



## DR Report for Calgary District – JUNE 2023

**Barnett House: 1-800-232-7208 SARO: 1-800-332-1280**

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<p><b>Guidelines for attendance of meetings for District Representatives as approved by ARA</b>          “28.6 The following shall be observed as the appropriate order of priority among Council member assignments:</p> <ol style="list-style-type: none"> <li>1. Council Meetings</li> <li>2. Provincial Committee Meetings</li> <li>3. Assigned Representation Functions</li> <li>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</li> <li>5. Local Association Meetings</li> <li>6. Specialist Council Liaison Assignments</li> <li>7. Teacher Convention Association Meetings</li> <li>8. Area Conferences</li> <li>9. Consultants Meetings</li> </ol> <p style="text-align: right;">(1981 12, 2006 04)”</p>	<b>June District Representative Activities</b>	
	June 01	Rocky View AGM/CSR (Calgary)
	June 05	Indigenous Education Committee (Edmonton)
	June 05	Foothills BUGM (Okotoks)
	June 06	Canadian Rockies BUGM/AGM/CSR (Canmore)
	June 08	Rocky View Executive (Calgary)
	June 12	Rocky View TWC (Calgary)
	June 13	Canadian Teachers’ Federation (Edmonton)
	June 15-16	Provincial Executive Council (Edmonton)
	June 17	Strategic Planning (Edmonton)

Webinar on the New Code of Profession Conduct and what it means for teachers:

<https://legacy.teachers.ab.ca/membersonly/Pages/Webinar-on-new-code-of-conduct.aspx>

**The ATA is here to support our members. If you’ve received notice of a complaint from the government’s Alberta Teaching Profession Commission, contact us FIRST!**

**Call us: 780-447-9460**

**Email us: [professionaldiscipline@ata.ab.ca](mailto:professionaldiscipline@ata.ab.ca)**

**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.)**

- 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; and
- 9) Medical accommodations.

**1. Executive Secretary** – Provincial Executive Council unanimously approved the following motion:

*That the Alberta Teachers' Association adopt the following Human Rights Statement with respect to all Association meetings, events, activities, and operations:*

*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 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.*

Subsequent motions were made in terms of implementing the ATA's Human Rights Statement.

- That the Alberta Teachers' Association Human Rights Statement be read aloud and/or distributed electronically and/or provided in print at the outset of all Association meetings, events and activities and that an appropriate person in authority to receive related complaints be identified.

- That the president of the Alberta Teachers' Association or their designate be authorized to warn, reprimand and/or remove from a provincial meeting, event, activity, or representative role any participant whom the president or designate reasonably believes to be in breach of the Alberta Teachers' Association Human Rights Statement.

- That the president of a local or subgroup of the Alberta Teachers' Association or their designate be authorized to warn, reprimand and/or remove from a meeting, event, activity or representative role any participant whom the local or subgroup president or their designate reasonably believes to be in breach of the Alberta Teachers' Association Human Rights Statement.

That staff develop for consideration of Provincial Executive Council any additions or amendments to administrative guidelines, bylaws and/or local and subgroup constitutions necessary to give force and effect to the Alberta Teachers' Association Human Rights policy.

For clarity, the power to remove a participant extends only to the meeting, event or representative role in which the participant is reasonably believed to have breached the Alberta Teachers' Association Human Rights Statement. Further investigation, determination or imposition of sanctions shall be undertaken in accordance with established Association or appropriate external processes, regulations, or legislation.

**Dr Elissa Corssi has been selected as the new Associate Executive Secretary, replacing the retiring Dr Joni Turville.**

Provincial Executive Council approved, in principle, the Alberta Teachers' Association hosting the CTF/FCE Women's Symposium in the spring of 2025.

**2. Government** – Statement on UCP candidate: On May 17, after the emergence of the audio clip of Lacombe–Ponoka UCP candidate Jennifer Johnson speaking about transgender students, President Schilling wrote a letter UCP leader Smith urging Smith to denounce the false accusations made by Johnson about the education system. In the letter, Schilling says, “these fabrications are part of a broader campaign of misinformation that cannot be tolerated and must be responded to with unequivocal condemnation. Spreading of misinformation like this—or failing to discredit it when it is heard—is not befitting of someone who would hold a position of authority.” Later in the day Johnson issued an apology for her comments and on the next day Smith released a statement denouncing the comments and announcing that Johnson would not sit as a member of the UCP caucus. Johnson won the seat in her riding with 67% of the total vote.

-A plan is being developed to assist locals in reaching out to their newly elected members of the legislative assembly to build relationships, share priorities and ensure that public education continues to be an important issue for all political parties. The plan will be rolled out for fall so that teachers can disconnect and spend their summer recuperating from a long year teaching in the classroom and advocating for public education.

-The Alberta Teaching Profession Commission (ATPC) continues to evolve its processes. Some of the refinements result from Association advocacy, while other changes seem to be directed by the commission. While many of these changes are welcome, numerous issues remain that require attention. Many of the issues raised stem from the fact that the commission’s processes often do not align with the governing legislation. In these instances, ATA staff have submitted written objections. Unfortunately, these objections have yielded little result to date. The process *can* be fair and the Association is working to ensure that it is. While the ATA is representing their member, CASS (College of Alberta School Superintendents) is not.

<https://teachers.ab.ca/news/new-discipline-process-bumpy-start>

**3. Teacher Employment Services (TES)** – Trends indicate an overall high volume of calls across a wide variety of issues. Take-aways of particular note include • Teachers are calling to seek guidance on taking employment action, such as resigning, retiring, transferring and accessing leaves. Each of these actions are governed by policy, collective agreements and legislation; • Interpersonal conflicts continue to be a source of significant call volume. Teachers and school leaders should be aware of supports provided by Teacher Employment Services, which include Healthy Interactions, one-on-one guidance and advice, and mediation services; and • Whereas the availability of substitute teachers has improved somewhat, it has not resolved and continues to place extra demands on teachers and school leaders.

Worth Talking About documents containing information for teachers continue to be published on the Association website: <https://legacy.teachers.ab.ca/membersonly/CollectiveBargainingUpdates/Worth-Talking-About/Pages/index.aspx>

**Central Bargaining 2024-List of All Matters with List Bargaining set to commence in January 2024, the 2024 List of All Matters (LAM) planning is underway. The official kick-off to the mandate creation phase is set for the Summer Conference during the State of Bargaining presentation. Provincial Executive Council (PEC) must approve the LAM Initial Proposal at their December 2023 meeting and as a result, the mandate creation process needs to work backwards from that point. Teacher Welfare Committees must engage with their local teachers to inform PEC's decision.**

**4. Professional Development (PD)** – In response to the Government of Alberta’s announcement to proceed with implementation of the 4-6 Mathematics, 4-6 English Language Arts and Literature, K-3 Science, French Immersion Language Arts and Literature, and French First Language and Literature in September 2023, the Association held a Curriculum Circle to Review the New K-6 Curriculum on 2023 05 29 and brought teachers together to discuss implementation and gather their feedback. The agenda included a curriculum update and a workshop, “Making it Happen: Implementation Science for Teacher Leaders”, as a preamble to the

discussions. The delegates then considered the planned curriculum implementation through the ORID-focused (Objective, Reflective, Interpretive and Decisional) conversation method. A conversation on assessment and curriculum, followed, along with time for large group sharing of ideas and insights.

**5. Table Officers** –Decision: *To include an item in the Association’s Program Emphases that an audit be undertaken by Finance of the monetization of volunteer positions in Association subgroups.*

The ATA’s Dr Phil McRae will lead a discussion on Artificial Intelligence at the Canadian Teachers’ Federation upcoming Canadian Forum on Public Education, taking place in Ottawa, Ontario, 2023 07 09–11.

**6. Finance** – The website legacy data transition continues to move forward and is on track to complete by end of August. With budget approvals, planning will begin on the next phase which will focus on member portal services. There are interdependencies with the member collaboration project as well as the Alinity replacement project which may have some of this functionality included. The intent is to allow members to log in with their current Gmail or social media accounts rather than set up a new account/password for them to keep track of. Research on how to leverage this option securely has begun.

**7. President** – Schilling continues a full schedule of meetings and interviews, advocating on a wide range of issues affecting teachers and the Association, including classroom numbers and complexity, curriculum, and the discipline process.

Schilling attended the National President's Meeting in Newfoundland. A key takeaway is that the teacher shortage is a Pan-Canadian problem. Schilling and Theobald met for the first time, on June 19, with the new Minister of Education Demetrios Nicolaides, his chief of staff and deputy minister (both who have come from his last portfolio of Advanced Education) and had a productive first meeting. They remained focused on the issues that teachers and students are facing in public education, particularly classroom complexity and teacher retention & recruitment.

**8. Diversity Equity and Human Rights (DEHR)** – The focus throughout the 2022/23 school year of the DEHR Committee has been the ATA’s Gender & Sexuality Alliance (ATAGSA) and the Status of Racialized Teachers (SORT) Working Group. The work plan is a live document and is reviewed at each committee meeting. DEHR GRANTS The committee received 46 applications requesting a total of \$130,631.59. The grant subcommittee reviewed the applications and put forward 24 applications for the DEHR committee to adjudicate requesting a total \$30,020.00.

**Anyone who has received grant monies will receive the final installment once the final report is made.**

**9. Women In Leadership (WIL)** – The Women in Leadership Summit 2024 will be held on 2024 03 08-09 at Barnett House (reception at 2030 on Day One, followed by Summit on Day Two). This aligns with International Women’s Day, which occurs on March 8.

**10. Curriculum** – the Committee members received a copy of the Alberta Curriculum—Elementary Teachers’ Feedback on New Curriculum 2023 Infographic that contains a declaration on curriculum which speaks to the Association’s Statement on Curriculum Beliefs. Dr Phil McRae conveyed that respondents expressed a great deal of dissatisfaction. The survey showed that only 26% of teachers were satisfied with Mathematics, 37% with English Language Arts and Literacy and 30% with Physical Education and Wellness.

Dr. Phil McRae reported that Artificial Narrow Intelligence (ANI) has the potential to significantly alter curriculum development, writing, revisions, and expression for kindergarten to Grade 12 programs of study. ANI can analyze large amounts of data (big data) using large language models, which employ emerging and

growing neural nets, in order to provide insights that inform the development of curricula and “hyper-personalize” (allegedly) student learning.

Two new workshops to work with the new curriculum are being developed: “Making it Happen: Implementation Science for Teacher Leaders” and “Let’s Talk Text! Choosing and Using Great Resources (K–6),” which is being developed in collaboration with the Alberta School Learning Commons Council. These workshops can be booked for the fall of 2023.

Field members noted that in terms of the use of boards on the LearnAlberta site—anyone can create them, and there is no vetting of what is added. Teachers are being advised to keep boards set to private. ARDPC has created several of these boards.

**11. Substitute Teachers – Substitute Teachers’ Conference 2023 10 20(eve)–21 will be held at the Acclaim Hotel in Calgary.** The registration site for the conference will open in late June.

Professional development sessions aimed at substitute teachers were created by the PD program area, such as “Tips to being a REMARKABLE sub” and “How to prep for sub life”. These sessions have been recorded and posted on the ATA YouTube PD channel.

**12. Central Table Bargaining Committee (CTBC)** – School representatives are the critical information conduits for members and must be better utilized. Members need to better understand the bargaining processes and have resources available to support local conversations.

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Wellness4Teacher is a ResilienceNHope program funded by Alberta Mental Health Foundation and the Global Psychological eHealth Foundation with support from the Division of Community Psychiatry at the University of Alberta, Department of Psychiatry at Dalhousie University, the Nova Scotia Teachers Union, and the Alberta and Newfoundland & Labrador Teachers Associations. The goal of Wellness4Teachers is to provide psychological support for teachers in Canada. Members can text TEACHWELL to 1-844-618-1234 to subscribe. Subscribers will receive a free, daily supportive text message intervention based on Cognitive Behavioural Therapy (CBT), designed to address stress, burnout, anxiety, and depression, as well as build resilience and improve professional satisfaction.

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# We have your back.

Have you received notice of a complaint from the  
Alberta Teaching Profession Commission?

**Please contact us immediately!**

[professionaldiscipline@ata.ab.ca](mailto:professionaldiscipline@ata.ab.ca)  
780-447-9460



The Alberta Teachers' Association

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