



**DR Report for Calgary District – December 2023**  
**Barnett House: 1-800-232-7208 SARO: 1-800-332-1280**



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**Guidelines for attendance of meetings for District Representatives as approved by ARA**  
 "28.6 The following shall be observed as the appropriate order of priority among Council member assignments:

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

(1981 12, 2006 04)"

"The Alberta Teachers' Association, as the professional organization of teachers, promotes and advances public education, safeguards standards of professional practice and serves as the advocate for its members."

As set out in the Teaching Profession Act, the objectives of The Alberta Teachers' Association are as follows:

1. to advance and promote the cause of education in AB;
2. to improve the teaching profession
3. to arouse and increase public interest in the importance of education and public knowledge of the aims of education, financial support for education, and other education matters;
4. to cooperate with other organizations and bodies in Canada and elsewhere having the same or like aims and objects.

**November District Representative Activities**

<b>NOV 02</b>	Rocky View Executive (Calgary)
<b>NOV 03/04</b>	UCP AGM (Calgary)
<b>NOV 06</b>	Provincial CSR (Zoom)
<b>NOV 07</b>	PEC NSC (Zoom)
<b>NOV 07</b>	Rocky View TW Emergent (Calgary)
<b>NOV 08</b>	Canadian Rockies CSR (Banff)
<b>NOV 10</b>	PEC NSC Emergent (Zoom)
<b>NOV 16</b>	POLEC (Edmonton)
<b>NOV 17</b>	PEC Emergent (Edmonton)
<b>NOV 17/18</b>	Collective Bargaining Conference (Edmonton)
<b>NOV 18</b>	Indigenous Education Council AGM (Edmonton)
<b>NOV 20</b>	Rocky View ARA (Calgary)
<b>NOV 21</b>	Rocky View BUGM Prep (Chestermere)
<b>NOV 23</b>	Rocky View CSR (Zoom)
<b>NOV 26</b>	Rocky View BUGM (Calgary)
<b>NOV 28</b>	Council of School Councillors Executive (Zoom)
<b>NOV 29</b>	Canadian Teachers' Federation (Edmonton)
<b>NOV 30/DEC 01</b>	Provincial Executive Council (Edmonton)

**ATA Human Rights Statement**

As an organization that promotes and is committed to respecting human rights and ensuring a safe, secure and healthy environment for all, the Alberta Teachers' Association (ATA) works to ensure that all present at or participating in ATA programs and events are protected from violence and harassment. All ATA members are therefore expected to promote and defend the fundamental human rights of everyone engaged in ATA programs, activities or other ATA work. ATA members are expected to treat one another with fairness, respect and dignity and to uphold the highest standards of professionalism, accountability, competence and integrity as representatives of the provincial Association as well as their respective locals and subgroups. Furthermore, ATA members are obliged to act to prevent violence and harassment wherever possible and report to the appropriate person in authority any suspected breaches of this statement that come to their attention.

**ATA Pulse Rapid Research Study – Class Sizes, Aggression, A.I. (Fall 2023)**

This pulse survey is focused on gathering data on **class sizes, aggression and artificial intelligence (A.I.)** in Alberta K-12 schools. The Association is using the feedback received from teachers and school leaders to inform our ongoing advocacy and support of the profession in these dynamic times of change. This survey is voluntary and should take approximately **15 to 20 minutes** to complete.

**Click on the QR code to begin the ATA pulse survey.**

This Association pulse research survey will be active for one week and closes at **midnight Monday December 11, 2023.**



**1. Executive Secretary** – Members must at least *initiate* the process of criminal records check before January 1, 2024, or face being put on an unpaid leave of absence with a conduct charge levied against them. Due to the huge backlog of complaints to be investigated, members may find themselves on leave, without pay, for months.

PEC created interim policy that reflects its long-standing belief that pensions, including the Canada Pension Plan, belong to their beneficiaries. PEC also created interim policy that respects teachers' professional judgment in resource selection and collections management as well as students' moral right to read and engage with material concerning a range of issues, identities, and positions.

**2. Government** – President Schilling noted that the Association and the Alberta School Councils' Association (ACSA) have been working well together. ASCA was asked if it would consider taking a leadership role in creating a parent agenda—rather than countering the negative messages or trying to change people's minds—promoting parents' interests, concerns, and aspirations on what they want to see in schools.

- Association staff met with the commissioner of the Alberta Teaching Profession Commission (ATPC) on NOV 07 to discuss issues pertaining to the regulatory process. The conversation led to no firm commitments to refine the process. The Association has nine remaining investigations to complete and transfer to the commissioner for adjudication.
- Alberta Education and Alberta Teachers' Association Joint Engagement Committees Alberta Education and the Alberta Teachers' Association have established two joint engagement committees co-chaired by representatives from both organizations to facilitate collaborative thinking and work on areas of mutual interest: classroom complexity (including class size) and teacher recruitment and retention, with a specific concern from Alberta Education regarding rural and remote teaching positions. The main purpose of this joint engagement is to enhance the quality of Alberta's education system through regular meetings and discussions between senior officials of both organizations.

**3. Teacher Employment Services** – TES call volume remains steady. Trends indicate questions around wellness and conditions of practice, including conflict among colleagues, workload, and reasonableness of expectations. Several questions relating to criminal record checks were also received.

- Central Bargaining Update: Central bargaining is set to begin in January. List Bargaining, where the List of All Matters (LAM) is created, is set to commence in January 2024 between the Central Table Bargaining Committee (CTBC) and the Teacher Employer Bargaining Association (TEBA). TEBA includes representatives from the Treasury Board and Finance Ministry during bargaining. The Association and the TEBA will meet to discuss what items may be bargained centrally and locally. The Central Matters survey will be coming out early in the new year. Completion of the survey will inform the Provincial Executive Council's decision-making on creating the central initial proposal. Once that phase is completed, the parties will commence bargaining on the central matters.
- Local Bargaining Update: There are 46 bargaining units settled in the 2020–24 round of bargaining.
- Teachers employed by the Rocky View School Division voted 99.6% in favour of authorizing the ATA to request a government-supervised strike vote. This action followed the rejection of a proposal by a third-party mediator to settle local negotiations in Rocky View. Over 750 teachers, representing roughly 40% of the local's members, gathered at a meeting held the evening of Sunday, NOV 26, and voted 98% in opposition to the mediator's recommendations.



**4. Central Table Bargaining Committee (CTBC)** – CTBC is currently reviewing a draft of the 2024 Central Matters survey with the intent of releasing it for response in the new year. With the process for list creation more predictable than in previous rounds, significant changes to the List of All Matters that will dramatically impact the central matters survey are limited. The issues directly impacting the largest number of teachers (those being salary, classroom complexity, and time protections) will remain central items and therefore can be discussed now.

PECBA: Criteria for determining central and local matters

9 (1) For the purposes of determining whether a matter is a central matter or a local matter under section 8(5) or (6), a matter is a central matter if either of the following applies:

- (a) the matter could result in a reasonably significant impact on expenditures for one or more employers;
- (b) the matter involves issues common to most of the parties to the collective agreements that can be addressed in central bargaining more appropriately than in local bargaining.

(2) If neither subsection (1)(a) nor (b) applies, the matter is a local matter.



**4. Table Officers** – The Association will be expanding its Gold Medals in Education program in 2025 to include all degree-granting teacher education programs in the province that have either a long-standing relationship or a signed memorandum of agreement with the Association. • Beginning in 2024, the current Local Program Course held at Summer Conference will be replaced with a School Representative Course, with eligibility being open to local school representatives. The School Representative Course entitlement will be one delegate, who has not previously attended this course, per local, when held at Summer Conference at the Banff Centre. • The Association will explore a partnership with the Alberta Motor Association that would offer exclusive benefits to ATA members.

**5. Professional Development** – Field experience coordinators are receiving placement requests for preservice teachers who possess certain characteristics (eg, student teachers who speak unaccented English, belong to certain faith communities, or do not identify as gender or relationship diverse). *These requests are rejected, but the growing comfort some division and school leaders feel about making such requests is troubling.*

**Beginning Teacher Mentorship Update:** The Association provided mentorship workshops on “Hang on Tight! Making it Through the First Months of Teaching” and “Teacher Talk— Communicating About Learning with Beginning teachers looking for a mentor are encouraged to join the network: General information found at the QR code.



*The next session is scheduled for DEC 4, 1600-1700. “AI Tools to Amplify Your Professionalism and Save Time!” (Artificial Intelligence tools have emerged for teachers which can generate lesson plans, teaching content, assessment materials, and more! In this hands-on session, we’ll explore some of these tools and their uses which can save you hours of valuable time so you can focus more deeply on your students’ needs. We will share a process for generating, evaluating, applying, and reflecting on the materials generated which keeps you in the drivers’ seat as the designer of incredible learning experiences as professionals while at the same time allowing you to be far more efficient in your daily work life. Bring a device if you can! Free digital resource will be provided.)*

**6. Finance** – 2022/23 Audited Financial Statements and Auditors’ Report: The committee reviewed the audited draft financial statements and the auditors’ report as presented by representatives from BDO.

**Information Technology Services Update:** • The Association has been working with a few Human Resource Recruiters to fill the Senior Team Lead of Solutions Architecture position but have not had much luck. • The ITS team will be focusing on the Alinity Replacement Project as the top priority for this fiscal year. Implementation is expected to be very costly, estimating about \$1M over 1-2 years. The ongoing costs of licensing are expected to be around \$300-500,000 annually. This will be a significant cost that may impact member fees.

**7. President** – Schilling continues a full schedule of meetings and interviews, advocating on a wide range of issues affecting teachers and the Association. He continues to meet with government on the issues that are of utmost importance to teachers, including class size and complexity, classroom violence, education funding, and curriculum.

**8. Political Engagement (POLEC)** – Locals will be challenged to deliver one (rather than four) in-school organizing meeting in each school by the end of June. Locals can choose from one of two themes for their meetings— the collective bargaining process or education funding, class size and composition. Locals should begin planning how they will undertake the member organizing strategy, with training to begin in January and implementation to follow. PEC approved a repurposed political engagement grant in order to support locals in holding member organizing meetings. The importance of this work cannot be stressed enough!

**9. Communications, Advocacy, and Public Education Committee (CAPEC)** – The committee conducted an environmental scan that included consideration of the provincial government’s focus, the UCP’s AGM, and the spread of misinformation. CAPEC discussed the distribution of a poster of members of PEC by district, as well as swag for teachers’ conventions. CAPEC’s roundtable discussion raised points about teachers feeling overwhelmed, the need to keep teachers informed of bargaining matters, teacher shortages, and the potential uses of artificial intelligence. Efforts are under way to ensure that members are aware of the processes and status of bargaining in the province.

**10. Teacher Education and Certification** – Field members expressed that students in their final practicum should obtain their criminal record checks, vulnerable sector checks, and child intervention checks as soon as possible. There can be a delay of up to two months in obtaining these documents.

**11. Curriculum** – The new digital platform for provincial student assessment being piloted in the 2023/24 school year will begin with Part A Social Studies and English Diploma exams in NOV and will continue with PATs in January.

*Teachers, parents, and students can try out a version of the platform at the QR code.*

Members raised concerns regarding digital assessments and the potential for teachers to be removed from the marking process. Alberta Education has noted that teachers will continue to be involved in marking provincial assessments. Members raised concerns about the equity, reliability, and use of digital assessments. The pilot period will be used to gather information from school authorities, teachers, and students. Decisions and next steps will follow in Spring 2024.

Discussion regarding curriculum implementation focused on uncertainties and realities, and exploration of the current state of curriculum resources. The Association has created supports for curriculum implementation, including four new workshops: Making Learning Meaningful: Hands-on Activities to Spark Creativity, Ignite Conversations and Promote Problem Solving; Let's Get Talking! Conversation Skills for Learning; Regulation and Resilience: Supporting Students with Challenging Behaviour; and Let's Talk Text! Choosing and Using Great Resources.



**12. Strategic Planning** – Locals, specialist councils, and convention associations are reminded to apply for the strategic planning grant. The matching grant provides subgroups with up to \$2,000 each to offset the costs of organizing strategic planning activities to discuss plans and set long-term goals. Selection is based on previous strategic planning efforts, indication of working with other subgroups and alignment with the Association's strategic framework. The deadline for the second and final round of applications is 2024 01 15. Grant form is found at the QR code.

The group reviewed scanning abstracts. The following trends were identified: Teenagers average seven hours of sleep a night instead of the nine they require. Later school start times would benefit both them and their teachers. Reading for pleasure in early childhood is linked with better scores on comprehensive cognition assessments and better educational attainment in young adolescence. It is also associated with fewer mental health problems and less time spent on electronic devices. Children's screen time, which spiked during the pandemic, remains higher than before. In fact, the Canadian Paediatric Society recently updated its screen-time guidelines.



**13. Women in Leadership (WIL)** – The 2023/24 Speaker Series commenced 2023 11 28. A newsletter is planned for local WIL chairs in 2024. 2024 01 17 is the deadline for applications for the Women in Leadership grant found at the QR code.



**14. CTF AGM** – Resolutions passed at the 2023 AGM focused on diversity, equity, representation, artificial intelligence, and the governance of CTF-FCE. President-designate Heidi Yetman started the meeting off with a rousing speech about the chronic underfunding seen in all jurisdictions across Canada and the need for a pan-Canadian study on teacher retention and recruitment. The AGM focused on many issues that relate directly to the Alberta experience, such as diversity, equity, representation, teacher recruitment, teacher retention, mental health and privatization. During the meeting, each member organization gave a brief update on the key issues in their province or territory. Many member organizations are dealing with teacher retention and recruitment issues. Several member organizations also are dealing with provincial governments that are passing legislation that continues to undermine the profession and public education. The CTF-FCE AGM is an excellent opportunity to connect with colleagues from across the country and gain an understanding of the work of the CTF-FCE. Each member organization is facing similar challenges as the ATA and the meeting provides chances to discuss different approaches to the issues or concerns.





**15. Diversity, Equity, Human Rights (DEHR)** – The Status of Racialized Teachers (SORT) subcommittee developed a series of recommendations after conducting listening circles at the 2023 Annual DEHR (Diversity, Equity and Human Rights) Conference. A Google Form was additionally sent out as a follow-up to the listening circle participants to provide SORT  
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with more information on how the Association can further support the engagement of racialized teachers. SORT reviewed each concern and suggestion in the report and brought forth the recommendations to the DEHR committee. The recommendations developed by SORT and reviewed by the DEHR committee will be sent to the Table Officers Committee to determine a strategy for implementation.

**16. Benefits, Insurance, and Pension** – The Alberta Motor Association (AMA) is offering an exclusive travel program for members of the Alberta Teachers’ Association. The Association will work to negotiate an agreement (in principle) of a possible partnership with the AMA. • Capital Estate Planning’s portfolio funds are achieving positive growth with strong 10-year investment performance. • Members are encouraged to attend a Financial Wellness session to learn about building an emergency fund to assist in times of financial crisis.

<b>2023-24 Calendar of Association Events</b>		<b>What options are available to teachers dealing with violence in the classroom? FIRST, call Barnett House or SARO and ask to speak to someone in Teacher Employment Services. (Phone numbers listed above.)</b>
2023 09 25-26	<i>Professional Conduct Seminar (Edmonton)</i>	1) Protest the placement of a student 2) Look at alternative placements for the students (inclusive placements, segregated settings, home schooling, on-line learning, etc.) 3) Ensure that appropriate support is being provided (file review, EA support, Behaviour plan, IPP, parents, etc.) 4) Engage external agencies where appropriate (police, child welfare, etc.) 5) Suspension/Expulsion 6) Transfer 7) Occupational Health and Safety complaint 8) Harassment complaint 9) Medical accommodations 10) In some cases, call the police.
2023 10 05	<i>World Teachers’ Day</i>	
2023 10 13-14	<i>Beginning Teachers’ Conference (Calgary)</i>	
2023 10 20-21	<i>LPEO and LCO Seminar (Edmonton)</i>	
2023 10 20-21	<i>Substitute Teachers’ Conference (Calgary)</i>	
2023 10 25-26	<i>Legal Issues for School Leaders Conference (Edmonton)</i>	
2023 10 27-28	<i>Local Presidents’ Meeting (Edmonton)</i>	
2023 11 17-18	<i>Collective Bargaining Conference (Edmonton)</i>	
2023 11 20-21	<i>Leadership Essentials for School Leaders Conference (Edmonton)</i>	
2023 11 24-25	<i>Fall PD Conference (Calgary)</i>	
2024 01 25-26	<b>Teacher Growth, Supervision, and Evaluation Workshop (Calgary)</b>	
2024 02 09-10	<b>Local Presidents’ Meeting (Edmonton)</b>	
2024 03 01-02	<b>Political Engagement Seminar (Edmonton)</b>	
2024 03 08-09	<b>Women in Leadership Summit (Edmonton)</b>	
2024 03 11-15	<i>Substitute Teachers’ Appreciation Week</i>	
2024 04 12-13	<b>Collective Bargaining Conference (Calgary)</b>	
2024 04 14-15	<b>uLEAD Conference (Banff)</b>	
2024 04 18-19	<b>Diversity, Equity, and Human Rights Conference</b>	
2024 04 26-27	<b>Spring PD Conference (Edmonton)</b>	
2024 05 03	<b>LPEO and LCO Seminar (Edmonton)</b>	
2024 05 17	<b>Local Presidents’ Meeting (Calgary)</b>	
2024 05 18-20	<b>Annual Representatives Assembly (Calgary)</b>	
2024 05 24-25	<b>Local Treasurers’ Seminar (Edmonton)</b>	
2024 06 07	<b>Local Secretaries’ Seminar (Edmonton)</b>	
2024 08 12-16	<b>Summer Conference (Banff)</b>	
2024 08 15-16	<b>Teacher Growth, Supervision, and Evaluation Workshop (Edmonton)</b>	

<b>Free Specialist Council Membership</b> 	<b>Indigenous Education and Walking Together</b> 	<b>TPGP resources</b> 	<b>ATA Library</b> 
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