



DR Report for Calgary District – February 2022
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<p>Guidelines for attendance of meetings for District Representatives as approved by ARA</p> <p>"28.6 The following shall be observed as the appropriate order of priority among Council member assignments:</p> <ol style="list-style-type: none"> 1. Council Meetings 2. Provincial Committee Meetings 3. Assigned Representation Functions 4. Organized meetings with members of the Association at any level involving government political leaders or Alberta Education officials at the Assistant Deputy Minister level or higher 5. Local Association Meetings 6. Specialist Council Liaison Assignments 7. Teacher Convention Association Meetings 8. Area Conferences 9. Consultants Meetings <p>(1981 12, 2006 04)"</p>	FEB District Representative Activities – ZOOM	
	JAN 25	Foothills TW
	JAN 25	PDTCA Region MIM
	JAN 27	RV CSR
	JAN 28	Central Alberta MIM
	JAN 28	PDTCA Executive
	JAN 29	PDTCA Board
	FEB 01	Foothills CSR
	FEB 02	RV Executive
	FEB 03	POLEC / LPEO Provincial Meeting
	FEB 04/05	Local Presidents
	FEB 08	Foothills TW
	FEB 09	Resolutions
	FEB 09	Christ the Redeemer Executive
	FEB 10	RV POLEC
	FEB 12	Outreach Education Specialist Council
	FEB 15	Foothills Executive
	FEB 16	Canadian Rockies CSR
	FEB 16	RV ARA Budget
	FEB 17	Canadian Rockies TW
FEB 17	RV CSR	
FEB 28/MAR 01	PEC	
FEB 28	RV TW	
FEB 28	Christ the Redeemer ARA Budget	
MAR 01	Foothills CSR	

COVID-19 directives with respect to the activities of Council, Council committees and Council members are deemed over 2022 03 01.

- **COVID-19 directions provided to Association subgroups (locals, convention associations, specialist councils, committees other than committees of Council, etc) with respect to their meetings, activities and events are deemed over 2022 03 01.**
- **Meetings must comply with all orders, regulations, and directives of the chief medical officer of health, regional medical officers of health, the province, the municipality, or school authority in which they are occurring.**
- **To note, any previous decisions made to host an upcoming conference, convention, meeting, activity, or event in a virtual format shall remain in a virtual format.**

1. Executive Secretary – One electoral ballot proposing amendments to the General Bylaws regarding electronic voting during PEC Elections received unanimous support from the ballots submitted.
 The November 2021 member count in comparison with the 2021/22 budget shows 1,515 more fulltime teachers and 1,349 fewer part-time teachers than forecast. Compared with the 2020/21 member count, there are 348 fewer full-time teachers and 123 more part-time teachers.

2. Government – One Profession United Campaign:

<https://www.teachers.ab.ca/News%20Room/Issues/Pages/Proposed-Teacher-Discipline-Process-Changes.aspx>

Association table officers met with executive officers of the Alberta School Councils' Association (ACSA) on 2022 02 14. COVID, curriculum, Association regulator functions, as well as joint collaboration and advocacy were topics of discussion.

Member Opinion Survey: <https://surveys.teachers.ab.ca/s3/OpenMOS22>

COVID-19, Caregiving and Careers of Alberta Teachers and School Leaders Research Study:

<https://www.teachers.ab.ca/SiteCollectionDocuments/ATA/Publications/Research/COOR-101-37%20COVID%20Caregivers%20Careers%20Report%202022%2001.pdf>

3. TES, Member Services – Alberta Education's Teacher Growth, Supervision and Evaluation Policy deals with accountability and continuous professional growth and ensures that a teacher's professional practice is under ongoing supervision. The policy defines the process and the Teaching Quality Standard defines the competencies for professional practice. This workshop provides a review for administrators of their critical role in the process and the duties they must perform as outlined in the Education Act, Alberta Education's Teacher Growth, Supervision and Evaluation Policy and the Leadership Quality Standard. A virtual version of the two-day workshop was held on 2021 01 27–28, presented to 22 school and district office administrators. Of the surveys received, participants rated the workshop as excellent. Respondents found the workshop and provided workbook materials to be relevant and beneficial and enjoyed the time to collaborate with other school leaders. ***Plans are underway for the next workshop to be held virtually in August to allow for teachers from across Alberta to attend.***

4. TES, Collective Bargaining – Worth Talking About documents containing information for teachers continue to be published on the Association website: <https://www.teachers.ab.ca/membersonly/CollectiveBargainingUpdates/Worth-TalkingAbout/Pages/index.aspx>

A letter of understanding (LOU) has now been signed between the Central Table Bargaining Committee (CTBC) and the Teacher Employer Bargaining Association (TEBA) which enables the new grievance procedure language to come into effect before ratification of the central table terms.

The CTBC and TEBA met for bargaining on 2022 02 24. While the tone at the table was positive and respectful, challenges are arising around monetary proposals shared to date. The CTBC increasingly believes that mediation may be necessary to conclude this round of central table bargaining. The CTBC has secured several dates with TEBA in early March 2022 and believes that many of the remaining reserved proposals will be shared at that time. **Sign up to receive updates from CTBC.**

The most recent Bargainer's Blog is available at [>> https://www.teachers.ab.ca/Pages/Home.aspx >>](https://www.teachers.ab.ca/Pages/Home.aspx) My ATA >> Members Only >> Members Only site >> login >> Collective Bargaining Updates >> scroll down to **"Bargainer's Blog"** to read the most recent information.

Spring Collective Bargaining Conference – April 29/30 Glenmore Inn, Calgary

5. Professional Development – The ATA will once again be hosting their annual Educational Leadership Academy (ELA). The theme for this year's conference is "Facilitating Truth and Reconciliation for School Leaders". In this immersive five-day academy Alberta leaders will connect with colleagues and Indigenous Elders and Knowledge Keepers through meaningful conversations; partake in theoretical and practical PD; engage in critical self-reflection; experience land-based learnings; and renew or reimagine a pathway forward for school communities. Taking place at St Mary's University in Calgary, from 2022 08 14–18, this event will consist of a combination of classroom-based PD and experiential learning across different locations in Southern Alberta. Due to the land-based learning portion of the program, the capacity for this conference will be 45 school leaders. The cost for this five-day conference will be \$400 per attendee. School leaders and central office leaders who are interested in attending the Educational Leadership Academy 2022, can express their desire by filling out the form found at: <http://tiny.cc/ELA2022> or <https://surveys.teachers.ab.ca/s3/ELA2022>

PDAC: April 22 (eve) and 23, Sheraton Cavalier, Calgary

6. Table Officers – The current chair of the ATRF will have served 12 years on the board in 2024. Given the regulated recruitment process, required competencies, and expectations, the Association will consider a nominee in 2023 to fill the upcoming vacancy in 2024.

2022 ARA will be conducted in person, contingent upon any alternative direction from public health authorities.

The Moose Hide Campaign Development Society has invited the Association and its members to participate in the 11th Annual Moose Hide Campaign Day, taking place on 2022 05 12. The day will consist of a live-streamed virtual ceremony. Included in the invitation is the option to join in a one day fast to end violence. The day will include daybreak and fast-breaking ceremonies, protocols, words from Elders, and TikTok Theland Kicknosway as the keynote speaker. There will be a dedicated live stream specifically designed for K–12 students, teachers, and staff that will offer a youth-focused program alongside pre-recorded workshops that foster student engagement. The Society is also requesting support from the Association by inviting teachers from across the province to participate in Moose Hide Campaign Day, through the recording and sharing of a short endorsement video.

7. President – Schilling continues a full schedule of meetings and interviews, advocating on a wide range of issues affecting teachers and the profession – curriculum, safety of working/learning conditions in schools, COVID protocols, Stand for Education campaign, supports and resources required to fill learning gaps, teacher discipline process. Over 750 interviews with media since elected. He has not had, however, a one-on-one meeting with Ms LaGrange since February 2021. The last Education Stakeholders Meeting was 2021 10 18.

8. Substitute Teachers – Substitute Teachers Appreciation Week March 14-18

9. DEHR – Terms of Reference for Status of Racialized Teachers Working Group approved.
The annual DEHR conference will be held virtually on 2022 04 09.

10. Teacher Education and Certification – Teacher Qualifications Service (TQS) Communication will be moving entirely digital. An online application process will be launched, allowing members to apply, pay, and submit documents, including electronic transcripts online. The department will be able to communicate with members in real-time, reducing delivery time and paper usage. When universities provide a graduate list, TQS can fast-track applications and certification.

11. Curriculum – Update from AE: Updated drafts for ELA & Literature, Fine Arts (music), PE & Wellness, and Science have been added to the alberta.ca website. A significant change is that financial literacy will now be covered in the PE and Wellness curriculum! A draft K–6 Social Studies design blueprint has been added to the website. *Prior to December 13 the department had a fairly aggressive schedule for roll out, releasing all subjects through 7–10 in spring and then piloting those in September 2022, then continuing that same cycle for the coming year for 11–12. This has been postponed and the entire department is focused on K–6. No focus of work on 7–12 at this time.* The Implementation Advisory Committee will be established and there will be an announcement about the role of the committee and its future work. The department is designing/exploring a new public and stakeholder engagement strategy to gather additional feedback from the general public, teachers and stakeholders. All of the feedback received will be rolled up into what has already been collected and will be analyzed into the spring. The next steps include a spring release of the final versions of K–6 ELA and Literature, Mathematics and Physical Education and Wellness. The Ministry will proceed to implement those *in some fashion* in September 2022. It is anticipated that the additional subjects beyond those listed previously will be in provincial classrooms in 2022, perhaps piloting in September.

Association curriculum supports and services available: no-cost membership in one of the 21 specialist councils for active members, access to the workshop program, Indigenous Education and Walking Together resources, Inclusive Education resources, DEHR resources and access to the PD recorded webinars and subgroup videos through the ATA PD YouTube Channel. PD staff officers are available to work with the PD committees in each Local and are also available to present workshops in their assigned regions.

12. Resolutions – 170 resolutions arising from the six-year review of policy, 32 local resolutions.

13. Strategic Planning – the Association will work with the Alberta School Councils' Association to host a hybrid public lecture with Robyne Hanley-Dafoe on the topic of resiliency. The lecture, which is tentatively scheduled for 2022 05 10, 7-9 pm, will involve a small audience with satellite conversations in locals.

14. Women in Educational Leadership –The WIL Committee is offering a four session talk as the last offering in their Speaker Series for 2021/22. Research from the compassion fatigue, emotional labour, and educator burnout study as well as the Association pulse studies show that members are drained and need some form of emotional support, these sessions will focus on what hope is, how it can be built, and how you can bring it into your leadership role, your local and your school. The sessions will be called Nurturing Resilience with Hopeful Cultures of Learning.

Committee vacancies for 2022/23 have now been posted in the Members Only section of the ATA website at [ATA-Current Vacancies \(teachers.ab.ca\)](#). The online application form—which has a “Save and Continue” feature and produces a confirmation e-mail upon successful submission—can be accessed from this webpage, as well. Applications for the posted vacancies must be received by **April 13, 2022**, the closing date. All applicants will be advised as to the outcome of the competition in June.

Proposed Teacher Discipline Process Changes

<https://www.teachers.ab.ca/News%20Room/Issues/Pages/Proposed-Teacher-Discipline-Process-Changes.aspx>

Defend Your Profession

<https://mydigimag.rrd.com/publication/?i=735242&ver=html5&p=1>

See “One Profession United” brochure on pages 6-9 of report.

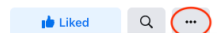
CURRICULUM!

- **Dr. Carla Peck** – “Crash Course on the the K-6 Curriculum: Part 1 – Draft mathematics, Social Studies, and Music <https://www.youtube.com/watch?v=NEkPtLwoUjs>
- **Dr. Angela Grace** on The Breakdown Podcast – third in the series on curriculum: https://podcasts.apple.com/ca/podcast/the-breakdown-with-nate-pike/id1493155854?i=1000543206789&fbclid=IwAR3wahjhS2GLnx23pAJY7LUtOzhDiHE7KmWdp4eF_FFjN5pdC_wKOMOrHO4
- **Curriculum Analysis and Critique of Alberta Education’s 2021 Draft K–6 Curriculum Report** <https://www.teachers.ab.ca/SiteCollectionDocuments/ATA/Publications/Research/COOR-184%20Curriculum%20Response%20Report.pdf>
- **Students Deserve Better / Support Our Students** <https://www.studentsdeservebetter.ca/>
- **See infographic on page 5 of report for key findings. Linked here:** <https://www.teachers.ab.ca/SiteCollectionDocuments/ATA/News%20and%20Info/Issues/K-6-Curriculum/COOR-186%20Curriculum%20Report%20Key%20Findings%2009-23.pdf>
- **Alberta Curriculum Analysis – MANY LINKS** - https://alberta-curriculum-analysis.ca/general/?fbclid=IwAR1GfygxlCfh9qwwxAE9_ITMLro5ZsM-oCYIU3XcK8VERoG618tEz9HFKbg

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KEY FINDINGS

Curriculum Analysis and Critique

The Alberta Teachers' Association's *Professional Curriculum Analysis and Critique of Alberta Education's 2021 Draft K-6 Curriculum* is a detailed analysis and assessment of the draft curriculum by expert teachers.

The 6,500 teacher participants include elementary generalists, subject specialists, diversity specialists, and school and system leaders from across Alberta.

Key Findings

The draft curriculum does not meet Alberta Education's overall vision, guidelines and considerations for curriculum development.



- 1** **Little relationship between the government's own vision** and guidelines for student learning and the draft curriculum
- 2** **Not logically sequenced** and not appropriately designed for teacher use
- 3** **Developmentally inappropriate** learning outcomes that lack high academic standards and do not adequately describe what students must know and be able to do
- 4** **Narrowly defined content** that does not reflect the development of knowledge, understanding and skills for the 21st century
- 5** **Insufficient reinforcement** of essential knowledge and skills across subjects
- 6** **Lack of support** for all students to do their best **in an inclusive classroom**, and knowledge outcomes with **low-level learning** and thinking skills
- 7** **Inclusion of Indigenous content that is not authentic** and appears as tokenism
- 8** **Inadequate inclusion of francophone** histories, contributions and perspectives
- 9** Twice as many learning outcomes as the current curriculum, which means that teachers will have **less time to ensure student understanding** and that struggling students will be left behind
- 10** **Lack of support** for developing students' **acceptance of diversity** and sense of belonging, empathy and community, and a failure to acknowledge the *Alberta Human Rights Act*
Almost no content related to gender identity, gender expression and sexual orientation, which **discriminates against 2SLGBTQ+** students and their families
- 11** **Lack of respect for Alberta's diversity** and support for a peaceful, pluralistic society
- 12** **Failure to address racism, sexism and other forms of bigotry**, and the use of language that, in fact, promotes such bigotry
- 13** Inclusion of world religions as a mandatory topic in K-12, which **infringes on the religious freedoms** of Alberta parents
- 14** Language meant for the layperson, not for teachers with professional expertise, and **failure to provide the information and flexibility** they need to address classroom learning needs



The Alberta Teachers' Association

See full report at www.teachers.ab.ca.



The Alberta
Teachers' Association

One Profession United

A united Association establishes a culture of professionalism and collegiality that focuses on what's best for both students and teachers.

#WeAreATA



On December 9, 2021, Alberta's minister of education announced a plan to remove the Alberta Teachers' Association responsibility for teacher discipline. This decision will *dramatically change* the culture of the teaching profession and public education in Alberta. A united Association establishes a culture of professionalism and collegiality that focuses on what's best for both students and teachers and includes

- ▶ a teachers' union that views issues through a professional lens, not solely that of teachers' interests and union responsibilities;
- ▶ principals as professional colleagues and instructional leaders, not managers; and
- ▶ principals and teachers working together to improve practice through support and guidance, not a system hampered by adversarial conflict between union and management.

Why change something that is working well?

Ultimately, the motive is political. The premier and minister are trying to distract from the minister's own inability to handle the education file and they are attempting to punish the Association for standing up to their bad decisions. They are responsible for funding cuts, a disastrous curriculum and an inadequate response to COVID. This is an attempt to change the channel, pure and simple.

The Association has always stood up and will continue to stand up for what is best for public education in this province. The government is attempting to silence teachers and the Association as strong, effective voices of the teaching profession.

This attack on the Association is an attempt to weaken the profession.

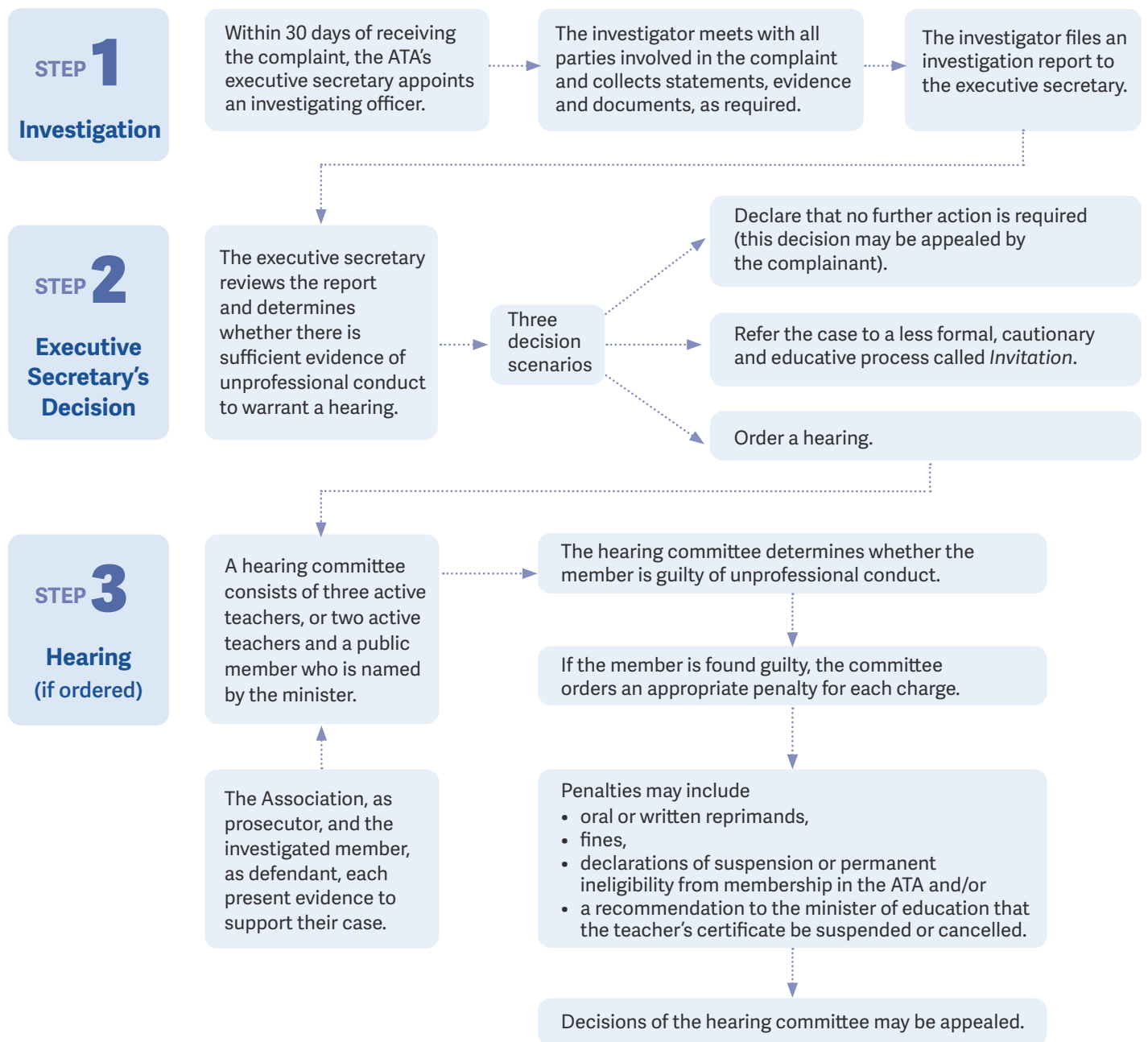
#WeAreATA

The Myths vs Facts

1	Myth The ATA decides whether a complaint is investigated.	Fact Anyone can file a request for investigation of unprofessional conduct, and the ATA is obligated to investigate every request it receives.
2	Myth The ATA defends and protects bad teachers.	Fact The ATA does not represent teachers in professional conduct hearings; teachers are responsible for their own defence.
3	Myth The ATA has a conflict of interest when it comes to disciplining teachers.	Fact The ATA takes the position of the public interest when it comes to teacher discipline; management and performance of ATA professional regulatory functions are strictly separated from other union and representation functions within the organization.
4	Myth The ATA's process for teacher discipline is secretive and nontransparent.	Fact All hearings are open to the public, and all decisions of the hearing committee are available to anyone on request.
5	Myth The ATA has the power to revoke a teacher's certificate.	Fact Only the minister of education can revoke a teacher's teaching certificate.
6	Myth A teacher given a penalty of suspension by the ATA automatically returns to teaching when the suspension lapses.	Fact A suspended teacher loses their job and a permanent mark is placed on their record. Only 1 teacher in 100 years has successfully returned to teaching after suspension—and they were suspended for an unpaid fine.
7	Myth Every other province has separated teacher discipline from the teachers' union or association.	Fact Four provinces and two territories have teacher discipline conducted by the profession. In British Columbia, the splitting of their professional association has resulted in a dramatically different, more confrontational culture in schools.



The Discipline Process That Works



5 reasons to defend

One Profession United



1

Teachers are professionals first.

2

The ATA is more than a union.

3

Our system and our culture make us a global leader.

4

Students are best served when we all work together.

5

This change would be irreversible.