



The Apple Core

Nov 2023

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Greetings, GVTA-ers!

We're into the third month, and K-8 teachers are working hard on gathering data for report cards; 9-12 teachers are at the middle of the term. I honour and respect the work that you all are doing in our schools – teaching is one of the only professions in the world where you're not selling anything, there's no profit, there's no product. You're making an investment in people – you spend each day working on helping others see their own value, their own potential, that they are special and that they mean something to someone.

I've been to a couple of workshops on mental health this past month – one was from a Workplace Safety & Health perspective, and another for school leaders. In both, the speaker (from <https://careforallineducation.com/> - use their tools!) talked about the fallacy of “work-life balance”. They are impossible to balance, and you shouldn't want to make them even on equal sides of a balance scale. We know that you work in a role where there are undefined work hours (planning, assessing, reporting, photocopying, laminating, decorating, and more!), and there are times when you are busier than others. You'll not achieve work-life balance.

HOWEVER, the workshops I've been in have been talking about JOY balance. How can you live your life so that there's a balance of joy? Maybe coaching basketball brings you joy – then you should coach basketball. Maybe it's running a chess club. Perhaps its about taking 30 minutes at lunch to crochet or watch YouTube videos. Teaching math, spending time with your EAL students, or meeting with your leadership team might be that thing. Sharing a successful lesson with a colleague, celebrating a student's “a-ha” moment, or putting your feet up at home with your cat and a well-crafted beverage while you look forward to the rest of your day, your next lesson, or your next day of discovery – any of these and more can be the things. I encourage you to look for the

things in your role that bring you joy. Why did you want to be in the position you are in today? Are you manifesting those things? Are they still bringing you joy? If you're not seeing joy, what can you do to find it? Where is it for you at home, or with your own after-school activities, with family, or on your own? (Remember, introverts and extroverts have different needs!)

My encouragement for you this month is to look for joy. If there's joy in your work, or in the rewards you receive from your daily interactions, you will last longer, your energy will take you farther (further? I never know!), and even when you're not experiencing joy directly in the moment, you'll know what you're looking forward to in anticipation.

Humbly and honestly, my work for you brings me joy, and it's a gift to be able to do what I do. I wonder if it would bring me even *more* joy if more members read *The Apple Core* on a monthly basis? Let's find out! Please take time to share this message with a friend!

In service and solidarity,

Joel

president@gvta.mbteach.org

431-775-4282 (call or text)

Foundational Documents – Part 3 of 8

by Joel Swaan

We will continue with our foundational documents series, looking at the next 3 sections from the GVTA [Constitution](#) and [Bylaws](#). The document text is provided, and some “layperson’s terms” are in bold, breaking the information down for members. The goal is to give you a chance to see what our guiding documents are all about, how they direct our work, and how members are served by them. Please send me your feedback if this is not working for you, or even if it is.

We're continuing this month with Sections 7, 8, and 9 of our Constitution. The full document can be found [here](#).

CONSTITUTION OF THE GARDEN VALLEY TEACHERS' ASSOCIATION OF THE MANITOBA TEACHERS' SOCIETY

7. Executive and Officers of the Local

Executive of the Local

7.1. There shall be an Executive of the Local whose Membership shall consist of those positions required by this Constitution, and such other positions as determined in the Bylaws of the Local.

(Executive positions are determined by this document and the bylaws.)

7.2. The Executive shall be responsible to direct, supervise and carry out the affairs of the Local between Membership Meetings, subject to direction from Members obtained in accordance with Articles 4.5 and 4.6, and subject to the Constitution and Bylaws of the Local and the Society. Without limiting the generality of the foregoing, the Executive shall have the power to interpret the Constitution and By-

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.

laws of the Local, to adopt a budget for the Local subject to approval by the Members, to appropriate money, and to appoint Standing Committees or ad hoc committees of the Local. **(Articles 4.5 and 4.6 are about Membership Meetings. The Executive carries on the business of the Local as directed by members, including appropriating funds and appointing committees.)**

7.3. Each Member of the Executive shall act in the best interests of the Local, shall declare any actual or possible conflicts of interest, and shall use their best efforts to perform duties assigned under the Constitution, Bylaws and Policies of the Local. **(This one is self-explanatory.)**

7.4. Any Member of the Executive who reasonably believes that business of the Local is being conducted contrary to the Constitution, Bylaws or Policies of the Local, or that another Member of the Local is acting contrary to the Constitution, Bylaws or Policies of the Local, shall disclose the concern to the Executive, which shall conduct such investigation and take such action as appropriate. A Member making such disclosure shall not be subject to repercussions. **(A whistleblower clause: anyone on the Executive should report another Executive member who is out of line, and an investigation will follow as appropriate. There shall not be repercussions to the whistleblower.)**

7.5. The Executive shall conduct its business at meetings of the Executive duly called in accordance with the Bylaws of the Local, or by other means authorized by the Bylaws of the Local. **(Business shall be conducted at meetings, or in other ways permitted by the bylaws.)**

7.6. The Executive is authorized to delegate any of its powers to one or more Members of the Executive, as it sees fit. The Executive is authorized to approve the hiring of staff to assist in carrying out the affairs of the Local and to supervise and direct the work of any such staff. **(The Executive can delegate any of its powers to any Executive member(s), and can also hire staff to assist.)**

7.7. The Executive is empowered to act notwithstanding any vacancy on the Executive. Decisions of the Executive are not invalid by virtue of an irregularity in the election or appointment of any Member of the Executive. **(Even with a vacancy, or irregularity in an election or appointment, the Executive can continue to make decisions.)**

Members of the Executive

7.8. Subject to any limitations on Membership rights set out in the Constitution and Bylaws of the Society and the Constitution and Bylaws of the Local, and subject to any limits on consecutive terms contained in the Bylaws of the Local, any Member of the Local is eligible to sit on the Executive. **(Every GVTA Member is allowed to sit on the Executive. [Teachers, including substitutes who are working in more than one Local, only carry this right in one Local per school year, and must declare with MTS. – js])**

7.9. With the exception of a Past President, if such a position is provided for in the Bylaws of the Local, Members of the Executive shall be elected by and from Members of the Local who are eligible to participate in the Political Processes of the Local pursuant to article 4.4, for a one year term or such longer term set out in the Bylaws of the Local, in accordance with procedures in the Bylaws of the Local. **(Except for Past President, all Executive positions shall be elected by the Members, from the membership.)**

7.10. The Members of the Executive must include the following positions: **(The Executive must have:)**

(a) A President of the Local, who shall be the representative and official spokesperson for the Local in its affairs, and shall perform such duties as may be assigned by the Executive and the Bylaws and Policies of the Local; **(a President, who speaks for the Local;)**

(b) One or more Local Officers responsible for: **(and)**

a. assuming the duties of the President in the absence of the President, as delegated by the Executive; **(a Vice President,)**

b. ensuring that minutes are kept of all meetings provided for in the Constitution or Bylaws of the Local, and preservation of records of the Local other than financial records, which minutes and records belong to the Local; **(a Secretary,)**

c. overseeing the financial affairs of the Local, and the preservation of the financial records of the Local, which financial records belong to the Local; and **(a Treasurer, and)**

(c) Any such other Members of the Executive as established in the Bylaws of the Local. **(other members indicated in the Bylaws.)**

7.11. Duties of the Members of the Executive shall be contained in the Bylaws of the Local. **(Specific duties of Executive members are outlined in the Bylaws.)**

7.12. All Members of the Executive shall serve their terms unless removed from office, or a vacancy otherwise occurs as defined in the Bylaws of the Local. **(Terms are served as elected, unless there's a vacancy or someone's removed from office.)**

7.13. Unless an election is called in accordance with the Article 8.3 of this Constitution, vacancies on the Executive may be filled in accordance with the Bylaws of the Local. **(The Executive can fill vacancies between elections.)**

8. Elections of Members of the Executive

8.1. The General Secretary of the Society, or designate, is the Chief Electoral Officer of the Local and has the authority to oversee the conduct of elections to the Executive, and to resolve disputes about such elections. **(The MTS Executive Director, formerly titled as General Secretary, is the Chief Electoral Officer.)**

8.2. There shall be a Local Electoral Officer or Local Elections Committee established in accordance with the Bylaws of the Local which has the authority to conduct the elections to the Executive, in accordance with the Bylaws and Policies of the Local, and subject to the direction of the Chief Electoral Officer. A Member seeking election to the Executive shall not be eligible to be the Local Electoral Officer or a member of the Local Elections Committee. **(There should also be a local Electoral Officer, and should not be someone running for election.)**

8.3. The Chief Electoral Officer has the discretion to call an election should a vacancy occur in any position on the Executive, at any time during the term of that position, and may determine the rules applicable to such an election. **(The MTS Executive Director can decide when a vacancy is filled by an election.)**

9. Standing Committees

9.1. There shall be such Standing Committees and any other ad hoc committees that the Executive determines are required to carry out the work of the Local, in accordance with the Bylaws of the Local. **(The Local Executive can appoint Standing and ad hoc committees.)**

9.2. The Local shall appoint Workplace Safety and Health Representatives and worker members of any and all Workplace Safety and Health Committees required by The Workplace Safety and Health Act in accordance with the procedures in the Bylaws of the Local. **(GVTA shall appoint representatives to the division's Workplace Safety and Health Committee, in line with WSH legislation and the Bylaws.)**

So far so good! Next month we'll look at Section 10: Removal from Office, Section 11: Local Finances, and Section 12: Amendments to the Constitution and Enactment of Bylaws. If you just can't wait, the GVTA Constitution can be found on [our website](#), and the MTS guiding documents referred to herein can be found [here](#).

MTS PD Day

For MTS PD Day this year, the GVTA Executive was asked to provide a quick thought or two for members – be it a short reflection, or a thought that stood out. Here are some of the offerings:

I'll begin with a thought that resonated with me: if you respect yourself, you'll be able to respect others. If you love and respect yourself, you will find yourself able to be genuine in your relationships with others, and we are in a relationships business. – Joel S.

Manitoba Association of Multi-Age Educators:

I appreciated the strategies presented because although many were familiar, they can often be forgotten about unless we are using them regularly. These tools might be exactly what we need for current students, providing a new way of looking at a situation we are 'stuck' in. The reality is that our work as teachers is challenging (but important), particularly with our learners who have neurodivergences. I especially valued the reminder of *how much our words matter, not just what we say to a child, but what we say about them, because it changes how we think about them and how they think about themselves.* – Andrea F.

Manitoba Teachers of Students with Learning Disabilities:

It is important to recognize that teachers are the orchestrators of our students' neuroplasticity and to meet students where they are with appropriate scaffolds to their next step. – Mike U.

The presentations were focused on the topic of dyslexia. The presenters argued that explicit phonics experiences are required for those with reading disabilities and that the whole word approach often does not reach these learners. A combination of both phonetic and whole word lessons will benefit all and is necessary for those with dyslexia. – Mikaela M.

A variety of sessions were presented ranging from research that has been done to map patterns in the brain which has established underlying reasons behind the challenges students present with, to giving specific strategies, programs, and frameworks teachers can use to support their students. It was a highly informative day delivered by skilled presenters. – Caleb R.

Council of School Leaders

We learned about the Imperfect Leader. The presenter spoke about leaders integrating power (drive, pace, relentlessness, high expectations, confidence, determination, holding to account) and love (kindness, inclusivity, collaboration, relationships, invitational, empathy, humility). – Jacqui K.

It was a mixture of Indigenous education, leadership qualities and A.I. Quite a lot of information was given but I really enjoyed the session by Steve Munby called Imperfect Leadership. It talked about finding your own leadership style and that being imperfect is actually good leadership. Being vulnerable, asking for help, self-reflection, etc. In my role as a resource teacher – a type of leadership role – I found it very relevant. – Sarah C.

Manitoba Elementary Teachers Association

For me, the most impactful session was our morning keynote speakers who presented parent's point of view of working through elementary school as a parent of a child with disabilities. Sumi Salto Kimanivong is the mother of an 11-year-old with Cerebral Palsy. Her story was one of finding ways to support her child's physical disabilities from birth and the fear that she had for her child in the school system (based on her limited understanding of what elementary schooling would hold). Her path affirmed the school staff she had worked with, but she wanted to help teachers understand some of the background that in her experience, might seem to make parents of disabled children seem "difficult or demanding". She talked about the many appointments, therapies, and stresses trying to support her child's early development. She shared how often her son was "stared at or gawked at" where a smile and a hello would be more appropriate. – Mary E.-P.

Manitoba Association of Mathematics Teachers

I attended the MAMT session with Graham Fletcher for K-8. He did an incredible job connecting the very first mathematical ideas taught in kindergarten with the more complex concepts taught in grade 8 and beyond. All students are on the same mathematical progression, just at differing places in their understanding. This is as true for kids in kindergarten as it is for grade 8's (and myself as an adult, I quickly discovered!) It was a day of significant learning for me as an early years teacher recognizing the importance of building a strong foundation for our students and using this foundation as a context and connection for each new concept introduced across the grades. – Erin B.

Reading Council of Greater Winnipeg

I attended "Teaching Tough Topics" with Dr. Larry Swartz. Larry is an engaging speaker who offered us many useful writing ideas for the classroom. He is passionate about literacy and loves children's literature almost as much as me! – Val H.

The Uncomfortable Work

by Jacqui Kusnick – ESJ Co-chair

"All change for a more just society has come from great struggle" (Sensory & DiAngelo, 2017, p. 186).

The role of a teacher is not an easy one. None of us believed that this role was simple and straight-forward, at least, I hope that we were prepared at least a little for what our role entailed when we first entered our classrooms. Over time, the challenges have differed. What has remained consistent is that challenges present themselves and teachers navigate those challenges in their professional roles.

If we truly believe in creating an environment where everyone is inspired to reach their full potential as learners and citizens in a just and democratic society, we must prepare students to meet their societal responsibilities. This really is hard work, as we work to develop an understanding of Canadian history, social history and

context; provide multiple perspectives; foster critical thinking and perspective taking; enhance students' engagement with challenging ideas; and improve students' ability to research, ask critical questions, evaluate alternate ideas or explanations, tolerate ambiguity and foster collaboration (Sensoy & DiAngelo). All of this work is difficult. It is not straight forward or concrete. It is often uncomfortable.

The work is also worthwhile. Along with challenges, we also share the significant rewards of the profession, including watching our students grow and learn to contribute in many ways to our community, society and the world. It may not help when the discomfort is high, but hopefully, we don't feel like we are alone.

Thanks,
Jacqui

Sensoy, O. & DiAngelo, R. (2017). Is everyone really equal? Teachers College Press.

Social & Teacher Wellness

by Brandy Springer & Sarah Waldner

Changing to Daylight Savings Time on Sunday should always be followed by a national holiday on Monday.



Happy November! We don't know about you, but that time change gets us every year! Be sure to get out and enjoy the last remaining days of nice fall weather before the long winter months are here.

As always if you have an idea or suggestion for our committee, please feel free to reach out at any time.

Cobb Salad

COBB SALAD:

- 7oz streaky bacon strips
- 4 boiled eggs, quartered
- 12 cups romaine lettuce chopped
- 2 large tomatoes, cut into 8 wedges then halved
- 2 avocados, cut into large pieces
- blue cheese, crumbled
- 2 tbsp chives, finely chopped

DRESSING:

- 1 tbsp dijon mustard
- 5 tbsp extra virgin olive oil
- 5 tbsp apple cider or red wine vinegar
- 3/4 tsp salt
- 1/4 tsp black pepper
- 2 tbsp shallot, very finely minced
- 1/2 tsp white sugar

CHICKEN:

- chicken breast (2 pieces) ,
- 1/4 tsp salt
- 1/4 tsp black pepper



Instructions

- Dressing: Shake ingredients in a jar.
- Cook chicken with preferred method. Rest for 10 minutes. Toss with salt, pepper and 2 tablespoons of Dressing. Set aside.
- Crisp bacon: Place bacon strips in a non-stick pan (not heated, no oil). Turn heat onto medium high – as the pan heats up, the fat will begin to melt. Cook for 2 minutes until golden, turn and cook the other side for 1 1/2 minutes until golden. Drain on paper towels. Once cool and crisp, chop into pieces.
- Assemble: Spread lettuce on a large platter. Arrange the ingredients on top in the Cobb Salad signature neat rows: egg, bacon, avocado, tomato and chicken. Crumble blue cheese across the top, sprinkle with chives. Pour dressing into a jug.
- Serving: Let everybody help themselves to the salad and Dressing!

Upcoming PD from MTS

Tuesday, November 14 (today!): [Council of School Leaders Virtual Learning Series Mastering the Winds of Change: Empowering New School Leaders – Learning Leaders Panel: A Day in the Life of a Principal](#): “Join us for a three-part virtual learning series designed exclusively for ASPIRING OR CURRENT principals and vice principals in your first 5 years as you embark on your formal educational leadership journey. Navigating change is a crucial skill for any leader and this series is tailored to equip you with essential tools and strategies to embrace and thrive in a rapidly evolving educational landscape. The virtual sessions will be led by an experienced leader(s) and will provide insights and practical guidance to navigate the challenges of your new role effectively. Each session will provide the opportunity to network and engage in discussions. All sessions will meet virtually from 4:15 to 5:45 pm on the Zoom platform.” (\$25, or \$50 for all three sessions)

Saturday, November 18: [MTS Leadership Learning Series: FemLightenment Series 2023/2024: Unconventional Leadership](#) – Sarah Adomako-Ansah: “Leadership comes in many forms, some of which blossom unexpectedly and wholeheartedly, with a desire for change. From co-founding an Association to a career hiatus, learn about what drives the desire for leadership and representation in Sarah Adomako-Ansah.” Time: 10:00 a.m.–11:00 a.m.

Saturday, December 2: [MTS Leadership Learning Series: FemLightenment Series 2023/2024: Leading with Heart](#) – Mireille Kazadi: “Mireille’s career-long advocacy and leadership work with newcomer families in la Division scolaire Manitobain is embedded in the belief that making strong connections| with families is paramount in ensuring success for their children. Learn more about her how her belief that ‘thinking outside the box’ is just another way of saying that leading with your heart will guide the decisions you make as a leader in supporting and nurturing a school community.” Time: 10:00 a.m.–11:00 a.m.

GVTA Calendar of Events November

14 NOV, TUE

Apple Core Publication Date

4 – 5:30pm GVTA-GVSD Joint PD Committee Mtg - In Person

4:15 – 5:45pm [COSL Mastering the Winds of Change: Empowering New School Leaders: Learning Leaders Panel: A Day in the Life of a Principal](#)

7 – 9pm GVSD Board Meeting

15 NOV, WED

Deadline to submit Improved Qualifications for Higher Salary Classification for Retro pay to September 1

GVSD Early Dismissal

MTS Member Survey calls begin

Payroll Mid-Month Advance/Substitute Teacher Payday

16 NOV, THU

5 – 8pm MTS SAGE Council

17 NOV, FRI

Gr. 9-12 PD Day (No 9-12 Classes)

K-8 Admin Day - No K-8 Classes

9am – 4pm MTS Equity & Social Justice Seminar

18 NOV, SAT

9am – 4pm MTS Equity & Social Justice Seminar

10 – 11am [MTS FemLightenment Series Part II](#)

20 NOV, MON

5 – 6pm Fab 5 Checkpoint

21 NOV, TUE

Manitoba Legislature Throne Speech

9am – 3:30pm MTS SAGE Forum

22 NOV, WED

GVSD Confirmation to Employee re: Request for Leave of Absence without Remuneration for January

7 – 8am GVTA-GVSD Liaison Mtg

23 NOV, THU

Workplace Safety & Health Inspection deadline

24 NOV, FRI

9am – 4pm MTS Indigenous Ed Seminar

25 NOV, SAT

9am – 4pm MTS Indigenous Ed Seminar

9am – 4pm MTS Professional Perspectives: Field-Led Course (FLC) 6: Leading Safe, Caring, and Inclusive Schools

28 NOV, TUE

9am – 4pm [MSBA/MTS Workplace Safety & Health Training for School Reps 2023-2024](#), Altona

7 – 9pm GVSD Public Budget Consultation Meeting

30 NOV, THU

Month End Payday

Resignation Deadline for Teacher General and Form 2 Contracts for December 31, inc. partial reductions

1 – 3:30pm Workplace Safety & Health GVC-NPC Committee Mtg

Evening Gr. K-8 Student Involved Conferences



For More details on each item, including additional registration links, please visit <https://gvteach.org/gvta-calendar/>

GVTA Calendar of Events December

1 DEC, FRI

GVTA Executive Reports due
Morning Gr. K-8 Student Involved Conferences
(No K-8 Classes)
11:45am – 1pm GVTA Presidents' Lunch

2 DEC, SAT

10 – 11am [MTS FemLightenment Series Part III](#)

4 DEC, MON

4:15 – 5:30pm MTS Presidents' Check-In

5 DEC, TUE

4:15 – 6pm GVTA Executive Meeting

6 DEC, WED

National Day of Remembrance and Action on
Violence Against Women
4 – 5pm GVTA ESJ Book Club CLG
6pm [MTS/TRAF 2023-24 Pension Sustainability Seminar Registration Deadline](#)
(Event is Dec 13 @ 4:30-7pm)

7 DEC, THU

9am – 3:30pm Workplace Safety & Health
Committee Mtg

8 DEC, FRI

[MFL Health & Safety Conference Early Bird Registration Deadline](#) (Event is Feb 1-2, 2024)
7pm COSL Directors' Meeting

9 DEC, SAT

9am – 3pm COSL Directors' Meeting
TRAF Offices open for Saturday appointments

12 DEC, TUE

7 – 9pm GVSD Board Meeting

13 DEC, WED

4:30 – 7pm [MTS/TRAF 2023-24 Pension Sustainability Seminar](#) (Registration Deadline is Dec 6)

15 DEC, FRI

Apple Core Submission Deadline
Payroll Mid-Month Advance/Substitute Teacher
Payday

18 DEC, MON

Principals Council Meeting

19 DEC, TUE

Apple Core Publication Date
11:45am – 12:45pm GVTA Presidents' Lunch
4 – 5:30pm GVTA-GVSD Joint PD Committee
Mtg - Virtual

20 DEC, WED

GVSD Early Dismissal

22 DEC, FRI

GVTA Executive Reports due
Last Day before Winter Break
12pm TRAF Offices close for Christmas Eve

26 DEC, TUE

TRAF Offices closed for Boxing Day

29 DEC, FRI

Month End Payday



For More details on each item, including additional registration links, please visit <https://gvteach.org/gvta-calendar/>

PROJECT OVERSEAS 2024



Project Overseas (PO) is a joint endeavour of the Canadian Teachers' Federation (CTF/FCE) and its Member and Associate Organizations to support partners in developing countries as they co-plan and co-deliver professional learning to local teachers. Since 1962, PO has assisted teacher organizations in over 50 countries in Africa, Asia and the Pacific, and the Caribbean. Every July, PO places over 50 volunteers in 10 to 15 countries. Financial support is provided by the CTF/FCE and its Member Organizations.

MAIN OBJECTIVES OF THE PROGRAM

PO is a key part of the CTF/FCE's International and Social Justice Program. It focuses on teachers taking action for:

- **Teaching** — Canadian teachers work with overseas colleagues to co-plan and co-facilitate workshops for teachers and education workers.
- **Teacher Organizations** — The program assists Partner Organizations overseas as they strengthen their capacities to provide professional services to their members.
- **Gender Equality** — The program addresses gender equality for students and teachers, assists in the development of gender-responsive school environments, and works to build awareness around school-related gender-based violence.

PO is often an integral part of long term projects that strengthen and promote equitable, high quality, publicly-funded education for all.

TERMS OF THE ASSIGNMENT

Participants:

- will be assigned to a location where there is a CTF/FCE project but will not choose their location;
- must be available for an assignment during the month of July and for preparation leading up to the assignment;
- will be part of a team, which has a designated team leader;
- usually share living accommodations with other PO participants;
- do not receive payment for the assignment, however travel and basic living expenses are covered;
- cannot be accompanied by family members and friends.

SELECTION OF PARTICIPANTS

Applications are received and reviewed by the CTF/FCE Member Organizations before the selected applications are forwarded to the CTF/FCE. Participants are chosen on the basis of advice from Member Organizations and the expressed needs of the Partner Organizations overseas. Successful applicants are notified of their assignments in February.

CRITERIA FOR APPLICATION

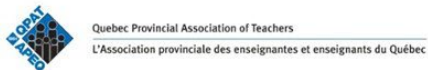
Applications are welcome from any Canadian teacher who:

- is a Canadian citizen;
- holds a Canadian passport valid until at least July 2025, at the time of application (proof that a passport application has been made will be accepted);
- is a member of a provincial or territorial teacher organization that supports PO;
- holds a valid teaching certificate;
- has completed at least five years of teaching in Canada by July 2024;
- is in excellent health and be able to work in developing country conditions;
- has high standards of professionalism and personal conduct;
- shows evidence of flexibility and mature judgment;
- is willing to put the team and project needs above personal needs.



HOW TO APPLY

Teachers wishing to apply for Project Overseas can obtain application forms and additional information from their sponsoring provincial/territorial teacher organization.



Founded in 1920, the CTF/FCE is a federation of teacher organizations in every province and territory of Canada and is an active member of Education International. We promote and support quality inclusive publicly funded public education in all its forms. We uphold teaching as a profession and advocate for adequate resourcing, labour rights, and social justice across Canada and around the world.



Premier of Manitoba
Legislative Building
Winnipeg, Manitoba R3C 0V8
CANADA

October 19, 2023

Dear Minister Altomare,

I am honoured that you have agreed to serve Manitobans as Minister of Education and Early Childhood Learning.

Our government is a listening government. As a Minister, I expect you to respect the excellence and expert advice of the public service and to work with them on our shared mission to serve the people of Manitoba.

Manitobans told us it was time for change. We have promised to deliver a government that builds a shared future for our province. Our platform offered an ambitious and responsible plan to make health care better, lower costs, and grow the economy with good jobs and a balanced budget. Manitobans expect us to fulfill our commitments, and it is my expectation that you deliver on the commitments that pertain to your Ministry. Delivering on our core election commitments within a balanced budget is critical to fulfilling the mandate Manitobans have given us.

As the Minister of Education and Early Childhood Learning, you are responsible for overseeing the educational development of Manitoba's children from the earliest years. This great responsibility comes with an obligation to ensure our public schools and child care centres are safe places where every child matters and every child is set up for success.

Your goal is to work with educators and families to improve educational outcomes, support students and families and prepare Manitoba's children for the careers and challenges of the future. In particular, I ask that you work with your Cabinet colleagues and through legislative, regulatory and department processes to deliver on these top priorities:

- Establish a universally accessible nutrition program available to every public school in Manitoba.
- Provide stable, predictable funding to public school divisions that keeps up with enrollment and student needs.
- Hire more teachers and EAs to make sure children across Manitoba can reach their full potential.
- Return to smaller class sizes for the youngest learners.

Additionally I ask that you work with your Cabinet colleagues and through legislative, regulatory and department processes to deliver on our other key commitments:

- Reinststate the Assistant Deputy Minister for le Bureau de l'éducation française.
- Develop a comprehensive strategy for recruiting and retaining early childhood educators.
- Build more childcare spaces including increasing flexible options for parents who work shift-work and ensure childcare centres have adequate funding to deliver care.
- Work with the Université de Saint-Boniface to train more French language educators.
- Bring in new P3 accountability legislation to protect schools.
- Create an Assistant Deputy Minister for Indigenous Excellence in Education.
- Strengthen the K-12 curriculum with a focus on math and reading outcomes along with citizenship.
- Increase STEM programming at high schools.
- Bring in real \$10/day child care for all children under 12 in the summer and on holidays.

In addition to these priorities, I also expect that you uphold your role with integrity, professionalism and a commitment to accountability. That includes working closely with your Deputy Minister and your senior officials to ensure all decisions are made in the public interest. Just like any high-performing organization, our government will set metrics and measurable goals, listen to evidence and frontline workers, regularly assess our work and report on our progress in order to deliver on the results Manitobans deserve.

The road ahead will have challenges. Change does not come easily. But we owe it to the people of this great province to deliver on our commitments. I know you are as committed as I am to working hard every day to deliver for the people of Manitoba. Our Cabinet will reflect the values all Manitobans share of honesty, hard work, pragmatism and kindness.

Manitobans can accomplish amazing things when we stand together as one province. I firmly believe there is no challenge that we cannot meet when we are united as one Manitoba.

I know I can count on you to fulfill these important responsibilities. As Premier I promise to support you as a Minister, consult with you as a Manitoban and lean on you as a friend. Together, we will work to honour the trust Manitobans have given us.

Miigwech, Merci, Thank you,

Premier of Manitoba

Original signed by:

Wab Kinew



FemLightenment

SERIES | 2023/2024

The FemLightenment Series is designed to bring those who identify as women together to share their experiences in educational leadership.

Each one-hour virtual session will take place on Saturday mornings from 10:00 - 11:00 am and are open to all members upon registration at no cost.

As part of the series, facilitators will be invited to share resources, strategies and practical ideas that participants can use to support their practice.



LEAH GAZAN

Bringing the Movement to Parliament

Before being elected, Leah Gazan was a community activist who worked on addressing pressing human rights issues at the grassroots level. In this session, she will discuss how she has brought the energy of social movements into parliament and used her platform as an MP to create change. It will also address the need for women and gender-diverse people to get involved in politics to defend our rights and improve the material conditions for all of those who have been marginalized by unjust systems.

DATE

Saturday, Oct. 28, 2023

[CLICK HERE TO REGISTER FOR PART I](#)



SARAH ADOMAKO-ANSAH

Unconventional Leadership

Leadership comes in many forms, some of which blossom unexpectedly and wholeheartedly, with a desire for change. From co-founding an Association to a career hiatus, learn about what drives the desire for leadership and representation in Sarah Adomako-Ansah.

DATE

Saturday, Nov. 18, 2023

[CLICK HERE TO REGISTER FOR PART II](#)



MIREILLE KAZADI

Leading with Heart

Mireille's career-long advocacy and leadership work with newcomer families in la Division scolaire Manitobain is embedded in the belief that making strong connections] with families is paramount in ensuring success for their children. Learn more about her how her belief that 'thinking outside the box' is just another way of saying that leading with your heart will guide the decisions you make as a leader in supporting and nurturing a school community.

DATE

Saturday, Dec. 2, 2023

[CLICK HERE TO REGISTER FOR PART III](#)



JANE KISE

Educator Bandwidth, Burnout, and Blameless Discernment

What is bandwidth? It's your brain's "fuel tank". And how full it gets depends on individual habits and routines, and workplace norms and policies, that tax or restore mental bandwidth. In this session, you'll explore how the bandwidth survey and approach goes beyond self-care. You'll learn to apply the concept of blameless discernment to correctly identify sources of low bandwidth while avoiding unproductive judgments. You'll also understand the connection with hardiness - the capacity to grow from the inevitable stress in any life involving people and goals. And you'll pick up some practical suggestions for improving bandwidth.

DATE

Saturday, Jan. 27, 2024

[CLICK HERE TO REGISTER FOR PART IV](#)

For more information, please contact Lia Gervino at lgervino@mbteach.org and 204-831-3062



GARDEN VALLEY SCHOOL DIVISION

Public Consultation Forum 2024 – 2025 Pre-Budget Discussion

The Trustees of Garden Valley School Division invite you to a public consultation forum as they set the priorities for the 2024 – 2025 GVSD budget.

Northlands Parkway Collegiate
MPR Room
November 28, 2023
7:00 p.m.

The Board of Trustees welcomes all suggestions and feedback on our operating budget for the upcoming year.



23

MANITOBA'S
EXCELLENCE
IN EDUCATION
AWARDS

24

DO YOU KNOW AN OUTSTANDING EDUCATOR?

Nominations are now being accepted for Manitoba's Excellence in Education Awards, recognizing outstanding achievement by educators in the following award categories:

TEACHING EXCELLENCE

OUTSTANDING NEW TEACHER

OUTSTANDING TEAM COLLABORATION

OUTSTANDING SCHOOL LEADER

PREMIER'S AWARD FOR EXCELLENCE IN EDUCATION

For complete information on selection criteria and the nomination process, visit:

www.edu.gov.mb.ca/k12/excellence/

FOR FURTHER INFORMATION, CONTACT:

Jeannette Aubin, Manitoba Education and Early Childhood Learning
Phone: 204-945-6263 • Email: excellence@gov.mb.ca

Submission Deadline:
January 18, 2024



PROVINCE OF MANITOBA

PROCLAMATION

Financial Literacy Month November 2023

- WHEREAS The Manitoba government declares November 2023 as Financial Literacy Month, in recognition of the importance of on-going education for Manitoba's Kindergarten to Grade 12 students about consumer awareness and financial literacy;
- WHEREAS Knowledge of personal finance is essential to develop confident and responsible youth empowered to make informed decisions throughout life, thereby contributing to overall well-being and leadership skills, and the health of the provincial economy;
- WHEREAS Introducing financial concepts to young people lays the foundation of economic awareness, and provides an opportunity to explore and analyze implications of decisions from a transdisciplinary perspective and across aspects of life;
- WHEREAS Teachers and school staff can have a profound influence on student engagement and learning, helping students to understand the costs, benefits, and implications of both personal and local financial and economic issues, contexts and dynamics in rich learning experiences;
- WHEREAS Students will have the opportunity to learn how financial and economic matters and considerations relate to their career choices, and enable an informed pathway as they explore, develop, and realize their potential and move toward their life and career goals; and
- WHEREAS The Manitoba government encourages all Manitobans who work with young people across the province to engage students in financial literacy learning.

NOW THEREFORE BE IT KNOWN THAT I, Nello Altomare, Minister of Education and Early Childhood Learning for the Province of Manitoba, do hereby proclaim November 2023 as

FINANCIAL LITERACY MONTH

in Manitoba and commend its thoughtful observance to all citizens of our province.



Nello Altomare

Nello Altomare
Minister
Education and
Early Childhood Learning