

The Apple Core

April 2019

Upcoming Events

GVTA Executive meetings:

- May 7
- June 3

Held at GVC and begin at 4:00.
All members are welcome

Other Events:

- April 19th—Good Friday
- April 25th—GVTA Quiz Night, 6:00 pm, GVC in the Zone
- May 1st—ESJ Bookclub, 4:00 pm, CKs
- May 4th—Write to the Review workshop for the Education Review, 9:00am, Education building, U of M
- May 12th—Mother's Day
- May 13th—Education Review Public Consultation, 6:00pm, Carman Collegiate, Carman

Greetings, GVTA-ers;

In February as we were compiling *The Apple Core*, MTS released their 8-page issues document with information and action ideas on the K-8 Comprehensive Review, Provincial Bargaining, School Division Amalgamations, College of Teachers, Principals and Vice-Principals, School Board/Division Governance, and Education Finance. (Always available here: <https://gvteachdotorg.files.wordpress.com/2019/02/apple-core-2019-02-february.pdf>)

In March as we were compiling *The Apple Core*, Dr. Avis Glaze was appointed as lead consultant for the K-12 Education Review. We included links to her report "Raise the Bar: A Coherent and Responsive Education Administrative System for Nova Scotia" for context as to what she has advised in the past, and we outlined a few of the recommendations that the Nova Scotia government chose to implement. (Available here: <https://gvteachdotorg.files.wordpress.com/2019/03/apple-core-2019-03-march.pdf>). Later in this issue, you can read an interview with the president of the Nova Scotia Teachers' Union about its impact.

To keep up the trend of breaking news on the weekend of *Apple Core*, the government unloaded a bunch of information on Friday, giving us the weekend to try to compile and make sense of the information. In this *Apple Core*, you will continue to find information from a variety of our committees on a range of work that GVTA is doing on your behalf, but we still strongly urge members to read up on the Review, to look for opportunities to provide feedback on education, to stay engaged and informed. Here is what comprised the bulk of the Friday announcements,

There will be two **online surveys** available as of Tuesday, April 16 - one for the public and one for teachers. The survey for teachers is anonymous, but in order to be able to enter the survey, the government requires you to enter your teacher certificate number. As you fill out the survey, consider that you are also

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a member of the public, and as a member of the public you likely also have opinions about the state of education which may be appropriate for a public survey. The teacher survey will be located <https://www.edu.gov.mb.ca/educationreview/consultation.html>.

There will be **interactive public workshops**, the closest of which will be at Carman Collegiate on Monday, May 13th from 6-8:30pm. **Members should make a concerted effort to attend this event.** “The workshops will offer an informal and interactive way for you to share your thoughts. The flexible format, led by facilitators, offers opportunities to get more information, provide feedback, or take part in round-table discussions as your time and interest allow. The information you provide will help the commission develop its recommendations as part of a comprehensive, independent review of our province’s elementary and secondary education system.”

Teachers can also submit, through an online form at <https://www.edu.gov.mb.ca/educationreview/collection.html>, their “**Exemplary Practices**”. “As part of the information gathering to inform the review, the commission is inviting Manitoba teachers, those currently teaching and those who are retired, to share exemplary practices they have implemented and that have resulted in increased student achievement and outcomes. In 200 words or less, you are invited to provide a brief description of your exemplary practice, outlining what you did and the results that were achieved. Please be sure to include your name and contact information, so we may contact you for additional details and clarification if necessary.”

There will be **public hearings**. Individuals or organizations what would like to present their perspectives and recommendations at a public hearing must first submit a formal brief of no longer than 2,000 words. The brief template is not yet available yet, but will be “shortly”. “Only one formal brief per individual or organization will be accepted. All briefs will be considered to be a request to present at a public hearing, and in the spirit of transparency, they will be posted on the commission's website. Selected groups and individuals will be invited to present to the commission. Priority will be given to those who offer bold recommendations and innovative solutions, and those who have not already been heard from through other public engagement opportunities.” So, they are holding open public hearings, but also are deciding who they will listen to at the hearings. Submissions can be sent to <K12educationcommission@gov.mb.ca>. This is the same e-mail address where they are receiving **written submissions**.

This is an unprecedented time in education regarding the scope of the changes being proposed, so we are asking people to be cognizant of what is happening, and to make some time to be involved. The on-going release of information is available at www.mbteach.org and at <https://www.edu.gov.mb.ca/educationreview/>. Follow MTS on Facebook, Instagram and/or Twitter.

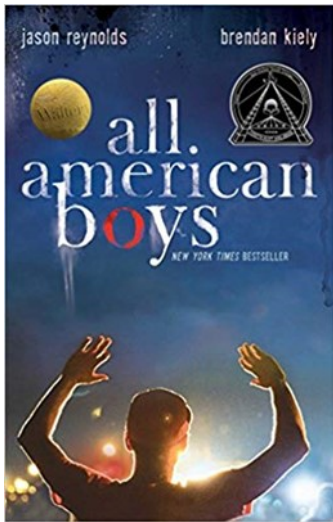
j.
gvtapresident@gmail.com
204-384-5635 (call or text)

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.

Equity and Social Justice

Book spotlight

In this *New York Times* bestselling novel, two teens—one black, one white—grapple with the repercussions of a single violent act that leaves their school, their community, and, ultimately, the country bitterly divided by racial tension.



A bag of chips. That's all sixteen-year-old Rashad is looking for at the corner bodega. What he finds instead is a fist-happy cop, Paul Galluzzo, who mistakes Rashad for a shoplifter, mistakes Rashad's pleadings that he's stolen nothing for belligerence, mistakes Rashad's resistance to leave the bodega as resisting arrest, mistakes Rashad's every flinch at every punch the cop throws as further resistance and refusal to STAY STILL as ordered. But how can you stay still when someone is pounding your face into the concrete pavement?

There were witnesses: Quinn Collins—a varsity basketball player and Rashad's classmate who has been raised by Paul since his own father died in Afghanistan—and a video camera. Soon the beating is all over the news and Paul is getting threatened with accusations of prejudice and racial brutality. Quinn refuses to believe that the man who has basically been his savior could possibly be guilty. But then Rashad is absent. And absent again. And again. And the basketball team—half of whom are Rashad's best friends—start to take sides. As does the school. And the town. Simmering tensions threaten to explode as Rashad and Quinn are forced to face decisions and consequences they had never considered before.

Fast Corn Chowder Soup

(for those Spring Days that are too busy to cook)

- Fry 1 link of peeled farmer sausage (crumble it) with one onion (finely chopped)
- Add 3 tins of cream of mushroom soup and three tins of milk (using the soup tin as a measure) and 3 tins of corn.
- Stir well, heat thoroughly.
- Serve with cheese bread or toast.

Indigenous Education

Did You Know?

The Treaty Relations Commission of Canada is a neutral body who has partnered with the Assembly of Manitoba Chiefs and Canada and is designed to strengthen relationships between First Nations and Manitobans.

They have a website that is full of information, supports and links to a multitude of resources that educators can access to use in their classrooms.

www.trcm.ca

The Treaty Education Initiative is a part of the TRC. Their goal is to develop and provide education resources for K-12 which will support the integration of Treaty education into all aspects of our provincial curricula.

Treaty Education Kits have been developed and training provided to support the TEI goal.

Most schools in our division have these kits. Ask your administrator or librarian where you can find them in your school.

The Kit consists of a variety of Kindergarten to Grade 6 Treaty education resources to assist teachers introduce and implement Treaty Education across the province.

Treaty Education Kit Resources include items such as:

- Treaty ABC's - Treaty Vocabulary
- K-6 Teacher Guides & Handbook;
- K-6 Treaty Education Year at a Glance Charts;
- Maps;
- DVDs;
- Puppets;
- Posters;
- Books;
- Bibliographies on Treaties and First Nations cultural resources;
- USB memory flash drive with copies of the print documents, videos, and maps.

If your school does not have a kit contact the TRCM at 204-770-0881 to register for a training session where each teacher will receive a Treaty kit along with their training. There is to be one more training session before the end of the year. This date has not been determined yet.

Substitute Teacher Representative Report

By Dave Goertzen II

First of all, it is great to be back home after a three-month working holiday in Thailand. I love being there during the Canadian winters (especially this winter!) but I always love to return home to dear old Winkler. I could follow your goings on here through emails and reading minutes of meetings, but it is better in person.

There have not been any inquiries for me about concerns from other substitutes, which could be seen as a good thing. I met with President Joel Swaan last Tuesday (Apr. 9) to catch up on things here. We discussed the upcoming elections for new GVTA members as well as the background information re: the new admin initiative on expectations of teachers in evaluation.

As the GVTA substitute representative attending the April 9th school board meeting, I was impressed with the open atmosphere I saw in the way they handled the affairs of the division. The three new board members elected last year were willing to fit in and do their share to make GVSD run well. Superintendent Mr. Todd Monster reported on the background of the recent fire at Pine Ridge School; it was still expected to be open by the start of this next school year. Board Chair Ms Laurie Dyck kept the agenda moving briskly, and the meeting was adjourned at 10:00 pm, although we had a slight late start (8:20).

Principals Tammy MacDonald (NPC) and Scott Jantzen (GVC) presented the Deeper Learning initiative that both high schools are running. There are many different aspects to this program, including collaboration, critical thinking, communication, and character.

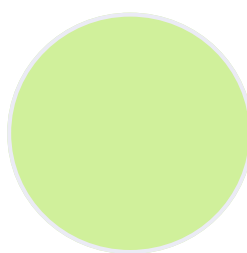
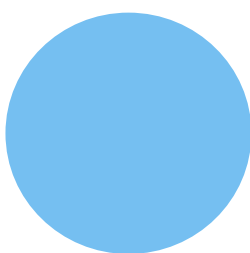
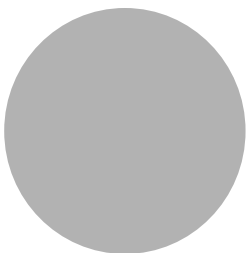
GVTA Quiz Night

April 25th in GVC's The Zone

Free Dinner and Quiz Night by the Quizmasters

Dinner at 6:00 Quizzing at 7:00

Missed the deadline to register? There's still time! Email joanne.unrau@gvsd.ca or karla.rootsaert@gvsd.ca by Thursday, April 18th to still get in on the fun!



2019-20 GVTA ELECTIONS – May 28th, 2019

As a guide to help GVTA members determine if being on the GVTA Executive is right for them (HINT: It is!), here is an excerpt from our Policy Document that describes the roles of the various GVTA Committees. If you have any questions, please check in with the current chairs, or with Joel Swaan. Nominations are due to James Driedger by May 17th; self-nominations accepted!

General

- The president or designate shall speak for the Association.
- If Chairs, Co-Chairs, or Liaisons are unable to attend an MTS sponsored event or meeting indicated in their committee policy, they are to inform the GVTA President.
- All GVTA Executive Members are to attend one GVSD Board Meeting per year, on a rotational basis such that there is always a GVTA presence. Attendees shall submit a report to the GVTA Executive at the next Executive Meeting.

Collective Bargaining

- To negotiate a new collective agreement based on provincial and regional bargaining goals and the needs of the membership;
- To establish a Table Team consisting of the President, MTS Representative, Collective Bargaining Chair, Collective Bargaining Co-Chair, and others as selected by the Collective Bargaining Chair and Co-Chair. The Table Team will be constructed with the diversity of the membership in mind. The Table Team shall not exceed the number of individuals sent by the employer to the bargaining table by more than one. The Table Team must be approved by the GVTA Executive and the Collective Bargaining Committee.
- To promote knowledge of the collective agreement and/or bargaining procedures amongst the Association;
- To assist in the implementation of the collective agreement;
- Chair and Co-Chair to attend regional and provincial Bargaining Meetings and report back to those respective committees;
- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Education Finance

- To be accorded consultation and participation by the local Board of Trustees in the annual FSP (entitlement) and FRAME budget process;
- Tracking trends in Education Finance field;
- Gathering information to present to local Executive and General Meetings;
- Chair and Co-Chair to attend regional and provincial Education Finance meetings and report

back to those respective committees;

- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Employee Benefits

- To develop awareness and maintain files of all employee benefits;
- To identify and investigate local needs for which the Employee Benefits committee can provide assistance;
- To organize and host Employee Benefits Seminars relative to GVTA members;
- Chair and Co-Chair to attend regional and provincial Employee Benefit Meetings and report back to those respective committees;
- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Equity & Social Justice

- Develop awareness of social justice and, equity issues in classroom materials, teacher attitudes, school policies and programs;
- Share information and resources, such as book club opportunities;
- Identify local needs for which the committee may provide assistance;
- Cooperate with the Professional Development Committee to provide in-service programs;
- Cooperate with the Indigenous Education Committee when appropriate;
- Publish *The Apple Core* articles every other month;
- Utilize the Association's social media as appropriate to engage with members;
- Act as a liaison between the local Association and the Society;
- Chair and Co-Chair to attend regional and provincial Equity and Social Justice meetings and report back to the committee;
- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Indigenous Education

- To develop awareness and promote Indigenous education in schools, classrooms, in policies and programs, and in resources available to teachers;
- To identify local needs for which the committee may provide assistance;
- To act as a liaison between the local Association and the Society;
- To cooperate with the Professional Development Committee in providing local teachers in-service training related to Indigenous education;
- Communicate to local members through a monthly submission to *The Apple Core*;
- Chair and Co-Chair to attend regional and provincial Indigenous Education meetings and report back to local Association;
- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Professional Development

- To initiate, organize and implement a program of in-service training to provide opportunities for the GVTA membership to continue improvement of their educational practices;
- To inform GVTA teachers of PD opportunities;
- To engage such resource persons as are deemed necessary for the in-service program;
- To prepare, administer, and evaluate the GVTA PD budget;
- To work in cooperation with the senior administration office in the planning and implementation of PD programs for the division;
- To liaise with the Society, Manitoba Education, and the senior administration of the Garden Valley School Division, recognizing them as partners in delivering professional development to teachers;
- Chair and Co-Chair to attend regional and PD meetings and report back to those respective committees;
- The Chair is to attend GVTA-GVSD Liaison Meetings
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Public Relations

- Purchase prizes for General Meetings;
- To publish a membership newsletter;
- To promote GVTA events for all committees;
- To purchase and distribute an annual GVTA 'gift' for members;
- Chair and Co-Chair to attend regional and

provincial PR meetings and report back to those respective committees;

- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Social & Teacher Wellness

- To promote unity and build morale;
- To plan, budget for and execute a minimum of three (3) events throughout the school year - at least one (1) of these events will include all GVSD employees. These events shall be relevant and serve our diverse community of needs throughout the year;
- To plan, budget and execute a recognition for retiring teachers as needed;
- To purchase prizes for social / teacher wellness events;
- To develop awareness of wellness issues in teacher attitudes, school policies and programs;
- To share information and resources regarding social events and wellness. This shall be done primarily through the monthly publication of *The Apple Core*;
- To identify local needs for which the committee may provide assistance;
- To act as a liaison between the local Association and the Society;
- To cooperate with the Professional Development Committee to provide in-service programs;
- Chair and Co-Chair to attend regional and provincial Social / Wellness meetings and report back to those respective committees;
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings.

Workplace Safety and Health Liaison

- WSH representative should submit a writeup for *The Apple Core* following the Divisional Workplace Safety & Health Meeting. The report should highlight important information that pertains to teachers. The committee meets four times, so the WSH representative should submit regular reports.
- The WSH GVTA representative is also encouraged to Co-Chair the committee with the employer representative.
- WS&H Liaison to attend regional and provincial MTS WS&H meetings and report back to those respective committees;
- Give monthly reports at GVTA Executive meetings and semi-annual and annual reports at general membership meetings

2019-2020 GVTA EXECUTIVE NOMINATIONS

GVTA positions do not have term limits so, while some persons will be letting their names stand – the following positions are annually open for nominees and subject to any subsequent election:

Position		Nominee & School (You can self-nominate too!)		
Nominees by 12:00pm – Friday May 17, 2019	Vice-President	Mike Urichuk		
	Treasurer			
	Secretary	Mary Eberling-Penner		
	Collective Bargaining	Chair	Mike Urichuk	
		Co-Chair	Moyra Vallelly	
	Education Finance	Chair	Anny Froese	
		Co-Chair	Kirsten Carman	
	Employee Benefits	Chair	Gwen Heinrichs	
		Co-Chair		
	Equity & Social Justice	Chair		
		Co-Chair		
	Indigenous Education	Chair	Roxanne Baraniski	
		Co-Chair	Ashly Dyck	
	Professional Development	Chair	Raffaele Bagnulo	
		Co-Chair	Jennifer-Laura Heide	
	Public Relations	Chair		
		Co-Chair		
	Social/Wellness	Chair	Caitlin Parr	
		Co-Chair	Amanda Rempel	
	Workplace Safety & Health Liaison			

Public Consultation Dates Announced

Date	Time	Location
April 24, 2019	6:00 pm to 8:30 pm	Caboto Centre 1055 Wilkes Avenue, Winnipeg
April 25, 2019	6:00 pm to 8:30 pm	Westwood School 46 Mallard Crescent, Thompson
April 27, 2019	9:00 am to 11:30 am	Canad Inns Destination Centre Club Regent 1415 Regent Avenue West, Winnipeg
April 27, 2019	1:00 pm to 3:30 pm	Canad Inns Destination Centre Club Regent 1415 Regent Avenue West, Winnipeg This meeting will be facilitated in French (Sign-language interpretation available)
May 6, 2019	6:00 pm to 8:30 pm	Wescana Inn 439 Fischer Avenue, The Pas
May 9, 2019	6:00 pm to 8:30 pm	Clarion Hotel & Suites 3130 Victoria Avenue, Brandon Bilingual (Sign-language interpretation available)
May 11, 2019	9:00 am to 11:30 am	Aspen Lodge 200 1st Street SE, Dauphin
May 13, 2019	6:00 pm to 8:30 pm	Carman Collegiate 121 4th Avenue SE, Carman
May 14, 2019	6:00 pm to 8:30 pm	Pat Porter Active Living Centre 10 Chrysler Gate, Steinbach
May 15, 2019	6:00 pm to 8:30 pm	Winnipeg Venue to be announced



Manitoba's Commission on Kindergarten to Grade 12 Education

April 2019

Dear colleagues,

As you know, Manitoba's Commission on Kindergarten to Grade 12 Education is conducting a comprehensive and independent review of the K to 12 education system. Our work will be informed by public and stakeholder consultations as well as education research and best practices.

Over the coming weeks, we are seeking broad input from students, parents, school boards, academics, Indigenous organizations, *la francophonie*, municipal councils, professional organizations, the business community, members of the general public and of teachers.

To elicit direct teacher feedback, a brief teacher-focused survey has been developed and we are asking for your assistance to encourage the teachers in your school/school division to complete it and help shape the future of K to 12 education in Manitoba.

The survey is confidential. However, to ensure teacher-only responses (currently employed, not currently employed and retired), respondents must enter their teaching certificate number to authenticate themselves. A privacy disclaimer is included on the survey site to assure respondents that this information is required only for authentication purposes and it will not be used in anyway to identify respondents or link them personally to the comments they provide.

The survey <<https://www.edu.gov.mb.ca/educationreview/consultation.html>> will soon be open and will remain open until May 31, 2019.

.../2

Page 2

Si vous avez des questions, veuillez communiquer avec notre secrétariat par téléphone au 204 945-4135 ou par courriel à K12educationcommission@gov.mb.ca.

Au nom de la Commission, nous vous prions de recevoir nos meilleures salutations.



Janice McKinnon
Coprésidente



Clayton Manness
Coprésident

c Commissaires:

Terry Brown

Mark Frison

J.D. Lees

Jill Quilty

Laurel Repski

Denis Robert

Ian Wishart

Norm Gould, President, Manitoba Teachers' Society

Barb Isaak, Executive Director, Manitoba Association of School Superintendents

The voice of experience—Paul Wozney, President, Nova Scotia Teachers’ Union

The Manitoba Government announced on Saturday, March 16, that Dr. Avis Glaze, an eminent education leader recognized for her work in more than 20 countries and 50 American states, would be the lead consultant to the Commission spearheading a comprehensive review of K-12 education. That Dr. Glaze is qualified and accomplished is clear. Still, there is cause for concern.

Dr. Glaze led the charge towards educational reform in Nova Scotia in *“Raise the Bar”*, a report she produced for that province’s government in early 2018. The results of that effort have been far-reaching and detrimental to the province’s public education system, according to the president of The Nova Scotia Teachers’ Union (NTSU). Paul Wozney shared his thoughts with MTS on Monday, March 18.

On Dr. Glaze:

“She’s done some phenomenal things around equity in education and in developing countries working to address school leadership concerns. She’s made great contributions to innovation in education.”

On Consultation (or the lack thereof):

“Dr. Glaze said she consulted with the teachers union. But that consultation consisted of 10 minutes in the hallway of a building where she and one of our senior staff happened to be attending separate meetings. That was the sum total of the consultation with us.”

“The Manitoba Teachers’ Society needs to get in front and say if you want to consult with us you need to meet with front line teachers in a comprehensive, legitimate and trustworthy way. The MTS is not going to stand for sham consultation. We need to see Avis Glaze in real rooms with real parents and real teachers all across this province. You can’t reform a school system based on consultation with 80 people.”

On Predictability:

“If you look at what she’s published in Nova Scotia, what she’s published in Scotland and what she’s published in other jurisdictions, you can predict with alarming certainty what’s going to happen—getting rid of school boards, removing principals from the union, radical change to teacher accountability mechanisms, and after all that, no savings, no improvements in classrooms.”

On Removing Principals and Vice Principals from the Union:

“In Dr. Glaze’s opinion the administrators had to be separated from the union. In Nova Scotia, 900 administrators province-wide were forced out of the union, to an “association”. What we did were able to negotiate was legislation that allows them to retain the seniority they accrue as administrators, so they have it if they decide to come back to the classroom. So operationally if you had 20 years of teaching experience before you became a principal, and you had five years as a principal, you’d have 25 years of seniority if you went back to the classroom. But they’re not allowed to belong to a union ever again so long as this law remains in place.”

“Contractually speaking, if you are a principal for any percentage of your duty, you are not a teacher union member while you are teaching. You are not protected by the teachers’ union. So it’s conceivable,

and I'm waiting for this, that some principal is going to be called onto the carpet because somebody doesn't like the way they teach half of the time, and they are going to lose their job as a principal on the basis of their work as a teacher. And they're not going to have any ability to grieve that like a teacher would."

On the Proposed Teachers' College:

"We had taken an illegal strike vote right on the heels of a legislated collective agreement—an imposed contract—so we took an illegal strike vote and threatened to walk out in the middle of a school year. The Teachers' College was on the table. Ultimately we went back and forth and the government backed away from it. One of the things we did was work with the government on teaching standards, the criteria used to measure teacher effectiveness in every school board in Nova Scotia. We brought in Anne Rodriguez, a consultant from Ontario with a lot of experience working with the college of teachers. So she's been very influential and collaborative, collecting feedback from our members, working with the government, so those standards are about to roll out. With that on the horizon I think the appetite for the college went away. We're on the cusp of a provincial framework that will serve as the foundation for consistent teacher evaluation across the province."

"Our government, and perhaps yours too, wants to be able to say we have consistent measures for performance across the province. That's a win for them and they'll have a multi-year roll out with the union as a partner."

"We have data from Ontario to talk about that there was a 40 percent uptick in grievances to the Ontario College of teachers which meant millions of dollars spent on litigation, grievances and arbitration that wasn't being spent in classrooms anymore. Do you want to spend money on lawyers or classrooms?"

"It's our view that working together, we can keep this money where it belongs, in our classrooms. An us vs. them approach is expensive and inefficient."

On Collective Bargaining:

"The government wanted to make collective bargaining easier on themselves by chopping off arms of the union, forcing people into smaller units that are less able to self-advocate or where the government could impose terms and conditions of employment as they see fit."

On Eliminating School Boards:

"The elimination of democratically elected school boards has had a detrimental effect on classrooms and communities. Your francophone school board will be fine. English language boards it's a different story. So anybody who's been elected is being paid to not do their job until the end of their elected term. And all of the decision making power is being handed to the former superintendent of the school board division, so where the former superintendent was answerable to an elected Board of Trustees, they are now answerable to the department. So you used to be able to push back at the department as a superintendent but now you can't. You are directly accountable to the minister of education. Now our superintendents are called regional executive directors."

“So for parents if I have a school governance issue, I used to be able to take that up with Trustees. Now that there’s no Trustees, I have to talk to the principal, or go right to the Minister of Education through a maze of bureaucracy.”

On How NSTU Responded:

“The Glaze report was tabled in January, 2018, and was adopted hook line and sinker by the government the next day. Then they announced their intention to pass it two-and-a-half or three weeks later. So we really only had three weeks of turnaround time to respond.”

“So we did regional meetings and town halls. There was initially a fair bit of support behind the government’s move, but the farther it went along the less willingness there was to do things the government’s way. People heard teachers in communities saying we’re concerned about what this means for students. How does this help our students thrive?”

“We only have about 50% of our members’ emails. But with what we did have, plus our social media connections with members allowed us to reach the vast majority.”

On Savings Achieved:

“Not a dime. They’re paying all these school boards all the salaries they always did. We had an organization called the NS School Boards Association. That organization was a key advocate on the parent side the way the union is on the teacher side. They would lobby the government. When they terminated school boards they said we’ll just fold that organization as well, not realizing that that body held the certificate for the pension and the insurance benefits for all school board employees that were teachers. So they laid off sixteen full-time staff and then had to pay them all severance. When they realized their mistake they said give your severance back and we’ll give you your job back. But some people had already spent the money. For those who came back, they quietly paid them people to sit there and do almost nothing for over a year, and then rebranded it as a new branch of the educational bureaucracy called the Common Services Bureau.

Avis Glaze is going to say, education needs more resources, teachers are working really hard, and they’re excellent people, and they need more support so, these savings cannot result in a decrease in overall spending. So when you save all this money it all has to be reinvested in education so there are more supports and more resources. It sounds good. But what they decided to do was set up committees at all the schools and give them all \$5000 plus a buck a student. In a high school with 1400 kids \$6500 gets you a few new sets of team uniforms. It’s not going to fix any systemic issues. It’s not going to hire you another teacher. It’s an attempt to say we value parents and local perspectives and we’re going to give you money to spend. But it’s not resulting in additional resources in the classroom.”

On Academic Outcomes:

“We’ve not seen any evidence that this process has moved the needle on academic success. This process hasn’t reduced class size, it hasn’t driven those ratios down so kids get more face time with their teachers or specialists trained to help them with their unique needs, so why are we doing this? If it’s going to be status quo on all the things we know tangibly make a difference to outcomes for students, why are we doing this? Why would we spin our wheels and make all these changes and not end up any

further ahead in terms of how much money we have available to support kids, especially those that are the most disadvantaged.”



WRITE TO THE REVIEW

SATURDAY, May 4, 9AM-12PM
Faculty of Education, University of Manitoba
Fort Garry Campus, 71 Curry Place
Education Building Room 200



UNIVERSITY
OF MANITOBA

There is an immediate and urgent need to create a space and forum for researchers, educators, and educational partners to respond to the fast-approaching deadline to contribute to the Manitoba K-12 Education Review. The Review Commission is accepting written submissions until May 30, 2019.

We are asking you to join us on Saturday, May 4 for a “Write to the Review” event. The morning event will include:

- A panel of leaders and advocacy experts who will outline key concerns and offer suggestions for crafting statements and writing effective letters.

Barb Isaak, Executive Director, MASS

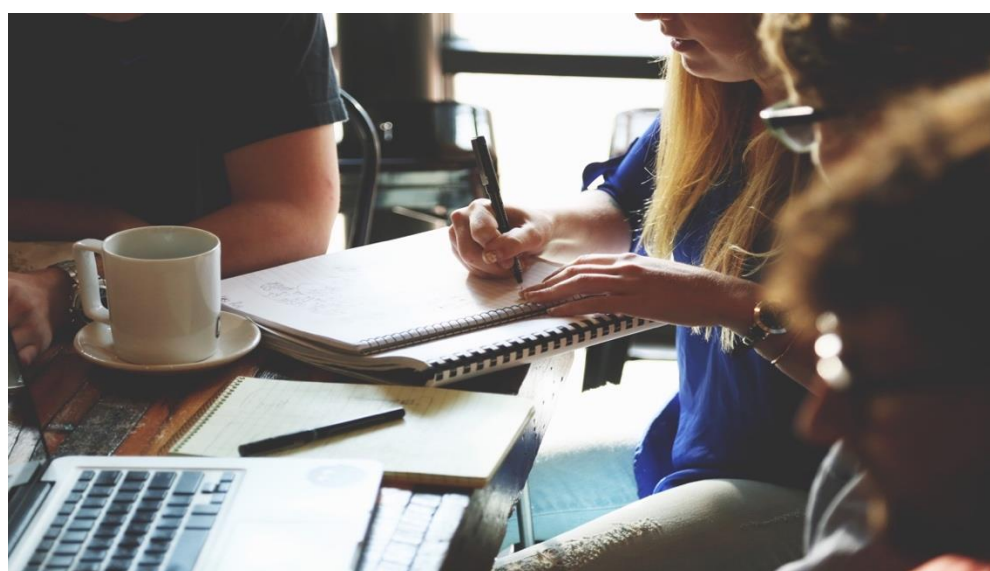
Dr. Danielle Fullan Kolton, Assistant General Secretary, MTS

Dr. David Mandzuk, Dean, Faculty of Education

- Forming small writing groups with others who share concerns, interests, and ideas to collaboratively write letters to the Commission.
- Identifying possibilities for ongoing public education and engagement.

Refreshments will be provided. Please bring a laptop if you can.

The event is co-sponsored by the Manitoba Writing Project and the Faculty of Education’s Public Engagement Project (ADG).



FOR MORE INFORMATION:

Contact Jennifer Watt, Co-director of the Manitoba Writing Project
jennifer.watt@umanitoba.ca (204)-474-721

RSVP NO LATER THAN APRIL 26

TO: costak@myumanitoba.ca

*Please indicate any dietary restrictions for breakfast

The Manitoba Teachers' Society's Young Humanitarian Awards 2019



Each year, the Manitoba Teachers' Society honours students who are looking to make a difference in the world at the Young Humanitarian Awards. Here are the winners for 2019.

Consider the work of our own students in 2019-20, to determine if GVSD has students worth nominating. Forms and more information about the YHA are available on the mbteach.org website.

Gwen Eckstein

When Minnetonka Kindergarten student Gwen Eckstein saw a TV commercial on CNN about the plight of refugees, she said, "Mommy, we have to help those kids on the commercial." Gwen quickly hatched a plan to fill the family car with food, building supplies and police (to protect refugees from the bad guys) and drive to their countries. Her mom helped her come up with something more practical – painting and selling ornaments to hang on trees. Hundreds of ornaments were decorated raising \$3,000 for IRCOM, the Immigrant and Refugee Community Organization of Manitoba. Wanting to help local refugee children is a natural part of Gwen's lovely humanitarian spirit.

Lexi Taylor

Grade 7 student Lexi Taylor has been working on two big passions. The École Dugald School student started "A Little Bit of Warm" with some birthday money and an intense desire to help people experiencing homelessness. Lexi makes and distributes bags containing new toques and mitts, hot chocolate and candy canes to help keep people warm. At about the same time, Lexi started volunteering with Got Bannock, an organization that had been making meals twice a month then sharing them with people in the area of Main and Dufferin Avenue. Lexi's three-year devotion to both of these causes has been nothing short of remarkable.

Reese Estwick

Reese Estwick, a Grade 12 student from W.C. Miller Collegiate in Altona, recently returned from Ottawa where she participated in the Forum for Young Canadians. Reese has always been an ally to those who are marginalized. She began high school making herself extremely vulnerable by starting a Gay-Straight Alliance at her school. She and her friend poured countless hours into creation of the GSA as well as all the meetings, activities and discussions associated with it. Reese wanted to make sure the group was built with best practices in mind. Despite the backlash she and her friend faced in the community, Reese continues to stand up to injustice, regardless of where it comes from and what form it takes.

Janine Brown

Janine Brown, a Grade 12 student at Collège Béliveau, is a proud humanitarian and a strong promoter of human rights. She's been an interpreter for the Anne Frank Exhibit, a ground floor organizer of the school's "I Have to Be Me" GSA – she came out in Grade 9 – and an outspoken advocate for reconciliation and Indigenous rights. She's equally at ease with planting trees along the Bishop Grandin Garden Greenway as with filling out funding applications for projects. She has taught survival skills to Scouts, been a Youth Pride Marshall, received a United Way Community Leadership award, and was the 2018 Youth Volunteer of the Year for the Manitoba Association of Rights and Liberties (MARL). You can find Janine's spoken word poetry on her YouTube channel.

MTS 100th Anniversary T-Shirts

THE MANITOBA TEACHERS' SOCIETY

100TH ANNIVERSARY TOUR

1919 The Manitoba Teachers' Federation founded	1962 New pension improvements based on final 15 years of teaching
1920 Federation recognized by Provincial Legislature, first office in McIntyre Block	1967 Pressure for better qualifications leads to University of Manitoba, Faculty of Education
1924 Hires first full-time General Secretary	1972 Duty-free lunch time established
1925 Successfully sponsors Teachers' Retirement Fund Act	1973 MTS wins employment insurance to cover summer months
1927 Standard contract established	1974 Maternity leave applies to teachers, grievance revamps Employment Standards Act
1938 Offers accident insurance	1983 EAP support for teachers introduced
1942 Bill for automatic membership, name changed to The Manitoba Teachers' Society	1990 Teachers win preparation time
1948 Teachers included under the Manitoba Labour Relations Act	1994 More gains: pregnancy sick leave, due process for principals, extracurricular ruled voluntary
1949 Virden first to adopt a gender-neutral single salary schedule	2018 Full maternity top-up achieved

MTS has designed a fantastic t-shirt to celebrate the 100th Anniversary of the society. The design on the back is like a concert tour, with key dates in the history of the union. The MTS logo and the 100th anniversary logo are on the sleeves, with a black-and-white GVTA logo on the front (not pictured). The shirt is black, and GVTA is placing an order in April after the Trivia Night for May delivery. Shirts are \$24, with cheques payable to GVTA and sent to Joel at Parkland.

If you know of retired or former GVTA or MTS members that may also be interested in ordering, please send them to the order website,

<https://www.surveymonkey.com/r/GVTAMTS100>.



[T-SHIRT FRONT]



[T-SHIRT BACK]
SILVER AND WHITE INK

ShopTalk

Ladder Safety



What will we do today to prevent an incident?

ShopTalk

Ladder Safety

Ladder Safety

The correct type of ladder needs to be chosen for the work you are doing. Consider the type of work the ladder will be used for, the weight the ladder must carry and the condition of the ladder. The most common types of portable ladders used today are: step, extension and trestle ladders.

What's the hazard?

Unsafe use of ladders can lead to falls, resulting in severe injury or even death. As with all work, safe work procedures should always be followed.

What can happen?

Kelly is a building maintenance worker who was using a 12-foot step ladder to change pot lights on the outside of a building. The ladder was on loose gravel and an uneven surface. When Kelly was on the seventh step, the ladder shifted. Kelly lost balance and fell to the ground, resulting in a severe head injury.

Based on the scenario above, here are three questions that could be used to spark discussion:

1. How could this injury have been prevented?
2. Have you or anyone you know been injured from falling off a ladder? How could the injury have been avoided?
3. What should be assessed before using a ladder?

What precautions can be taken to prevent injuries?

You must develop safe work procedures for the use of ladders. The following are some safety procedures to consider:

- Select a ladder that is appropriate for the task.
- Inspect the ladder before each use.
- Place the ladder on a firm surface.
- Make sure the ladder is level and secure.
- Face the ladder when climbing up or down.
- Keep three points of contact when on a ladder.
- Keep your body within the rails of the ladder when working on it.
- Don't carry tools and materials up a ladder.
- Don't have more than one person on a ladder at the same time.
- Don't use a ladder in high winds.
- Don't stand on the top step of a ladder.
- Don't use a metal or aluminum ladder near electrical power.
- Don't paint a wooden ladder.
- Don't use a worn or damaged ladder.

Other resources:

Some additional resources on ladder safety include the **Ladder Safety Tip Card** and the **Portable Ladder Safety Bulletin**.

Share your ideas!

If you have an idea for Shop Talk that you think others would benefit from, we'd like to hear about it. Email us: information@safeworkmanitoba.ca.

For more information:

Visit safemanitoba.com or call 204-957-SAFE (7233) or toll-free 1-855-957-SAFE (7233).



1. **GVTA 2019-20 Election & AGM:** There will be some vacancies on the GVTA Executive for next year. Look elsewhere in this *Apple Core* for descriptions of the committees and their work. Nominations are accepted until May 17th by James Driedger, and also from the floor of AGM which will be held Tuesday, May 28th at 4pm at NPC Rm 113. We will also be adopting a new constitution, new bylaws, some revised policies, and the 2019-20 Budget.
2. **ESJ Book Club CLG:** The group is currently reading Days of Destruction, Days of Revolt by Chris Hedges and Joe Sacco. They discussed the first half in March and will discuss the rest on April 3rd.
3. **Summer Institute:** We have passed an agreement with GVSD for the continuance of Summer Institute in the last week of August. Under the revised terms, both presenters and attendees earn time for time, in half-day increments with no maximum cap. The division is empowered to choose to run summer institute or not in any given year, and it is the division that will determine what PD sessions may be offered.
4. **GVTA/MTS 100th Anniversary Event:** Please consider registering for the GVTA Trivia Night on April 25th in 'The Zone' at GVC. A Pulled Pork dinner will be provided by The Bunker at 6, with trivia beginning at 7pm. The event is open to all GVTA members and former members, and each member/former member is allowed a "plus one". People can register in teams, or not – if not, they will be placed on teams. There will also be side games, with proceeds going towards Family Resource Centre. Registration is through Karla Rootsart or Joanne Unrau.
5. **Bylaw Decisions:** As we create a new bylaw document, we have had discussions on the number of signatures required to call a special meeting (25) versus quorum (35); term limits for past-presidents (none); one-year versus two-year terms for president (remaining at one); number of unexcused meeting executive members can miss before being removed (two); no need for special reserve fund bylaws; timelines for amending policies; and giving authority to the nominating committee to develop policies for voting by secret ballot.
6. **March GVTA President-Superintendent Mtg:** At their meeting in March, topics of discussion included Pine Ridge School (an ongoing agenda item), Active Shooter Response Training, LGBTQ* Professional Development, and the Education Review.
7. **March GVTA-GVSD Liaison Mtg:** At the March Liaison, the agenda was the Board's (GVTA had the January agenda). We discussed the 2019-20 Divisional Budget, the revised strategic plan, and the Education Review.
8. **May GVTA Executive Meeting:** GVC Room S230 at 4:15pm on Tuesday, May 7, 2019. All welcome, RSVP to Joel.
9. **June GVTA Executive Meeting:** Please note that due to school concerts taking place on Tuesday, June 4th, the June Executive Meeting has been moved to **Monday, June 3rd** – same time and location.