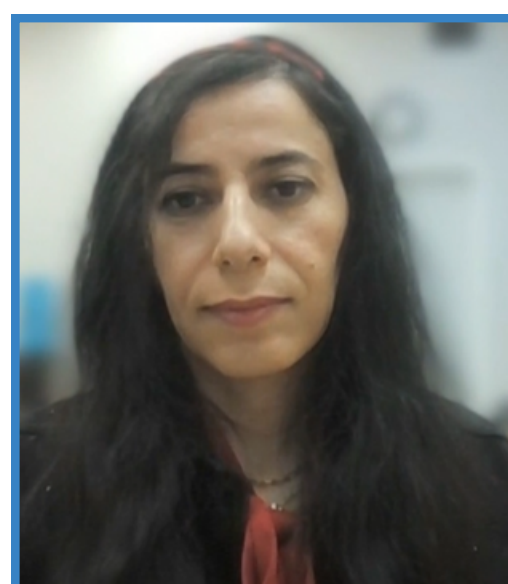
Meet Eva L



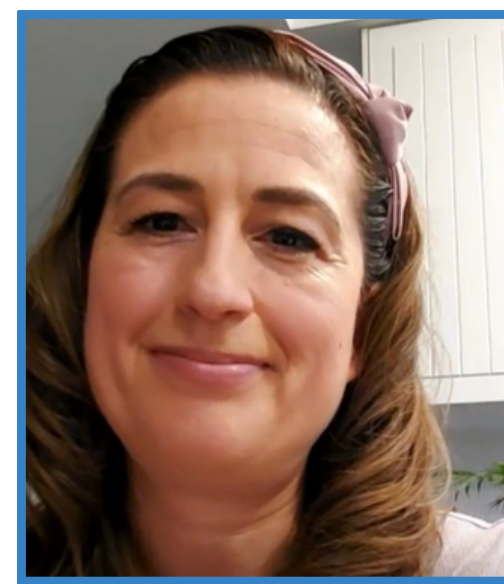
Meet Eva W



Meet John



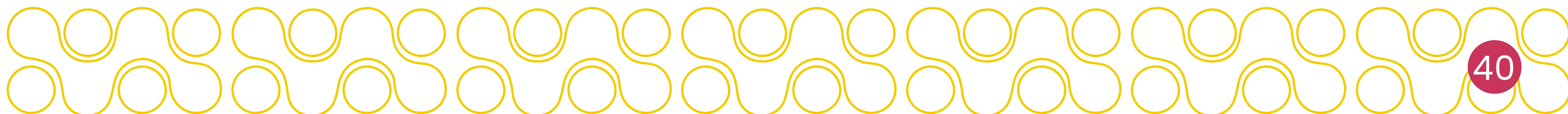
Meet Marzieh



Meet Ana



Meet the Westlock CALP Group





# 2024 – 2025

## ***We Made Waves!***

