

The Apple Core

June 2018

Upcoming Events

GVTA Executive meetings:

- September 11th—4:15, NPC
- Other dates to come in the September edition

All members are welcome

Other Events:

- June 21st—National Aboriginal Day
- June 27th, 4:00pm—ESJ book Club, CKs
- June 29th—Last Day of Classes
- July 7th, 10:00am—Portage Pride Parade, Portage La Prairie
- July 21st, 11:00am-2pm—Steinbach Pride Parade, Steinbach

Greetings, GVTA-ers;

Thanks to everyone who attended the GVTA AGM on May 29th. We had our 2nd-best attended event in recent memory (remember the year we offered everyone one free drink?). We hope that you found the new format helpful, with all the information having been distributed in advance. This also allowed for people who couldn't attend to stay informed. If you have any feedback on the new format, or other ways in which we can reach members, please let me know.

From that event, and from our June Executive meeting, I can announce your 2018-19 GVTA Executive:

President: Joel Swaan (PLS)

- Vice-President: Mike Urichuk (ECS)
- Treasurer: Rhonda Peters (NPC)
- Secretary: Mary Eberling-Penner (PCS)
- Collective Bargaining: Mike Urichuk (ECS) / Sarah Coates (GVC)
- Education Finance: Anny Froese (PDS) / Kirsten Carman (GVC)
- Employee Benefits: Gwen Heinrichs (DO) / Sarah Coates (GVC)
- Equity & Social Justice: James Driedger (NPC) / Cindy Phillips (WES)
- Indigenous Education: Roxanne Baraniski (WES) / Ashly Dyck (JRW)
- Professional Development: Raffaele Bagnulo (NPC) / VACANT
- Public Relations: Karla Rootsart (SWD) / Joanne Unrau (HFS)
- Social & Teacher Wellness: Caitlin Parr (GVC) / Amanda Rempel (PDS)
- Workplace Safety & Health Liaison: Marty Siemens (BES)
- Substitute Teacher Member-at-Large: Dave Goertzen II (SUB)

After twelve years of service, the Executive bids farewell this year to Rick Schroeder (NPC), your Past-President (and holder of many other hats). Rick, we appreciate your long service, and your willingness to share of the wisdom you have gained.

Continued on next page....

We are also sad to say goodbye to Jacquie Mitchell (SUB), Melanie Urichuk (GVC), Debra McKinnon (WES), and Kelsey Dyck (JRW). We have benefited greatly from their time with us, and I hope you will take a moment to thank them for their service when you see them, or via email.

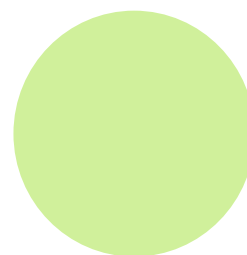
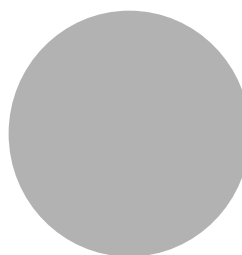
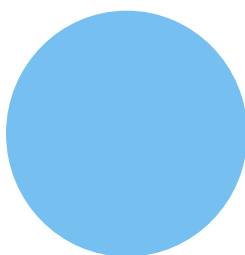
We also voted at the AGM to keep the GVTA Membership fees for 2018-19 at the same level as this year, \$180 or \$15/month. For substitute teachers, this works out to about 92¢/day.

Elsewhere in this edition, look for an invitation to attend the Portage Pride Parade on July 7th. The ESJ Committee has budgeted to send one vehicle of members to participate in this event. We look forward to hearing feedback from our members if one vehicle is enough, or if there's more that we should be doing.

As usual, be in touch as you need; I look forward to the opportunity to meet. I'm your president all through the summer, and my cell phone and e-mail are always available to you. Do not hesitate to reach out if you have a need.

Cheers, and enjoy the summer!

Joel
204-384-5635 (call or text)
gvtapresident@gmail.com



From all of the GVTA Executive:



Have a great summer break!

Rest, relax and rejuvenate!

Garden Valley Teachers' Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.

MTS AGM Report

According to MTS formula, GVTA sends 6 delegates to the Manitoba Teachers' Society's Spring Council and Annual General Meeting; GVTA also sends an alternate delegate at local expense. Thanks to Raffaele Bagnulo (NPC), Roxanne Baraniski (WES), Anny Froese (PDS), Gwen Heinrichs (DO), Rick Schroeder (NPC), and Mike Urichuk (ECS) who joined me at AGM this year. The proceedings included speeches from Education Minister Ian Wishart, Canadian Teacher's Federation President H. Mark Ramsankar, and Garth Smorang, Q.C. of Myers LLC, as well as rally on the steps of the Manitoba Legislature.

Here's a summary of the majority of resolutions debated on the floor of council:

- Carried Resolutions
 - o Professional Misconduct processes amended to match practice, including reference to "teaching days" instead of "days" for timelines
 - o Members' rights include: participating in the *activities of the Society or a Local* free from harassment, *discrimination* and bullying.
 - o Conflict of Interest Policy
 - o Society Reserve Fund to increase from \$1M to \$2M. For now, this fund will be build using interest from the current Fund only.
 - o Members who are not paying fees, but who are receiving remuneration from employers are now eligible for EAP. As an example, teachers on Maternity or Parental leave will now have access to counselling services.
 - o Provincial Executive Meeting minutes will now be posted to the Secure MemberLink Portal
 - o Provincial Executive members who take a leave in their two-year term shall be entitled to finish their term upon completion of leave.
 - o MTS President and Vice-President shall be provided reasonable accommodation expenses to relocate to Winnipeg for their terms
 - o Reaffirmed Principals' and Vice-Principals' Membership in the Society
 - o Amended MTS Philosophy of Education Beliefs: the fundamental aim of education is the physical, intellectual, emotional, social, aesthetic, and moral development of individuals into people who realize self-respect, self-fulfillment, and their relevance in society, *with the aim that students become contributing members of their communities, able to think critically about society and participate in the democratic process.*
 - o That the Society investigate the lack of certified substitutes and the use/misuse of uncertified substitutes
 - o MTS to collect data about the nature and frequency of mandated literacy and numeracy assessments such as F&P and division-developed assessment tools
 - o Request that Manitoba Ed review and embed mental health education in curricula throughout K-12
 - o MTS Lobby the MB Gov't to allocate Cannabis revenue to an education program on effects to students and parents, and PD for teachers that includes recognition of addiction, cannabis policy awareness, and an overview of support services for drug use and addictions
 - o MTS is to request support of Manitoba Association of Parent Councils in writing a joint letter to MB Ed to revise curriculum documents related to healthy relationships and sexuality to include discussion of consent; revise curriculum outcomes on sexual development to include sexual orientation, gender identity, and gender expression; and revise curriculum outcomes related to family configuration to include LGBTQ* individuals and families
 - o Collective Bargaining Standing Committee to be tasked with defining all operational details of Provincial Bargaining Model (2011) recommendations to the 2019 Provincial Council.

- o Indigenous Language to be included in singing of “O Canada” at MTS AGM
- o That all recommendations of the Women in Education Leadership Commission be implemented
- o The MTS Code of Professional Practice is to be read at opening of AGM
- o Curriculum and Teaching Standing Committee is to review data from the government’s Literacy and Numeracy Summit
- o That MTS find ways to promote and encourage more men to enter the profession with a view to provide a more equitable balance of men to women within the profession
- o Future Provincial Councils to include an Indigenous Caucus
- o Defeated Resolutions
- o That all delegated to MTS AGM take an Equity Pledge (regarding treatment of others at AGM)
- o Moving hiring, firing, and evaluation of workers on Personal Services Contracts (Assistant General Secretary, Chief Financial Officer, Senior Executive Assistant, Human Resources Administrator) to General Secretary’s duties, away from Provincial Executive.
- o Conflict of Loyalty Policy
- o That MTS work with MSBA to provide prevention of violence and harassment in the workplace signage
- o MTS measure it’s carbon footprint
- o MTS study P3 Schools
- o That Handbook be edited to remove “The Society supports Provincial Bargaining”
- o Resolutions Referred to Executive:
 - o “Locals shall... ensure so far as reasonably practical that no member of the Local is subject to harassment, bullying or discrimination when participating in the activities of the local.”
- o Whistleblower Protection

If you have any questions on these resolutions or any of the other activities at MTS Spring Council, please send me an email, or contact one of the other delegates.

Joel

PR Update

Part of the mandate of the PR committee is to seek out opportunities for some external PR we can do within our community. This year, the committee purchased a book for every incoming Kindergarten student in Garden Valley School Division. Each book has a “Welcome to School” label in it from GVTA, wishing them the best as they start school. Kindergarten teachers will be giving these books to their new students this spring. A big thank you to the K teachers for handing them out for us!



2018-19 Salary Grid

Even though our salary is frozen next year due to Bill 28, there will be an increase in your deductions, which will seem like a decrease in pay. If you are paying for dental and health benefits, these costs continue to rise regardless of what changes our grid may encounter. If you are paying into the dental, health, and vision plans, you will see at \$24 decrease in your salary on the grid. These deductions come off of your gross salary before your taxes do. If they didn't, you would pay taxes on a larger paycheque, and then have the same benefits deducted anyhow.

There are a number of different combinations of benefit deductions depending on if you are single, a couple, or a family, and whether or not you have health, vision, and/or dental deductions. However, these two grids display the salaries for those with the greatest number of deductions, and those with no deductions. Everyone else will be in-between.

September 2018 (2018-19)				\$3,171 Annual Benefit Premium			
Class	Class 1	Class 2	Class 3	Class 4	Class 5	Class 6	Class 7
0	33,300	37,387	42,614	51,838	55,668	58,930	62,405
1	34,991	39,673	45,409	55,298	59,310	62,312	65,866
2	36,676	41,967	48,208	58,764	62,930	65,693	69,345
3	38,373	44,333	51,001	62,224	66,596	69,074	72,820
4	40,069	46,544	53,795	65,693	70,242	72,458	76,289
5	41,768	48,837	56,587	69,153	73,885	75,840	79,761
6	43,458	51,123	59,391	72,617	77,526	79,219	83,237
7	45,152	53,418	62,183	76,081	81,169	82,592	86,706
8				79,543	84,814	85,975	90,180
9				83,000	88,454	89,357	93,600
10						92,737	97,129

September 2018		No Deductions						
Class		1	2	3	4	5	6	7
Increment								
0		36,471	40,558	45,785	55,009	58,839	62,101	65,576
1		38,162	42,844	48,580	58,469	62,481	65,483	69,037
2		39,847	45,138	51,379	61,935	66,101	68,864	72,516
3		41,544	47,504	54,172	65,395	69,767	72,245	75,991
4		43,240	49,715	56,966	68,864	73,413	75,629	79,460
5		44,939	52,008	59,758	72,324	77,056	79,011	82,932
6		46,629	54,294	62,562	75,788	80,697	82,390	86,408
7		48,323	56,589	65,354	79,252	84,340	85,763	89,877
8					82,714	87,985	89,146	93,351
9					86,171	91,625	92,528	96,771
10							95,908	100,300

Welcome to the Wishart School of Hard Knocks

Written by Nick Martin, published in the Winnipeg Free Press June 12th, 2018

Premier Brian Pallister's government has spent more than two years dismantling and reassembling Manitoba's health-care system in a drastic attempt to rein in runaway costs.

Next up, public education.

The province is taking control of spending in a \$2.4-billion system that has, largely, been run locally since the days of one-room schoolhouses. Manitoba's share of the funding – about \$1.4 billion – depends on a complex formula calculated over dozens of categories, based largely on enrolment and the assessed values of properties.

Education Minister Ian Wishart has increased operating grants by 0.5 per cent, the lowest since the 1990s, and clawed back more cash than he's put into schools. He's ordered a 15 per cent cut in administration and plans to amend the Public Schools Act to take away trustees' bargaining powers and allow provincewide contract negotiations with teachers.

Manitoba is the last province in Canada in which school boards have taxing power – trustees have been free to levy whatever property taxation they believe their children need to get a quality education or – from a more cynical perspective – how much homeowners will stand to pay. But equity in public education depends enormously on the serendipity of arbitrary school division borders and the relative affluence of homeowners living within them, as well as the concentration of tax-paying commercial and industrial properties.

A minority of the province's 37 divisions are home to the vast majority of commercial properties. St. James-Assiniboia has proportionally far more commercial properties than Seven Oaks; Pembina Trails enjoys the taxes paid by IKEA and all the big-box stores on Kenaston Boulevard that don't add a single child to its classrooms, while the Winnipeg School Division can afford all its so-called social engineering programs because of taxes paid by downtown office towers and Polo Park and Grant Park shopping centres.

Meanwhile, house prices are rising much faster than the value of business properties, so homeowners are covering an increasing percentage of the tax burden.

Wishart will launch a comprehensive review of the entire system late this year – he doesn't like to hear it called a value-for-money audit – that will include a complete overhaul of the funding formula to educate 187,036 kids more equitably.

What will that look like when the dust settles?

"That's the million-dollar question," said Ken Cameron, president of the Manitoba School Boards Association.

"It begs the question of what their intentions are going forward, of the status of local boards, of taxation powers."

The Tories have rejected arguments in favour of small class sizes and have made clear their disdain for bloated administration. The government's stated priorities are improving literacy and numeracy.

"We need to do it right," Wishart said, adding nothing is off the table. "This is the most important change in a generation."

Wishart capped school boards' property tax increases at two per cent for the budgets passed March 15, thus stifling the other remaining vestige of autonomous power trustees could wield in the past.

Teachers' salaries account for the biggest piece of the public-education budget. With court-challenged Bill 28 freezing salaries for two years and banning any improvements in benefits and working conditions if they involve money, what's left to bargain?

Salary increments, for one. The long-entrenched and accepted grid by which new teachers gain salary bumps each year for their first decade or so of work will be targeted, Wishart said.

Cameron said the province and educators are on a high-speed collision course that could lead to talk of strikes and lockouts after more than 50 years of peace.

"It doesn't leave much, does it?" he said of the wage and benefit freeze. "Very rarely do they give up anything they've got."

Bargaining with teachers

It's an understatement to say that issues surrounding collective bargaining – the biggest single cost in the education system – are mired in confusion.

Wishart has said he plans to table an amendment to the Public Schools Act to introduce provincewide bargaining, which would be conducted under Bill 28's wage controls.

However, he hasn't yet tabled the amendment, let alone had it passed, and teachers' 37 collective bargaining agreements expire June 30.

The Manitoba Teachers' Society has long said it favours provincial bargaining, but now the union is outraged that the Tories didn't consult teachers before making the move. MTS argues that with the amendment not in effect, and Bill 28 not yet proclaimed, its 37 bargaining units have been giving notice to their divisions that they're ready to bargain normally over wage increases and improvements to benefits.

School trustees have feared losing bargaining control, even though they've settled for identical wage increases the past two CBAs, with some local bargaining over working conditions. School boards have watched their authority erode.

Wishart says that each one per cent not paid to teachers under Bill 28 saves school divisions \$13.1 million. This year teachers received two 1.5-per-cent raises four months apart, following three years of two-per-cent annual increases.

MTS is part of a 25-union coalition awaiting a court decision on its request for an injunction to block Bill 28 until its constitutional challenge can be heard, which could take years. School divisions say they need to set aside money for retroactive pay increases if the courts throw out Bill 28, but the Tories have capped their reserve funds and school divisions don't have any money to set aside, anyway.

Property taxes

For years, the NDP threatened to cap school property taxes, but instead left trustees – who'd bear the brunt of homeowners' anger – holding the bag while the province quietly maintained its share at the level of provincial growth.

Cameron said that school boards haven't crunched the numbers to see how much they're paying for teachers' increments.

As for saving \$13.1 million for every one per cent teachers are denied, "I don't believe it's as high as they're estimating."

Cutting administration

The government has ordered school divisions to implement lower administration cost caps for the 2018-19 school year at the division level, including the trustees and their boards, at three per cent for urban boards of more than 5,000 students, 3.6 per cent for those under 5,000 and 4.25 per cent in the North. The lower caps are the same 15 per cent administration cuts Pallister ordered throughout the civil service, health care and Crown corporations.

The divisional administration cost is \$83.3 million, which is 3.5 per cent of overall revenue – the number-crunching works out to \$2.1 million worth of jobs that will be eliminated in 20 of the 37 divisions now above the new caps, Wishart said.

Of course, those people can't be shown the door without hefty buyouts and severance, which will take a year or more to come off the books. And in many divisions, there aren't enough senior people to cut.

"We've had caps before," Cameron said. "If you go too far with administration, it makes it tough to run things. You need someone to run the school buses, someone to run human resources."

Amalgamation

It's 24 years since the provincial government received and buried the Norrie Report, which recommended the then-57 school divisions be reduced to 21. Winnipeg would have been carved into four divisions more or less by the Red and Assiniboine rivers. Wishart said he's been studying the report.

In 2002, without having previously mentioned the possibility, the NDP government chopped the number of divisions to 37, without using any clear criteria. Small divisions of 1,500 or fewer students with low assessment bases were left untouched. Winnipeg and Seven Oaks remained whole, but other city divisions were forced together or saw large parts merged with rural divisions, which were similarly ripped asunder or forced together.

Some Canadian cities, including Toronto, have moved to a single division. Winnipeg still has seven, including the St. Norbert portion of Seine River, and there are four trustees in the provincewide Division Scolaire Franco-Manitobaine. There are 59 school trustees elected within Winnipeg's city limits.

"The most common comment is, why do you have so many?" said Wishart.

Provincial officials caution that there's a limit to how large rural divisions can grow before they cover too much area to operate effectively, but every rural division has one or more neighbours. And up north, Flin Flon, Kelsey in The Pas and Mystery Lake in Thompson are far from affluent and surrounded by Frontier School Division. The three combined have barely more than the average assessment per student throughout Manitoba.

The NDP never did explain how McCreary-based Turtle River, with fewer students – 721 – than most urban high schools, remained a stand-alone division in 2002. There are currently 11 divisions smaller than the province's largest high schools.

Clawing back

For four years ending in 2011, the NDP offered a tax-incentive grant, extra cash rewarding school boards that froze their property taxes at the previous year's level. Qualifying for the bonus money was a complicated affair, but once a division got the cash, it became part of the base funding, regardless of how much trustees jacked up taxes the following year.

That pot has sat at \$61.4 million since 2011. Wishart will claw all of it back over six years, starting off with \$7.5 million this year.

Last year he clawed back a chunk of the formula guarantee, but there's still \$20.6 million sitting there. That's another NDP invention, money that ensured a school division with enrolment drops and assessment changes wouldn't receive a penny less than the year before, regardless of what the formula determined the division deserved to get.

Then there's the \$41.3 million Farmland School Tax Rebate paid out every year since its implementation in 2004. The rebate increased from 33 per cent that year 2004 to 80 per cent in 2016.

And finally, there's the gargantuan \$343.3-million education property tax credit, which knocks up to \$700 off homeowners' and tenants' property tax bills. The municipal tax credit had been around for decades, but in 2005 the NDP thought it politically beneficial to suddenly label it as government largesse reducing increasingly-onerous school property taxes.

The cash

Overall spending on the \$2.4-billion public education system has been going up \$60 million to \$80 million a year, with the burden slowly but inexorably shifting from the province to property owners.

Wishart's increase in operating grants of 0.5 per cent and \$6.6 million is the lowest since the 1990s. He's clawed back \$7.5 million from tax incentive grants. The money collected from property taxes is now capped at two per cent, about \$21.9 million. Freezing teachers' wages would save \$26.2 million, assuming "normal" raises of two per cent. Cutting administration 15 per cent shaves off another \$2.1 million.

With teachers' salaries frozen, the net increase in revenue would be \$19.8 million, which would have to be enough to cover new teacher and other staff hires, teachers' incremental raises if they survive intact, maintenance, repairs, heating and other energy costs, water and sewage, bus transportation, information technology, supplies, elections and every other conceivable expenditure.

But there's always more. Even if every single expenditure remains fixed at last year's level, there's an enrolment increase of 1,647 children with an average operating cost of \$13,187 per student. That's more than \$21.7 million in new spending.

The obvious consequence? Funding per student declines.

PD Opportunity—Fab 5

The Fab 5 Beginning Teachers' Conference, to be held in Winnipeg and Brandon, is designed for teachers in their first five years of teaching. Plenary sessions are balanced with a selection of breakout workshops intended to build knowledge and strategies in the areas of classroom management, student engagement, team work, building parent partnerships and supporting diversity.

FAB 5 offers new teachers an opportunity to network with other beginning teachers and develop skills to support their day-to-day classroom practices. Registration is minimal – only \$40.00! In addition, The Manitoba Teachers' Society will provide some financial assistance for travel and accommodation for participants who are MTS members.

Save the date! Go to mb.teach.org to get more information on the sessions and how to register.

October 17-18, 2018

Wednesday 5:30 p.m. – 9:30 p.m.
Thursday 8:30 a.m. – 4:00 p.m.



GVTA INVITES YOU

PORTAGE PRIDE PARADE

SATURDAY, JULY 7

EVENTS START AT 10
PARADE STARTS AT 11

Heritage Square, Portage la Prairie
(2nd St NE, north of Hwy 1A)

The Portage Pride Parade is the only Pride Parade in the South Central Region. If you would like to attend, GVTA is interested in sending a delegation to represent our local. The ESJ Committee will reimburse one vehicle for mileage.

“COME OUT for a day celebrating individuality, diversity, and community in a safe, accepting environment. Equality for all. Celebrate with us FOR THE FREE MARCH AND RALLY on Saturday, July 7th! 10am we will be gathering in Heritage Square (where our inaugural March was held) for speeches and support that commence at 10:30am. March starts at 11am!”

GVTA is willing to coordinate car-pooling for any members who would like to attend!
E-mail: GVTAPresident@gmail.com

If you have a “Proud Manitoba Teacher” shirt from last year, please wear it. MTS will bring a limited supply for teachers who do not yet have one.

Facebook: [Pride Portage la Prairie](#)

Twitter: [@PridePortage](#)

[#portagelaproud](#)



PROFESSIONAL DEVELOPMENT 2018/2019



October 18-19, 2018
December 10-11, 2018
February 1-2, 2019
March 8-9, 2019

LOCATION:
Winnipeg

FIELD-LED COURSE - Personnel

MTS is sponsoring a Field-Led Course (FLC) on Personnel Leadership during the 2018-2019 school year. It is comprised of four required workshop components with additional readings and assignments, and it is approved for university credit toward the provincial School Leadership Certificate. The purpose of this course is to provide practitioners with opportunities to increase their knowledge and skills in supporting the professional growth and development of individual staff members and in leading and developing collaborative communities within the school. The course will provide opportunities to learn and practice various communication tools and discussion protocols, develop norms for collaboration and problem solving, and apply these skills to various contexts depending on their school and current role.

For further information, including the course outline and registration details, see http://www.mbteach.org/pdfs/pd/PD_fieldledcourses_2018_19.pdf

SEPTEMBER

WORKSHOP

FACILITATOR(S)

September 22, 2018
9:00 am - 4:00 pm

LOCATION:
Centro Caboto Centre

Workshop on Workshops

Teachers will build capacity and confidence to develop presentations and facilitate professional learning for adult learners. Recommended for teachers and leaders who develop and present at PD days and professional learning events.

Topics: Conditions and practices for effective adult learning, brain-friendly teaching; 4C's of workshop design; and facilitation skills for high participation and engagement.

Fee: Member \$75; Non-Member \$100

Lia Baksina is a Staff Officer in the Professional and French Language Services Department whose work focuses on supporting new teachers, Professional Development Chairs and Special Area Groups of Educators. Her background in education includes special education programming and student services.

Sarah Gazan is a Staff Officer and licensed Crucial Conversations facilitator in the Professional and French Language Services Department at The Manitoba Teachers' Society. Her work focuses on developing and delivering professional learning experiences for educators with a particular emphasis on Indigenous education, cultural proficiency, anti racism, collaborative cultures and using data to inform practice. She has worked as a middle years teacher as well as in the area of policy and program development within and outside of education.

September 24-25, 2018
9:00 am - 4:00 pm

LOCATION:
McMaster House

CERTIFICATION:

- Special Education
- School Counselling

The Role of the School Guidance Counsellor

School counsellors and aspiring school counsellors will receive tools to plan, design, and effectively implement comprehensive and developmentally-sound counselling programs.

Topics: Guidance counselling program design; guidance education; roles and responsibilities; challenges and dilemmas; and crisis intervention.

Fee: Member \$150; Non-Member \$200

Various



PROFESSIONAL DEVELOPMENT 2018/2019



OCTOBER

WORKSHOP

FACILITATOR(S)

October 17, 2018
5:30 pm – 9:30 pm

October 18, 2018
7:30 am – 4:00 pm

LOCATION:
Victoria Inn, Winnipeg

FAB 5 Beginning Teacher Conference - WINNIPEG

Supporting teachers in their first five years with a variety of practical workshops designed to develop day-to-day classroom practices.

Fee: \$40

Various

October 18, 2018
8:00 am – 6:30 pm

LOCATION:
Victoria Inn, Brandon

FAB 5 Beginning Teacher Conference - BRANDON

Supporting teachers in their first five years with a variety of practical workshops designed to develop day-to-day classroom practices.

Fee: \$40

Various

October 18, 2018
5:30 pm – 9:30 pm

October 19, 2018
9:00 am – 4:00 pm

LOCATION:
Holiday Inn Airport West

Supervision & Evaluation: A Toolbox for Principals

School leaders and aspiring school leaders will develop knowledge and skills for the supervision and evaluation of staff.

Topics: Differences between supervision, evaluation and discipline; legislative responsibilities; divisional policy and protocols; documentation 101; and guidelines for formative and summative evaluation.

Fee: Member \$150; Non-Member \$200

Andrew Peters is a Staff Officer with The Manitoba Teachers' Society, presently bargaining collective agreements in the South Central region and St. James-Assiniboia School Division. He also deals with a wide variety of labour relations issues in all regions of the province and is the first responder for Principals. Before joining the Society in 2007, he was a principal of a K-12 school in rural Saskatchewan and has also taught in both Northern and Rural Manitoba.

Dr. Danielle Fullan Kolton is a licensed Crucial Conversations facilitator and the Department Head of Professional and French Language Services at The Manitoba Teachers' Society. Her work focuses on the research, development, and coordination of professional learning services. She is passionate about working and learning with adult learners and supporting members in the messiness of leading and learning. She has worked as a K-12 teacher, principal, consultant, and university instructor.

Linda Thorlakson is a Staff Officer in the Professional and French Language Services Department with leadership experience at the school, divisional and provincial levels. She has also served as a classroom teacher, resource teacher and school counsellor. She has extensive background in formative assessment, cognitive coaching, and group facilitation.



PROFESSIONAL DEVELOPMENT 2018/2019



NOVEMBER

WORKSHOP

November 26-27, 2018
9:00 am – 4:00 pm

LOCATION:
McMaster House

MAX:
50 Participants

CERTIFICATION:

- Special Education
- School Counselling

Crucial Conversations®

Participants will learn to skillfully and respectfully get results and strengthen relationships when stakes are high, emotions are strong, and opinions are opposing.

Topics: How to:

- identify crucial conversations;
- recognize why and how avoidance damages the relationship;
- stay focussed on healthy motives;
- manage emotions and stress to stay in healthy dialogue;
- use a framework to say risky things in a way that minimizes defensiveness;
- stay focused in the conversation to recognize risks and restore safety;
- create mutual purpose to manage conflicts;
- listen actively and remain curious; and
- move from conversation to action.

Fee: Member \$275; Non-Member \$325 (includes materials fee)

FACILITATOR(S)

Sarah Gazan is a Staff Officer and licensed Crucial Conversations facilitator in the Professional and French Language Services Department at The Manitoba Teachers' Society. Her work focuses on developing and delivering professional learning experiences for educators with a particular emphasis on Indigenous education, cultural proficiency, anti racism, collaborative cultures and using data to inform practice. She has worked as a middle years teacher as well as in the area of policy and program development within and outside of education.

Dr. Danielle Fullan Kolton is a licensed Crucial Conversations facilitator and the Department Head of Professional and French Language Services at The Manitoba Teachers' Society. Her work focuses on the research, development, and coordination of professional learning services. She is passionate about working and learning with adult learners and supporting members in the messiness of leading and learning. She has worked as a K-12 teacher, principal, consultant, and university instructor.

DECEMBER

WORKSHOP

December 10-11, 2018
9:00 am – 4:00 pm

LOCATION:
McMaster House

MAX:
75 Participants

CERTIFICATION:

- Special Education
- School Counselling

Managing Conflict with Clarity, Confidence, and Courage

Teachers and leaders will build a communication and interpersonal skill set to work with all types of people and respond productively when conflict escalates, in one-on-one and group settings. Participants will also work on personal case studies and learn specific strategies to increase their influence.

Topics: Resistance and difficult interactions; influential behaviours; persuasive language skills; and triggers that threaten people and become obstacles to productive work.

Fee: Member \$150; Non-Member \$200

FACILITATOR(S)

Jennifer Abrams is a former English teacher and new teacher coach. She is currently a consultant who works with educators on new teacher support, being generationally savvy, effective collaboration skills and having hard conversations. Jennifer's publications include [Having Hard Conversations](#), [The Multigenerational Workplace: Communicate, Collaborate & Create Community](#) and [Hard Conversations Unpacked - the Whos, Whens and What Ifs](#). www.jenniferabrams.com



PROFESSIONAL DEVELOPMENT 2018/2019



JANUARY

WORKSHOP

FACILITATOR(S)

January 21-22, 2019
8:30 am – 4:30 pm

LOCATION:
McMaster House

MAX:
25 Participants

CERTIFICATION:

- Special Education
- School Counselling

Mental Health First Aid for Adults who Interact with Youth

Education professionals will learn how to provide initial support to someone who may be developing a mental health problem or experiencing a mental health issue.

Topics: Sensitivity to the unique aspects of mental health issues and concerns in young people; identification of mental health problems; and appropriate mental health first aid intervention strategies.

Fee: Member \$150; Non-Member \$200

Debra Radi is an educator with teaching and administrative experience in both K-12 and university settings. She has a passion for supporting professional learning and growth. As an advocate for positive mental health promotion, offering the MHFA for Adults Who Interact With Youth is one way that she can support increased mental health awareness.

FEBRUARY

WORKSHOP

FACILITATOR(S)

February 1, 2019
5:30 pm – 9:30 pm

February 2, 2019
9:00 am – 4:00 pm

LOCATION:
McMaster House

MAX:
75 Participants

CERTIFICATION:

- Special Education
- School Counselling

Collective Efficacy: The Power of Working Together

Recent research suggests that Collective Efficacy is the number one factor influencing student achievement. Participants will learn about leadership practices that foster efficacy and develop an action plan for implementing changes that can strengthen collective efficacy in schools and classrooms.

Topics: How educators' beliefs impact student learning; the research base that supports new ways of working together; conditions and practices for collective efficacy to flourish; and professional learning structures/protocols that promote collective efficacy.

Fee: Member \$150; Non-Member \$200

Dr. Jenni Donohoo is a best-selling author and professional learning facilitator with 20 years' experience in leading school change. Jenni is a Provincial Literacy Lead with the Ontario Ministry of Education. In this role, she works alongside system and school leaders in order to improve the quality of professional learning and collaboration in schools and districts. Jenni's recent publications include [The Transformative Power of Collaborative Inquiry: Realizing Change in Schools and Classrooms](#) and [Collective Efficacy: How Educators' Beliefs Impact Student Learning](#).



PROFESSIONAL DEVELOPMENT 2018/2019



MARCH

WORKSHOP

FACILITATOR(S)

March 11-12, 2019
9:00 am – 4:00 pm

LOCATION:

McMaster House

CERTIFICATION:

- Special Education
- School Counselling

Authentic Equity: Moving Beyond Celebrating Diversity

Teachers and leaders will learn how to create equitable classrooms and schools and to avoid common pitfalls that create the illusion of equity while maintaining inequity. Using the equity literacy framework, participants will learn content, practical strategies, and facilitation skills to strengthen equity efforts and intervene with bias and inequity.

Topics: Safe and inclusive classroom environments where students can express themselves; how to recognize and respond to bias; age-appropriate strategies for teaching about equity issues such as sexism and poverty; and teaching strategies to develop critical thinking and analytical skills to recognize bias in resources, interactions and policies.

Fee: Member \$150; Non-Member \$200

Paul Gorski is the founder of EdChange and the Equity Literacy Institute. He has spent more than 20 years working with educators around the world on strengthening their commitments to educational equity and justice. He has written more than 50 articles and written, co-written, or co-edited 10 books including Reaching and Teaching Students in Poverty: Strategies for Erasing the Opportunity Gap; Case Studies on Diversity and Social Justice Education, and Voices for Diversity and Social Justice.

Sarah Gazan is a Staff Officer and licensed Crucial Conversations facilitator in the Professional and French Language Services Department at The Manitoba Teachers' Society. Her work focuses on developing and delivering professional learning experiences for educators with a particular emphasis on Indigenous education, cultural proficiency, anti racism, collaborative cultures and using data to inform practice. She has worked as a middle years teacher as well as in the area of policy and program development within and outside of education.

Brahim Ould Baba is a Staff Officer in the Professional and French Language Services Department at The Manitoba Teachers' Society. His work focuses on equity and social justice, diversity in schools, and Francophone education. He has worked as a K-12 teacher, consultant, and university instructor.

March 25 & 27, 2019
8:30 am – 4:30 pm

LOCATION:

McMaster House

MAX:

25 Participants

CERTIFICATION:

- Special Education
- School Counselling

Mental Health First Aid for Adults who Interact with Youth

Education professionals will learn how to provide initial support to someone who may be developing a mental health problem or experiencing a mental health issue.

Topics: Sensitivity to the unique aspects of mental health issues and concerns in young people; identification of mental health problems; and appropriate mental health first aid intervention strategies.

Fee: Member \$150; Non-Member \$200; Student \$75

Debra Radi is an educator with teaching and administrative experience in both K-12 and university settings. She has a passion for supporting professional learning and growth. As an advocate for positive mental health promotion, offering the MHFA for Adults Who Interact With Youth is one way that she can support increased mental health awareness.



PROFESSIONAL DEVELOPMENT 2018/2019



APRIL

WORKSHOP

FACILITATOR(S)

April 6, 2019
9:00 am – 4:00 pm

LOCATION:
McMaster House

MAX:
50 Participants

Crucial Conversations® 2.0: Reflection & Follow Up

A follow-up session available to any previous participant of the MTS Crucial Conversations® workshop. The purpose of this session is to further skills practice and reflect with other Crucial Conversations learners about how to use the model more effectively.

Fee: No Charge

Sarah Gazan is a Staff Officer and licensed Crucial Conversations facilitator in the Professional and French Language Services Department at The Manitoba Teachers' Society. Her work focuses on developing and delivering professional learning experiences for educators with a particular emphasis on Indigenous education, cultural proficiency, anti racism, collaborative cultures and using data to inform practice. She has worked as a middle years teacher as well as in the area of policy and program development within and outside of education.

Dr. Danielle Fullan Kolton is a licensed Crucial Conversations facilitator and the Department Head of Professional and French Language Services at The Manitoba Teachers' Society. Her work focuses on the research, development, and coordination of professional learning services. She is passionate about working and learning with adult learners and supporting members in the messiness of leading and learning. She has worked as a K-12 teacher, principal, consultant, and university instructor.

MAY

WORKSHOP

FACILITATOR(S)

May 3, 2019
5:30 pm – 10:00 pm

May 4, 2019
9:00 am – 4:00 pm

LOCATION:
McMaster House

CERTIFICATION:

- Special Education
- School Counselling

Women in Educational Leadership Symposium LEAN IN/LEAD ON: Building Capacity, Confidence, and Voice

We are often standing on the edge – edge of change, new opportunities, challenges and more! This symposium will provide an opportunity to network, dialogue, collaborate, and share experiences as women in leadership roles, formal or otherwise. Plenary and breakout sessions are designed to explore assumptions about and practices of leadership through a variety of lenses. Celebrate the expertise and experiences of women who hold leadership positions. Be prepared to laugh, learn, and be inspired.

Fee: \$75

Various



FIELD-LED COURSE: OCTOBER 2018 – APRIL 2019

Eligible for School LEADERSHIP CERTIFICATE

Field-Led Courses:

The provincial Certificate in School Leadership (<http://www.edu.gov.mb.ca/k12/profcert/certificates/othercertificates/leadership.html>) requires 24 credit hours of University-based coursework and 6 credit hours of Field-led coursework.

- Field-led courses are developed and offered by one or more of these educational partners: The Manitoba Teachers' Society (MTS), Council of School Leaders (COSL), Manitoba Association of School Superintendents, (MASS), Manitoba School Boards Association (MSBA).
- These courses are designed to emphasize the professional knowledge base of experienced school leaders and the practical application of the knowledge and skills identified in the five of Domains of Knowledge and Skill required by school leaders in Manitoba.
- When successfully completed, Field-led courses will be accepted as external credit by Manitoba universities who offer post baccalaureate course work in educational administration.
- Please note: You must be registered in a post baccalaureate program in educational administration at the University of Manitoba, Université de Saint-Boniface or Brandon University **and** obtain a Letter of Permission from that university prior to enrolling in a Field-led course in order to have the Field-led credit transferred to your program.
- The following table lists approved Field-led courses and when they have been or are scheduled to be offered.

DATES	2015-16	2016-17	2017-18	2018-19
FLC 1 Ethical Leadership	Offered by COSL Summer 2015			
FLC 2 Personnel Leadership	Offered by MTS October 2015 – April 2016		Offered by MTS October 2017 – April 2018	Offered by MTS October 2018 – April 2019 <i>(SEE NEXT PAGE)</i>
FLC 3 Educational Leadership		Offered by COSL Summer 2016		Offered by COSL Summer 2018
FLC 4 Change Leadership		Offered by MTS October 2016 – April 2017		
FLC 5 School Leadership in Manitoba		Offered by MASS • in Brandon S.D. January – December 2017 • in Interlake S.D. March 2018 – February 2019		
FLC 6 Leading Healthy and Safe Schools			Offered by COSL Summer 2017	





FIELD-LED COURSE: OCTOBER 2018 PERSONNEL LEADERSHIP – APRIL 2019

Eligible for School
LEADERSHIP CERTIFICATE

Course Overview:

School leaders interact constantly with a variety of individuals and groups within the school and in the community. They work individually with teachers and other staff daily as they supervise, encourage professional growth and evaluate performance. They also work at a group level with various staff, parent and community members to develop collaborative planning and problem solving mindsets. As they develop teams, foster collaboration, and support the growth and development of staff, school leaders build capacity to achieve successful outcomes for students.

Instructor of Record:

Linda Thorlakson
(204) 831-3061
lthorlakson@mbteach.org

You are invited to contact me whenever you require information, clarification, or support in order to be successful in this course.

Class Times:

See Detailed Class Schedule

Course Description:

The purpose of this course is to provide practitioners with opportunities to increase their knowledge and skills in supporting the professional growth and development of individual staff members and in leading and developing collaborative communities within the school. The course will provide opportunities to learn and practice various communication tools and discussion protocols, develop norms for collaboration and problem solving, and apply these skills to various contexts depending on their school and their current role in it. A reflective practice perspective will provide a framework for discussion and assignments.

Intended Learning Outcomes:

Participants in this course will able to:

- Outline the duties, challenges, and the legal and policy parameters for supervision and evaluation;
- Discuss the values, beliefs and experiences that impact the leader's behaviour and the staff member's behaviour in 'routine' situations and in challenging circumstances;
- Describe appropriate responses to a variety of supervisory situations and other dilemmas;
- Discuss how to differentiate the leader's stance and/or strategies to support the professional growth and development of teacher practice;
- Demonstrate verbal and non-verbal communication skills that support rapport building, collaboration and problem clarification;
- Apply frameworks for crafting difficult conversations;
- Design effective meetings and productive group tasks.





FIELD-LED COURSE: OCTOBER 2018 PERSONNEL LEADERSHIP – APRIL 2019

Eligible for School
LEADERSHIP CERTIFICATE

Recommended Readings:

TBA

Assessment:

Balanced assessment and evaluation will be used to assess knowledge/understanding, thinking/inquiry, communication, and application of the course content. Participants will be expected to demonstrate their attainment of the course outcomes:

1. Through their preparation and discussion of assigned readings.
2. Through their participation in class discussions/activities with their colleagues.
3. Through their completed course assignments.

It is expected that participants will consistently complete quality work.

Assignments:

TBA

Evaluation:

This course is graded either Pass or Fail. Participants must satisfactorily meet all requirements for attendance, participation and assignments in order to achieve a Pass.

Attendance Policy:

Regular attendance is expected of all students. The instructor may initiate procedures to debar a student from attending classes and/or from receiving credit where absences exceed those permitted by the faculty regulations.

Academic Integrity:

Plagiarism is described as taking credit for another's work. In an environment based upon academic integrity, plagiarism exemplifies unethical behavior. If it is discovered that any student has plagiarized material, that student will automatically fail the class and the case will be referred to the Instructor of Record and the Faculty of Graduate Studies as per the university's policy. If you are unsure as to what constitutes plagiarism or do not know how to adequately reference material, please ask for help and consult the newest edition of the American Psychological Association (APA) reference. Please refer to the University of Manitoba, Université de Saint-Boniface and Brandon University General Calendar for any other questions.

Registration:

Registration fee for MTS Members is \$600

Registration fee for non-MTS Members is \$725

Register online at <https://memberlink.mbteach.org/events.aspx>





FIELD-LED COURSE: OCTOBER 2018 – APRIL 2019

Eligible for School LEADERSHIP CERTIFICATE

Class Schedule*

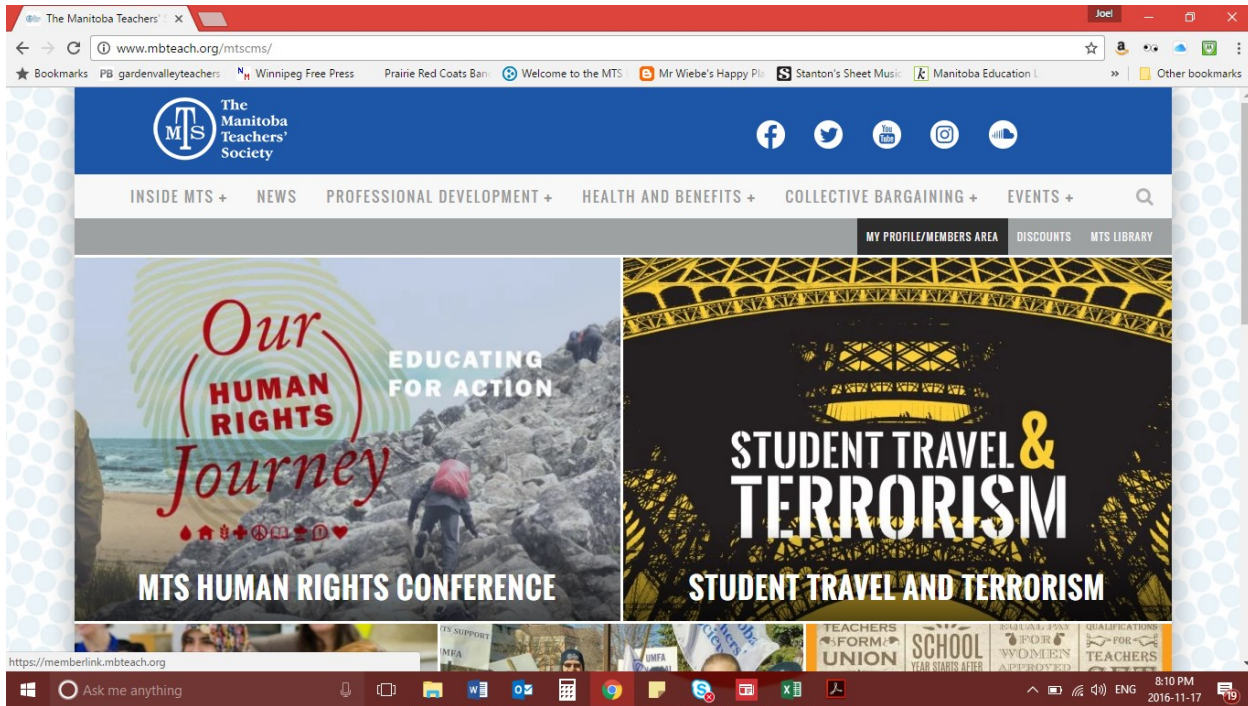
SESSION AND LOCATION	DATES	PRESENTERS	TOPICS
1 Supervision and Evaluation: A Toolbox for Principals Holiday Inn Airport West 2520 Portage Ave, Winnipeg	Thurs. Oct. 18, 2018 5:30 pm – 9:30 pm + Fri. Oct. 19, 2018 9:00 am – 4:00 pm	Andrew Peters Dr. Danielle Fullan Kolton Linda Thorlakson <i>MTS Staff Officers</i>	<ul style="list-style-type: none"> • Differences between supervision, evaluation and discipline • Legislated responsibilities • Divisional policy and protocols • Documentation • Guidelines for formative and summative evaluation
2 Managing Conflict with Clarity, Confidence, and Courage McMaster House (MTS) Winnipeg	Mon. Dec. 10, 2018 9:00 am - 4:00 pm + Tues. Dec. 11, 2018 9:00 am – 4:00 pm	Jennifer Abrams <i>Educational Consultant</i>	<ul style="list-style-type: none"> • Managing resistance and difficult interactions • Recognizing influential behaviours • Using persuasive language skills • Understanding triggers that threaten people and become obstacles to productive work • Work on personal case studies and learn specific strategies to increase influence
3 Collective Efficacy: The Power of Working Together McMaster House (MTS) Winnipeg	Fri. Feb. 1, 2019 5:30 pm – 9:30 pm + Sat. Feb. 2, 2019 9:00 am – 4:00 pm	Dr. Jenni Donohoo <i>Educational Consultant, Ontario Ministry of Education</i>	<ul style="list-style-type: none"> • How educators' beliefs impact student learning • The research base that supports new ways of working together • Conditions and practices for collective efficacy to flourish • Professional learning structures/protocols that promote collective efficacy
4 Dilemmas of Practice: Frameworks for Leaders to Interpret and Respond Holiday Inn Airport West 2520 Portage Ave, Winnipeg	Fri. March 8, 2019 5:30 pm – 9:30 pm + Sat. March 9, 2019 9:00 am – 4:00 pm	Dr. Danielle Fullan Kolton <i>Department Head, PFLS</i>	<ul style="list-style-type: none"> • Interpreting and responding to dilemmas • FRAME process to clarify dilemmas • Types of dilemmas, including practice with a tuning protocol • COPE strategy (clarify, options, plan, evaluate) • Strategies for reflective practice and self-care

*Topical overview is a guide only. Time constraints and other unforeseen factors may require that some of the above topics be omitted or covered in less detail.

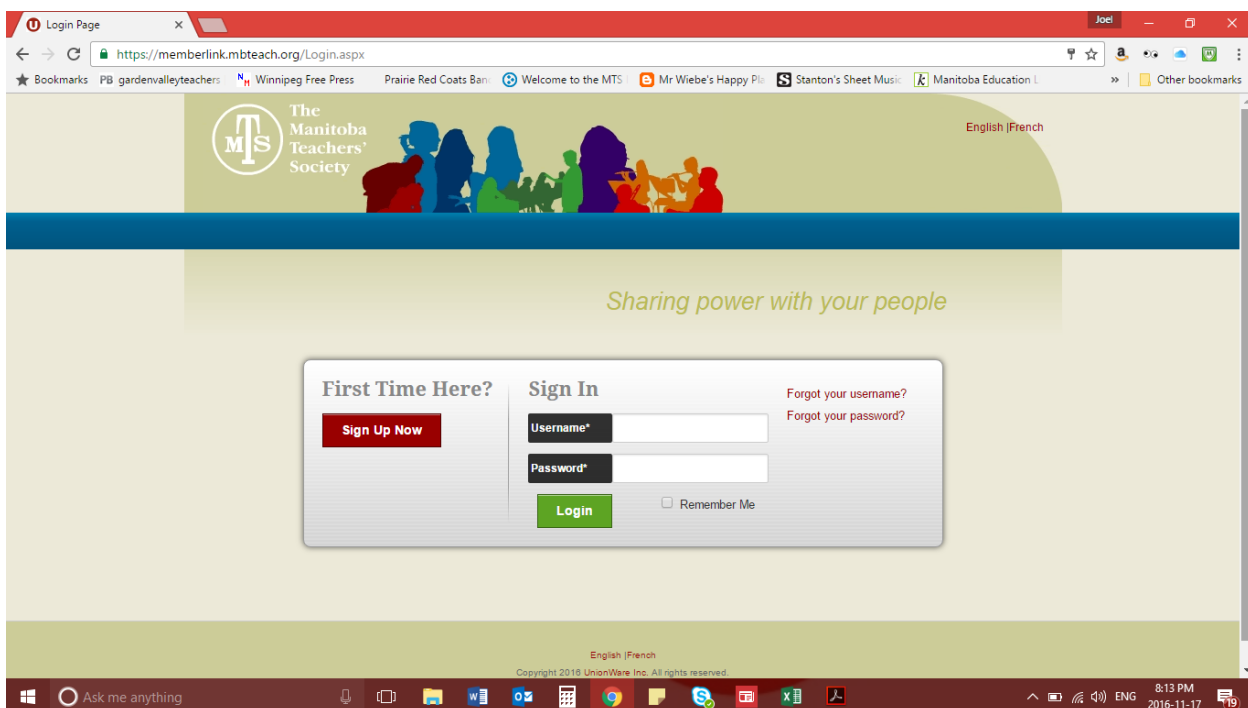
Are you looking to receive *The Manitoba Teacher* and *Balance* magazines electronically instead of a physical copy in your mailbox?

Follow these easy steps:

1. Go to the new mbteach.org website, and click on “My Profile/Member Area” in the grey bar on the top right.



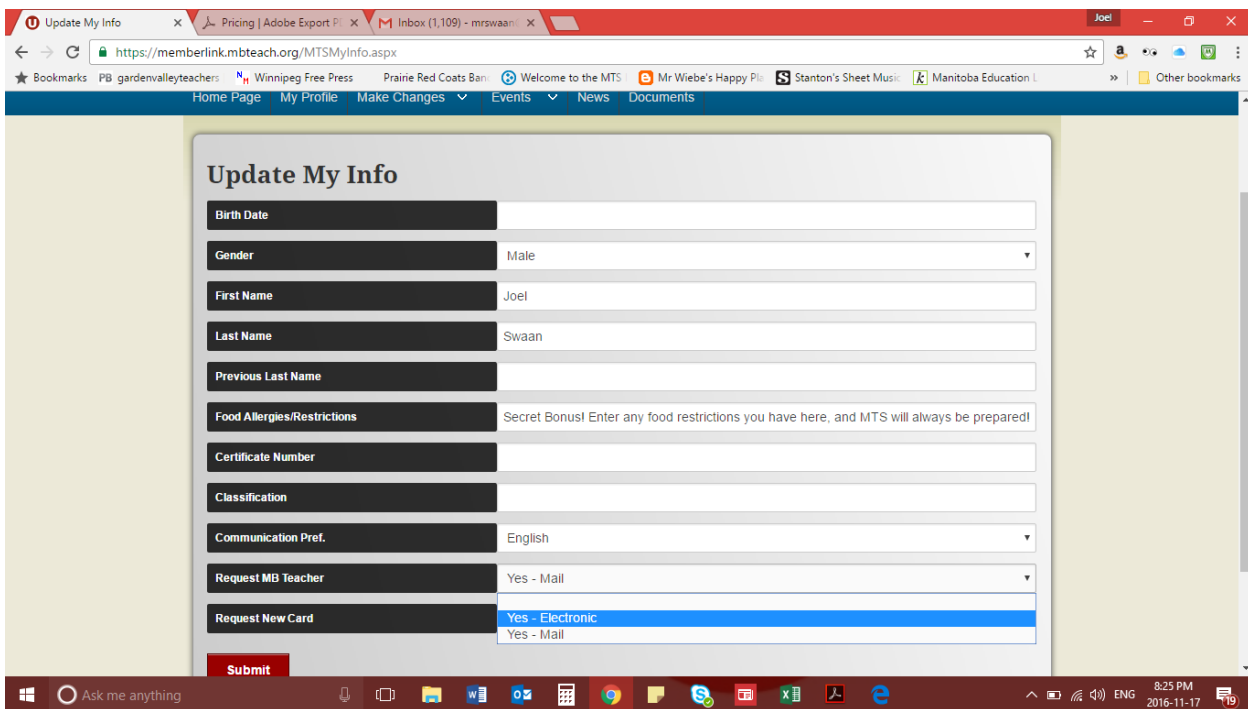
2. Enter your Username and Password. If you've forgotten either of these, there are helpful links on the right for you to click on.



3. Once you've logged in, click on "Make Changes" in the blue menu bar, followed by "Update My Info" in the dropdown.



4. On the tab beside "Request MB Teacher", click on the dropdown to choose "Yes - Electronic" instead of "Yes - Mail". Click "Submit" and your mailbox will stay that much emptier, and so will a landfill somewhere!



* As a bonus, if you need a new/replacement MTS Card, click on the dropdown beside "Request New Card". Change it to "Yes" and click "Submit"; it will arrive shortly in the mail!



- 1. GVTA Executive Departures:** This year we say goodbye to our Past-President, Education Finance Co-Chair, and 12-year GVTA Executive member Rick Schroeder (NPC). Also stepping down from the executive are Social & Teacher Wellness Co-Chair Melanie Urichuk (GVC), and Members-at-Large Kelsey Dyck (JRW), Jacquie Mitchell (SUB), and Debra McKinnon (WES). We thank these teachers for their service, and wish them all the best!
- 2. GVTA Executive Additions:** At our May AGM, we welcomed Cindy Phillips (WES) as Equity & Social Justice Co-Chair, Ashly Dyck (JRW) as Indigenous Education Co-Chair, and Amanda Rempel (PDS) as Teacher & Wellness Co-Chair. At our June meeting, we also welcomed Kirsten Carman (GVC) as Education Finance Co-Chair and Dave Goertzen II (SUB) as the Substitute Teacher Member-at-Large. Welcome to the new Executive!
- 3. Liaison Meeting:** For our last GVSD-GVTA Liaison meeting, our Indigenous Education Chair and Co-Chair presented on the objectives of the newest GVTA committee, and we had an excellent discussion with the Board representatives about Indigenous Education for our students but also as PD for teachers. Our IE Chair will attend Liaison meetings from this point on.
- 4. CLG Applications:** The Professional Development Committee is already taking applications for next year's Collaborative Learning Groups. The application deadline is September 18th, but they can already be submitted anytime to Raffaele Bagnulo (NPC) or to your school's PD Committee rep. You can find the form here: <https://gvteachdotorg.files.wordpress.com/2018/06/clg-application-2018-2019.docx> or on the gvteach.org website under "Forms".
- 5. GVTA Scholarships:** The GVTA Scholarship committee met in May with all of the applicants for the \$1500 scholarships for students entering education or pre-education. Winners will be announced at the graduation ceremonies of each high school.
- 6. Manitoba Teacher:** At MTS AGM, teachers reaffirmed the need for print copies of the *Manitoba Teacher* magazine, while also understanding that not everyone wants a print copy. If you would like to stop receiving "hard copies" of the magazine in your mailbox at work, then there is a way to unsubscribe. Instructions have been included elsewhere in this edition of *Apple Core*.
- 7. PR Books:** Our Public Relations Committee has bought a kindergarten/first day of school book for every incoming Kindergarten student in the division. They will receive their books on their orientation day in June. Each book has a GVTA sticker inside welcoming them to the division.
- 8. GVTA Mileage:** We clarified that GVTA Executive and Committee members can claim mileage for attending meetings or performing the work of their committee, but not more than the additional distance greater than what they would normally drive between work and home. For example, if the meeting is on the way home from work, no mileage would be claimed.
- 9. Save the Date:** MTS President Norm Gould will be in Winkler on Tuesday, November 6th for a 4:30pm MTS Priorities Update meeting.
- 10. Next Executive Meeting:** The next GVTA Executive Meeting will be at GVC on September 11th at 4:15pm. All members are invited. If you are planning on attending, please contact Joel so that he can make sure there's enough food for supper.