

From the Archives *Early Alliance president carves out career in civic politics. See article on page 4.*



Summer
CONFERENCE

SEE INSIDE FOR COVERAGE

ATA NEWS

The Alberta Teachers' Association



Learn from the past.
Inspire the future.

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News Publication of The Alberta Teachers' Association



Former prime minister Kim Campbell delivers the keynote address at Summer Conference in Banff on Aug. 15. For a story on Campbell's speech, see page 5.

BROMLEY CHAMBERLAIN

Coming together

Summer Conference builds bridges between educators and decision makers.

Read Jonathan Teghtmeyer's editorial on page 2.

Dual roles

Managing professional and union roles a matter of attention and skill.

Read Gordon Thomas's Q&A on page 2.

The fight is (still) on

Teachers reminded that battle for gender equality is ongoing.

See story on page 5.



ATA locals honoured

Awards recognize excellence in diversity, public relations and political engagement.

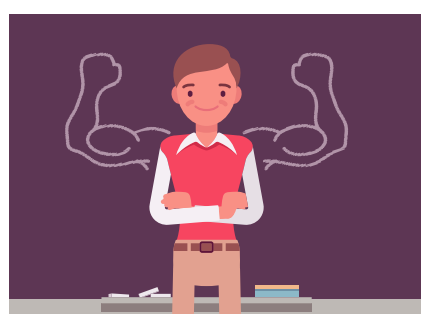
See story on page 6.



Executive changes

Association continues top-level transition and welcomes new staff officer.

See story on page 7.



Be a hero in your classroom

Memorable meetings translate into motivational classroom moments.

Read Moot Points on page 12.

Summer Conference brings educators and decision makers together



EDITORIAL

Jonathan Teghtmeyer
ATA News Editor-in-Chief

For 14 of the last 16 years, the Alberta Teachers' Association's Summer Conference in Banff has been a highlight of my summers. The Association brings together 450 teachers from across the province for a week-long intensive professional development and leadership training event.

The Association recognizes the importance and value offered by the mostly voluntary work of teachers in its locals, specialist councils and teachers' convention associations. Summer Conference offers a unique opportunity to make sure that these Association leaders feel well equipped to take on the work that they have committed to on behalf of the profession, while simultaneously saying thanks to these people by providing this learning opportunity in a top-notch facility in one of the world's most desirable destinations.

Summer Conference also offers a unique perspective on the organization as a whole, as leaders from all areas of Association work (collective bargaining, local administration, professional development, etc.) come together for

a week that focuses on the Association and public education in Alberta.

That unique perspective was opened up to members of Alberta's legislative assembly, Alberta trustees and a few other education advocates through the Association's inaugural Summer Summit on Public Education and the Teaching Profession, held as a pre-conference at this year's Summer Conference.

Seven MLAs (three NDP, three UCP and one Liberal), five school board trustees and three advocates were invited to Banff to learn about the ATA and issues in education, while also interacting with teachers at the beginning of Summer Conference.

These invitees attended sessions on technology in education, ATA governance and policy, teacher professional development, conduct and competence, collective bargaining, assessment, inclusion, Indigenous education, curriculum and teacher growth, supervision and evaluation.

The summit was presented as an opportunity to build relationships through enhancing trust in and knowledge of different players in the education system. By all accounts the objective was achieved as the summit was very well received by the attendees.

In the evaluations, MLAs said they felt "very engaged" and that they liked

MLAs said that they wanted more opportunity to hear from and to discuss education with frontline teachers from their areas. Let us take this feedback as a challenge to all teachers.

the event for "dispelling rumours and stereotypes." Trustees said that "the tone set at the beginning was really important in facilitating valuable dialogue" and that they liked the "open discussion and the expertise of the presenters." And one advocate wrote that, "your presenters were passionate, articulate and engaging."

Over the last year, the Association has been sharing the story of education and the story of the ATA, and as we begin celebrating our 100-year history this year, I think it is so important that we continue to tell that story. Many people, elected officials included, will view the ATA through a frame based on their preconceptions of "teachers" or "unions," yet those who know, know that the Association is so much more than those limiting labels.

Let's talk more about the ATA, about teaching and about public education in Alberta. Great opportunities lie ahead with school board elections occurring in the fall and the celebration of the ATA's 100th anniversary taking place throughout the school year.

Do you have questions about the work that the ATA does and how it functions? Send them to me and we will try to include articles in the *ATA News* in the year ahead to respond to your questions.

In closing, one area of suggested improvement from the summit evaluations is worth highlighting. Many of the MLAs said that they wanted more opportunity to hear from and to discuss education with frontline teachers from their areas. Let us take this feedback as a challenge to all teachers.

MLAs need to get to know teachers. Do not wait until an issue or a crisis emerges to contact your MLA. Reach out to them, give them a phone call, arrange a meeting, or invite them to your school. You do not need to have anything specific to talk about — just tell them about your work and your classroom. They want to hear from you.

It's a new school year. That always brings excitement and rejuvenation. I hope you have a fantastic year. ■

I welcome your comments—contact me at jonathan.teghtmeyer@ata.ab.ca.

Managing professional and union roles a matter of attention and skill



Q & A

Gordon Thomas
ATA Executive Secretary

Question: A colleague of mine was subjected to an ATA professional conduct investigation because a parent of one of her students felt her kid should have received higher marks. I was surprised that my union did not represent my colleague and she was left on her own. Why didn't my union defend my colleague? We should be standing up to parental bullying.

Answer: The ATA is responsible for setting professional conduct standards and for policing them for teachers employed by school boards. These responsibilities are defined in the *Teaching Profession Act (TPA)*, the legislation that establishes the ATA and sets out its objects and its powers. The *TPA* establishes legal obligations for the Association in protecting the

interests of the profession and the general public.

Under the *Public Education Collective Bargaining Act* and the Labour Relations Code, the Association also has union responsibilities, having obtained a bargaining certificate for each school board in Alberta and a handful of charter schools and private schools. Our union responsibilities relate directly to collective bargaining and each collective agreement, and we have an obligation as a union to represent a union member as it relates to the collective agreement.

Professional conduct and professional practice are not matters detailed in a collective agreement, so the Association has no union responsibilities to represent members who may have engaged in unprofessional conduct or whose professional practice does not meet the established standard. In fact, our obligation is to take action to protect the public and the profession from unprofessional conduct and unskilled practice. Accordingly, the ATA does not provide legal counsel to support or

represent a teacher in ATA hearings on professional conduct and professional practice.

With respect to conduct, we have several obligations. We are required to investigate every complaint initiated against a member. If there is sufficient evidence, a hearing is ordered and the ATA prosecutes the member. If there is no or insufficient evidence, the complainant can appeal the decision not to have a hearing. Through all of this, the ATA's job is to protect the public and the profession, not the member. This is fundamental in the regulation of any profession: the public interest must be paramount.

I am certainly not communicating that the ATA will not take action against parents or others in certain circumstances. We do, but that's quite different from a conduct investigation. We have taken parents to court for defamation and we have won. We have commenced civil action against parents and others. We will represent our members in such circumstances. However, we do not provide legal representation

in professional conduct and practice review hearings.

Managing professional regulatory functions as well as union duties does require some attention and skill. We routinely sever professional discipline from the union — the process related to professional conduct or professional practice review has to be completely separate from the union, and is. The Association continues to seek amendments to the *Teaching Profession Act* so that all certificate holders, not just teachers employed by school boards, are subject to professional conduct and professional practice standards established by the profession.

So it is absolutely correct that we do not provide legal counsel to the investigated member in professional discipline hearings. That said, we do take action in support of our members, including civil action, if that is required. ■

Questions for consideration in this column are welcome. Please address them to Gordon Thomas at Barnett House (gordon.thomas@ata.ab.ca).



Hello, hello

Association's new president ready to begin school year



VIEWPOINTS

Greg Jeffery
ATA President

Greetings colleagues and allow me to be among the first to wish you all happy new year.

While the rest of the world celebrates Jan. 1, Jan 14, or Jan. 28, depending on the calendar, our beginning happens at the end of August each year. We are fortunate to work in a profession that starts new each school year and is charged with promise and hope each and every time.

"You say good-bye and I say hello." These words from Lennon and McCartney ring true for me as I write for this space for the first time. My predecessor Mark Ramsankar said good-bye in the previous issue and it is my turn to say hello. As the Alberta Teachers' Association enters its second century as a professional organization, I am extraordinarily proud to be your president. The ATA is world-renowned for its work and its structures. Our research is leading discussion around the planet and some of the gains that we have made are the envy of all other teacher groups.

This being said, there is still much to do and that work is already underway. I am continuing to push the government to complete an amendment to a regulation that caps pension payments. As salaries increase, this cap is affecting more and more of our teachers. An amendment is in the works that will allow all our members to access the pension to which they are entitled and for which they have already contributed. From what I have been told, the writing is complete and the amendment has passed through the

ministries of Education and Finance and awaits sign off from cabinet.

Our new group of table officers is jelling nicely and has begun work on a number of files. As our executive secretary Gordon Thomas moves toward retirement in early 2018, we are also working on the transitions happening at the most senior levels of our staff and this is proceeding very well. Provincial Executive Council has also begun its work both at the AGM of the Canadian Teachers' Federation and our own Summer Conference. You will see much more of them as they serve your locals and bargaining units in the year ahead. While some good people have left, succession planning is serving us well.

We're proud of our work on Indigenous education issues. Our Walking Together project is delivering workshops and seminars throughout the province. We continue to be serious about supporting teachers and educating them about our past, always with an eye toward how we will teach in the future. Keep in mind that Orange Shirt Day is coming Sept. 30 (the 29th in schools), so make plans for your classroom.

The Association's stand against high-stakes testing, which awoke the planet, continues to be an active file. We've expressed our concerns directly to members of the Organization for Economic Co-operation and Development and Education Minister David Eggen. The dollars we spend annually on high-stakes testing do not benefit teachers and students. It's a waste of money, and these dollars

should be spent in our classrooms. This file will remain active as we work with government on a new public assurance model.

With the completion of the central table portion of bargaining our collective agreements, we will need to monitor and to push boards to enact the language in the spirit in which it was intended. Examples of misinterpretation are already showing up, and our Economic Policy Committees will need to be vigilant as they also continue to bargain the local piece of our agreements. The classroom improvement fund will be rolling out in September in some school divisions and soon after in many others, and I would like to hear your stories about the difference these funds have made in your classrooms.

Our partnership with the government on curriculum continues and while the work of our colleagues is progressing, certain factions continue to push relentlessly for the participants to be named. This attention has been entirely unhelpful, and we will continue to fight to protect our members from unnecessary exposures to attacks in both mainstream and social media.

Back to "I say hello." I have worked for teachers' rights all my career and with the opportunity you have given me, I will push even harder to achieve the goals that you and I share for public education in our province. The best education system anywhere can still be improved upon. All the best in the school year ahead and please don't hesitate to call with your concerns or good news stories! ■

Greg Jeffery was elected president of the Alberta Teachers' Association in March of 2017 and officially took office July 1.

YOUR VIEWS

ON THE TWITTERSPHERE

Tweets from Summer Conference (#ATASumCon)

Chris Demeule@MrDemeule

Last day at #ATASumCon! It has been some of the most informative and engaging PD ever.

ParklandTeacher@ParklandTeacher

Had a great week in Banff at the #atasumcon! Thank you to all our Parkland delegates who attended. Looking forward to an exciting 2017/2018!

James Slattery@jmhsattery

Huge shout out to @sharon_vog and her team for all their work putting on #atasumcon. Alberta teachers thank you!

Nicole Felicitas@Ilivelearnteach

See you throughout the year, fellow Association instructors as well as fellow local reps! I had a blast!

Grasslands ATA 34@GrasslandsATA34

You can love and respect people who don't agree with you. Right Honourable Kim Campbell.

jason schilling@schill_dawg

Enjoying @AKimCampbell's detailing about leadership, both good and bad, and how to prepare our leaders. Also, how cool is she?

Greg Jeffery@ab_teacher

#ATASumCon has begun. Pleased to have shared dinner conversation with @AKimCampbell Canada's first female Prime Min.

General tweets about education (#abed)

Neelam Boora@kneelamb

I'm a taxpayer, teacher & parent—kids deserve the best, glad curriculum is being updated.

@BRLocal#32@Brlocal32

Welcome back to the 2017/18 school yr to all BRSDLocal #32 teachers & @albertateachers. A great year of your influence on Alta youth ahead.

Deneen Zielke@DeneenZielke

Having a great day meeting new EIPS teachers at their orientation day.

Letters to the editor: We welcome letters to the editor. Please limit your submission to 300 words. Only letters bearing a first and last name, address and daytime telephone number will be considered for publication. Teachers are also asked to indicate where and what they teach. All letters are subject to editing for length, clarity, punctuation, spelling and grammar. Email managing editor Cory Hare: cory.hare@ata.ab.ca.



Early Alliance president carves out career in civic politics

FROM THE ARCHIVES

Maggie Shane
ATA Archivist

Leading up to its official 100th anniversary in June 2018, the Alberta Teachers' Association is celebrating its history through a number of initiatives, one of which is this column. Curated by archivist Maggie Shane and appearing in each issue of the ATA News this year, this column will feature significant moments and individuals in the Association's history as well as interesting artifacts or documents from the Association's archives.

**Harry Dean Ainlay
(1887-1970)**



Harry Dean Ainlay, president of the Alberta Teachers' Alliance from 1928 to 1929, was mayor of the city of Edmonton over three terms from Nov. 7, 1945 to Nov. 2, 1949 after having served twice as alderman from 1931 – 1935 and again from 1941 – 1945.

As a civic politician, Ainlay was associated with several progressive groups including the Labour and Civic Democratic Alliance, the Cooperative Commonwealth

Federation (CCF), the United People's League and the Progressive Civic Association.

Born and raised in Brussels, Ont., Ainlay earned his teaching credentials there before arriving in Alberta in 1907. Here, he initially pursued a career in real estate. In 1916, Ainlay returned to post-secondary studies at the newly established University of Alberta (founded in 1908). He received his bachelor of arts degree in 1920 and once again entered the teaching profession, serving as vice-principal and principal in several Edmonton schools.

In 1966, the Edmonton Public School Board dedicated a large new high school to the memory of

Harry Dean Ainlay, a dedicated and civic-minded public servant and teacher. Today, Harry Ainlay High School (home of the Titans) in southwest Edmonton maintains the motto *In omnibus excelsior* (In all things excellence) and educates more than 2,400 students in a full range of programs including French immersion, international baccalaureate, career and technology studies and apprenticeships.

In March of 1970 Ainlay died at the age of 83 in Haney, B.C. In his will, he bequeathed the establishment of a \$500 scholarship awarded to a Harry Ainlay graduate who intends to enter the teaching profession. ■

SUMMER CONFERENCE



LEFT Summer Conference provides professional development and leadership training to teachers who volunteer in various leadership roles within the Alberta Teachers' Association. Here, social media expert Richard Overgaard of the British Columbia Teachers' Federation discusses how teachers can use social media effectively.

BOTTOM LEFT Victoria and Ava Spriggs (2 and 6), show off their face paint at the ATA Fun & Frolic event on Aug. 15.

BOTTOM RIGHT An evening art walk was one of several social events that proved to be popular with delegates during the week-long Summer Conference.

PHOTOS BY BROMLEY CHAMBERLAIN



STORIES AND PHOTOS WANTED

If something newsworthy is going on in your school, district or local, please let us know. We will also consider articles, photos and cartoons. Please email tips and submissions to managing editor Cory Hare: cory.hare@ata.ab.ca.

Women still fighting for equal rights

Bromley Chamberlain
ATA News Staff

While the teaching profession has been predominantly female for more than a century, women have had to struggle for equity right from the beginning.



Nancy Kerr,
Staff officer, Manitoba
Teachers' Association

This was the message shared by Nancy Kerr, a staff officer with the Manitoba Teachers' Association, at the inaugural Women's Breakfast at the ATA's 2017 Summer Conference in Banff on Aug. 16.

"It is 2017, but feminism is still needed," Kerr said. "We have come a [long] way, but we have a long way to go still."

Kerr engaged a room of more than 200 men and women with facts and statistics about how female teachers struggled for

more than a century to receive the same rights as their male counterparts.

"This isn't something that happened overnight; women were not welcomed into the profession. Women were not given the opportunity to do whatever they wanted in the profession," she said. "They weren't given equal pay; they weren't given equal benefits. They just simply weren't handed any of these things. It took decades of hard work to get there."

She advised young women to get involved and take on leadership opportunities.

"I want you to come away with the understanding of a legacy that has been passed on to you by those teachers who have worked so hard over the last decades and centuries to bring us to where we are today," she said.

“There were trustees in Alberta who suggest, as late as the 1940s, that married women ought to be booted out of the profession.”

—Nancy Kerr

In the 1800s, male teachers were allowed to take one evening each week for courting purposes, or two evenings if they went to church regularly, whereas women teachers who married, or engaged in other “unseemly” conduct, would be dismissed.

“There are countless stories of women out there who had to hide their pregnancies, literally started wearing baggy clothes,” Kerr said. “Even at the point in time where pregnant women were kind of being tolerated, once you started showing, you were pretty much expected to leave.”

Alberta was progressive in the sense that, in 1937, teachers gained the first tenure rights, which allowed married women to be teachers, Kerr said.

“There were trustees in Alberta who suggest, as late as the 1940s, that married women ought to be booted out of the profession,” she explained.

It wasn't until the 1970s that most Ontario federations negotiated maternity leave into collective agreements, Kerr said. In 1971 the federal government passed the *Unemployment Act*, which established maternity and sickness benefits. Manitoba passed its first maternity provisions in 1973.

Female teachers have fought from the beginning to receive equal pay, to continue to teach once married, to become mothers and more, Kerr said. These struggles continue today, despite the wide misconception that women and men are treated equally.

“There was always an excuse not to pay women the same as men,” Kerr said. ■



BROMLEY CHAMBERLAIN

Kim Campbell shared her views on gender disparity and leadership styles during a speech to Summer Conference delegates.

‘Upset the apple cart,’ former PM urges teachers

Kim Campbell delivers keynote address at 2017 Summer Conference

Bromley Chamberlain
ATA News Staff

Gender stereotypes are embedded deep in the subconscious part of our minds, and although we might make a conscious effort to think of men and women as equals, subconsciously we've learned that they aren't.

This was the moral of a story told by former prime minister Kim Campbell during a keynote address at the Alberta Teachers' Association's Summer Conference in Banff on Aug. 15.

According to Campbell's anecdote, during an Implicit Association Test at Harvard University, she was shocked to find that she associated scientists with men over women. Then again, she explained, the association made sense.

“In order to open up society and change the world, we need leaders who come from non-traditional backgrounds.”

—Kim Campbell

“Why wouldn't I? I grew up in a world where almost all the scientists I saw were men,” she said.

Campbell explained this phenomenon as people's natural tendency to see the world in terms of the landscape that is prevalent when they grow up.

As she continued to explore the issue of gender disparity, Campbell compared Bill Clinton and Hilary Clinton — Bill was a Rhodes Scholar and Hilary wasn't.

“Why? Because Hilary and I are the same generation and Rhodes scholarships weren't open to women,” Campbell explained. “There are a lot of experiences that are great, but not very many people get to use them.”

Campbell said she wants people to “upset the apple cart.” “You have to go outside the envelope,” she said. “If you really want to be elitist, don't change anything.”

In order to open up society and change the world, we need leaders who come from non-traditional backgrounds, she said.

“I am very grateful for the chance to address you because you are on the front lines of creating our leaders for the future,” she said.

Looking south

Campbell talked about different leadership styles and what makes a good leader.

“When we learn about leadership, it's not just about how we would lead if we get the opportunity, but in whom we will confer our trust, who we will support as leaders; not just their charisma and style, but what is their character, and what are their views?” Campbell said. “Democracy is so precious.”

A teacher from the audience asked Campbell how she thought the situation in the United States under President Donald Trump would unfold.

“I think, however it is going to end, it is going to be ugly,” Campbell stated. “In a way, I think there is an underlying strength, and I think that democracy will win, but it will be very bruised.”

People in Europe are not supporting populist right candidates because they are looking at the situation in the United States and know they don't want that for their country, she said, alluding to the saying by Winston Churchill that democracy is the worst form of government, except for all the others.

“I think there would be some good lessons to learn from Trump, but it may get worse before it gets better,” she said. “Stay tuned. Make sure it doesn't happen here.” ■

Kim Campbell bio

Kim Campbell became Canada's first ever female prime minister in June 1993 and held the office until November 1993. Her Progressive Conservative party lost the Oct. 25 election and she lost her own seat in Vancouver Centre.

Since leaving politics, Campbell ...

- served as chair of the Council of Women World Leaders from 1999 to 2003,
- served as president of the International Women's Forum from 2003 to 2005,
- chaired the steering committee of the World Movement for Democracy from 2008 to 2015 and
- was appointed founding principal of the Peter Lougheed Leadership College at the University of Alberta in April 2014.

ATA locals recognized for outstanding work



Members of Foothills Local No. 16 accept the Local Diversity, Equity and Human Rights Award from South East district representative Heather McCaig (far right). Accepting the award (L-R) are local president Wade Westworth and local DEHR committee co-chairs Jamie Anderson and Paulette Morck.

The local won the award for a program that connects youth who are involved in gay-straight alliances within the division.

ATA News Staff

The Alberta Teachers' Association recognized three of its locals for performing outstanding work related to diversity, equity and human rights (DEHR), public relations and political engagement during the 2016/17 school year. Local representatives accepted the awards at the opening session of the Association's annual Summer Conference in Banff on Aug. 14.

"Our locals do outstanding work that provides great benefit to their students and their communities. These award winners should be very proud of their significant accomplishments," said Association president Greg Jeffery.

Diversity, Equity and Human Rights

The Local Diversity, Equity and Human Rights (DEHR) Award went to Foothills Local No. 16 for its program SAGA Youth United 2K16. Through this program, the local created an opportunity for gay-straight alliances (GSAs) and GSA students from different schools in the division to connect and share ideas, build friendships and have safe spaces to have fun. Each GSA had the opportunity to host and plan a gathering for other junior and senior high GSAs in the division.

“Being in a small school, it can be quite isolating to be LGBTQ. Getting together has helped me to not feel so alone.”

—Student

Student feedback suggested the local was successful in making students feel supported and less isolated.

"Being in a small school, it can be quite isolating to be LGBTQ. Getting together has helped me to not feel so alone," stated one student in a feedback comment.

"It has impacted me a great deal because I've learned a lot and I felt incredibly welcomed," stated another student.

Thanks to the support of the GSA network, the local currently has five high schools, three junior highs and one elementary school with a GSA.

Local Public Relations Award

The Public Relations Award, which recognizes the local that planned and implemented the most comprehensive public relations program, went to Fort McMurray Local No. 48 for its event entitled McMurray



Dan Tulk, a teacher and popular Fort McMurray musician, performs during the Mullets and Music event hosted by Fort McMurray Local No. 48. The local's effort landed it the Local Public Relations Award from the Alberta Teachers' Association.

Teachers for Mental Health – Mullets and Music.

Featuring a performance by popular local musician Dan Tulk, the project's first goal was to raise local funds for mental health in the community and aid those who were directly impacted by the Fort McMurray fire.

"Although it was a relatively small PR program compared to the comprehensive programs some locals submitted, it has significant importance and impact," commented one of the award judges.

Local Political Engagement Awards

The Political Engagement Award went to Edmonton Catholic Teachers Local No. 54. Among its political engagement activities in 2016/17 were the creation of Canada's first gay-straight alliance for teachers.

The local also hosted a monthly guest speaker series featuring local politicians and had 90 catholic teachers and their families participate in the 2016 Edmonton Pride Parade. ■

Association awards fellowships and scholarships

ATA News Staff

Provincial Executive Council has announced the winners of the 2016/17 ATA fellowships and scholarships.

Doctoral Fellowship in Education

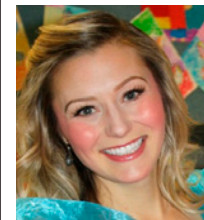
Each year, the Alberta Teachers' Association awards two fellowships, valued at \$15,000 each, to ATA members who have been accepted into, or who have already embarked upon, full-time study in a doctoral program in education at a recognized Alberta public university. The fellowship program is intended to recognize academic excellence and to help defray the financial costs of university study.



Douglas Checkley

Doug Checkley has been a teacher in Lethbridge for the past 12 years. He began his career teaching science and math at Lethbridge Collegiate Institute, where he taught for five years. During that time, he earned his MEd with a focus on

physics education. Checkley then moved to Chinook High School where he taught science, before moving into administration. He is now pursuing his doctorate at the University of Lethbridge, with a focus on supporting refugee students in high school science classrooms.



Sarah Novosel

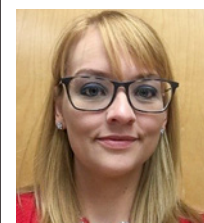
Sarah Novosel has been teaching French immersion for the past six years. Sarah is an active member of Edmonton Catholic Teachers Local 54, supporting communications and public relations as well as supporting the planning of social and

political events for the local.

Sarah is currently a doctoral candidate at the University of Calgary in the Leading Languages & Literacy program. Her thesis is on the dialectic of semiotic and neuroscience studies in second-language classrooms. Sarah wishes to further second-language acquisition in immersion classrooms through the development of new theories and tools.

John Mazurek Memorial—Morgex Insurance Scholarship

The John Mazurek Memorial—Morgex Insurance Scholarship is sponsored by Morgex Insurance. The \$2,500 scholarship is to be used for an approved professional development course or part of an organized program of study in the field of business education and/or the use of computer technology in education from a recognized Canadian public institution.



Lara Ripkens

Lara Ripkens has taught at the secondary level for nine years with Northern Lights Public Schools. She is passionate about making education accessible and joyful for children of diverse backgrounds and learning needs. Her graduate studies pertaining to distance education were inspired by her love of technology and position as an outreach educator. Lara currently lives in Cold Lake with her husband and two children. ■

For a list of Association grants, awards and scholarships that are available to subgroups and others, visit www.teachers.ab.ca >For Members>Grants, Awards and Scholarships.

Changes afoot at executive level



SUPPLIED

Executive staff officer Joni Turville will assume the role of assistant executive secretary on Dec. 1

Cory Hare

ATA News Managing Editor

Executive staff officer Joni Turville will be the new assistant executive secretary of the Alberta Teachers' Association starting Dec. 1. She will succeed Sharon Vogrinetz, who retired at the end of July. "I'm excited about the opportunity," Turville said. "The other thing that weighs on my mind a bit is I have some pretty big shoes to fill."

Since joining the Association as an executive staff officer in the Professional Development program area in 2009, Turville has conducted field work

across the province and led the Association's work to improve inclusive education through the Blue Ribbon Panel on Inclusive Education. A published author and well-recognized researcher, Turville is set to return Sept. 1 from a year-long sabbatical to complete her PhD at the University of Alberta.

Turville is part of a three-person changeover that's in the works at the top of the Association's executive staff ranks. With executive secretary Gordon Thomas set to retire next year, associate executive secretary Dennis Theobald will move into the top executive role while former Member Services co-ordinator Brian Andrais will fill the vacancy created by Theobald's promotion. As assistant executive secretary, Turville will complete the trio.

"Dennis, Brian and I all have quite diverse backgrounds and I think that's going to work well," she said. "We've had some opportunities to meet over the summer and I am very excited to be working with both of them."

Prior to joining the Association, Turville was a consultant with the Edmonton Regional Learning Consortium. She came with experience as a teacher, consultant, co-ordinator, program manager, instructor, facilitator and advisor and had worked with a variety of organizations, including St. Albert Protestant Schools, the University of Alberta, and the Bureau of Education and Research.

Turville's involvement with the ATA spans nearly 30 years and has seen her take on the roles of local PD committee member, ATA instructor, school representative and local curriculum committee member. She also held several positions, including president, with the North Central Teachers' Convention Association.

Turville earned both her BEd and MEd from the University of Alberta.

New executive staffer joins Member Services



Elissa Corsi,
Executive staff officer,
Member Services

Elissa Corsi has been appointed to the position of executive staff officer, Member Services, by Provincial Executive Council.

A former president of Le Conseil Francais, Corsi has worked in Alberta schools for 15 years, teaching all grades from two to nine in both English and French immersion. Corsi was also a sessional lecturer in Italian at the University of Toronto for a year and taught English in Italy for two years.

Fluent in English, French, Italian and Spanish, Corsi is currently completing her PhD at the University of Toronto. She earned a BA and MA from the U of T and a BEd from the University of Alberta.

Corsi began her duties at Barnett House in August. ■

Council updates election rules

PEC POINTS

Audrey Dutka

ATA News Staff

Highlights of the Provincial Executive Council meeting held June 8–9, 2017, at Barnett House in Edmonton

1. Approved an extension to the 120-day hearing time period, established under the *Teaching Profession Act*, for five outstanding cases of alleged unprofessional conduct.

2. Declared in effect as of July 1, 2017, an addition and two amendments to the General Bylaws as contained in Electoral Ballots 1, 2 and 3 of 2016 as approved by the 2017 Annual Representative Assembly. The Electoral Ballots add a new section to the General Bylaws, which put in place election rules and a process to deal with allegations of non-compliance and amends the nomination and election dates to jibe with the campaign period around teachers' conventions.

3. Amended the Standard Constitution for Local Associations—With Local Council, the Standard Constitution for Local Associations—Without Local Council, the Standard Constitution

for Sublocal Associations and all local constitutions to reflect the revisions to the standard constitutions to include clauses indicating that district representatives can attend and participate in all local association meetings, including in-camera meetings, and that district representatives must receive notice of such meetings.

4. Approved 15 applications for the Diversity, Equity and Human Rights grant.

5. Approved the names of three teachers for addition to the Association Instructors name bank.

6. Approved the names of 12 teachers for addition to the Association Administrator Instructors name bank.

7. Approved the name of one teacher for addition to the Economic Consultants name bank.

8. Established a Committee on Convention Review, approved its terms of reference and appointed its members.

9. Amended the Administrative Guidelines by removing an outdated parking procedure and added guidelines relating to attendance eligibility and registration fees for associate members and out-of-district delegates attending teachers' conventions.

10. Reviewed the final report of the Task Force on Services and Supports for Central Office Teachers and approved the following recommendations:

- Referred recommendations for local associations to local presidents for consideration.

- Referred to staff for study and report at the September Council meeting a recommendation to offer an Association-sponsored conference to central office teachers.

- Approved for inclusion in the 2018/19 program prognoses specialized professional learning supports and services for central office teachers.

- Referred to teachers' convention associations for consideration the potential development of additional professional development sessions suitable for central office teachers at teachers' conventions.

- Referred to staff for study and report at the September Council meeting a recommendation to consider development of sessions offered at uLead for school leaders and central office teachers.

Council disbanded the Task Force on Services and Supports for Central Office Teachers with thanks.

11. Approved that the delivery of a school representative education program be included in the 2018/19 Program Prognoses.

12. Approved field member committee and representation assignments for 2017/18. ■

NOTICE

On the following dates, a hearing committee of the Professional Conduct Committee established under the *Teaching Profession Act* found that the teachers listed below engaged in unprofessional conduct.

Nov. 28, 2016

Gerald Ernest Doak

The hearing committee ordered a penalty that included a subsequent declaration of ineligibility for membership in the Association if conditions were not met. On May 3, 2017, Doak was declared ineligible for membership.

March 15, 2017

Jamey Brian Kristian

The hearing committee declared Kristian permanently ineligible for membership in the Association effective March 15, 2017.

March 22, 2017

Steven McKerrall

The hearing committee declared McKerrall ineligible for membership in the Association effective March 22, 2017.

April 3, 2017

Karl-Wilfried Miller

The hearing committee declared Miller ineligible for membership in the Association for a period of two years, until April 3, 2019.

May 16, 2017

James Roy Scott

The hearing committee declared Scott ineligible for membership in the Association for a period of two years, until May 17, 2019.

June 12, 2017

David Wilson

The hearing committee declared Wilson permanently ineligible for membership in the Association effective June 12, 2017. ■

Leave of absence

Teachers on leave of absence from their school board are still under contract to their board and are therefore active members of the Alberta Teachers' Association. Bylaw 9(2)(b) states that the annual fee for this category of active membership shall be \$96. Members qualifying under this category should forward their cheques for the full amount to the Alberta Teachers' Association, 11010 142 Street NW, Edmonton T5N 2R1.

Attention Membership Assistant—Teachers who know of colleagues on leave of absence are asked to notify them of this bylaw.



Sign up for email to receive Members' Updates: <http://bit.ly/1uJm122>



SUPPLIED

Carol Henderson accepts a Special Recognition Award from CTF president Heather Smith.

CTF hands out awards

OTTAWA – Former Alberta Teachers' Association president Carol Henderson received a Special Recognition Award from the Canadian Teachers' Federation at its annual general meeting in July.

The ATA nominated Henderson, who served two terms as its president, from 2009 to 2013, while bravely undergoing treatment for lymphoblastic leukemia. The former teacher and music specialist also served as ATA provincial vice-president and district representative for the Calgary District. She has been a member of the CTF board of directors, the University of Calgary's Education Faculty Advisory Committee, and several committees within the ATA.

The Federation also presented a Special Recognition Award to Susan Swackhammer, the first vice-president of the Elementary Teachers' Federation of Ontario (ETFO). In its letter of nomination, ETFO described Swackhammer as an "intrepid women's rights advocate and champion." In 1988, Swackhammer led the first occasional teachers' strike in Canada while serving as president of the Brant Teacher Local. She also played an instrumental role in the formation of ETFO and its governance structures.

CTF presented its Aboriginal Elder Award to Garry Robson, a poet, storyteller, long-time Aboriginal awareness consultant, and now retiree who is a member of the Turtle Clan of the Peguis Anishinaabe Nation in Manitoba. For 28 years, Robson traveled extensively throughout Manitoba and Canada to deliver presentations to students, parents, educators, administrators, government departments and community agencies. He also served as an elder/advisor on dozens of policy and curriculum documents, and has written many poems. Robson was nominated by the Manitoba Teachers' Society, who praised his "real gift to tell the truth about history in a kind and gentle manner."

The winner of the CTF Outstanding Aboriginal Educator Award was Debbie White, who was nominated by the Elementary Teachers' Federation of Ontario (ETFO). Throughout her career, White worked as an educator in elementary schools and as an advocate for First Nations, Métis and Inuit education, giving voice to resolutions, recommendations and serving on a multitude of committees for ETFO, the CTF and the Peel Elementary Teachers' Local. She has also been part of teams that have developed and facilitated workshops, organized student focus groups, and put forth school initiatives such as Shannen's Dream.

The CTF Public Education Advocacy Award was presented to Frontier College, Canada's oldest literacy organization. Since 1989, it has been offering a variety of programs across the country to help people of all ages with their literacy skills. The organization also conducts research on literacy and provides online resources for students, parents and teachers. The Ontario English Catholic Teachers' Association nominated Frontier College because of its "longstanding dedication to uplifting literacy levels in Canada's Indigenous communities and its major contribution to public education in our country." ■

Former ATA president takes over as CTF president

OTTAWA – Former ATA president Mark Ramsankar took over the presidency of the Canadian Teachers' Federation (CTF), following a changeover on July 14 at the CTF's annual general meeting in Ottawa. Ramsankar replaced Heather Smith, who served as the Federation's president from 2015 to 2017. Ramsankar, who served as ATA president until June 30, was elected as the CTF's president-designate at last year's AGM.

"The support and encouragement I've received from Alberta teachers over the years has been tremendous," Ramsankar said. "I'm extremely grateful to them and look forward to serving them, along with their Canadian colleagues, in my new capacity."

Prior to his election as president-designate, Ramsankar served five terms as a vice-president of the CTF, where he chaired the CTF Advisory Committee on Aboriginal Education. In 2013, he was elected president of the ATA following two terms as vice-president. Since 1986, he has worked in the field of education and served Alberta teachers, garnering experience as an educator, assistant principal and leader of teachers' associations at the local and provincial level.



SUPPLIED

ATA past-president Mark Ramsankar works in his new office at CTF headquarters in Ottawa. Ramsankar officially took over as CTF president in July.

While representing teachers across Canada, he continues to focus on developing meaningful relationships among teachers, education leaders and colleagues from the provincial, national and international education community.

As Ramsankar assumed the presidency, AGM delegates elected new vice-presidents for year-long terms. ■



SUPPLIED

The CTF executive committee for 2017-18 (from left to right)

Sam Hammond, vice-president (Elementary Teachers' Federation of Ontario)
Francine LeBlanc-Lebel, vice-president (Association des enseignantes et des enseignants franco-ontariens)
Clint Johnston, vice-president (British Columbia Teachers' Federation)
Mark Ramsankar, president (Alberta Teachers' Association)
Bethany MacLeod, vice-president (Prince Edward Island Teachers' Federation)
James Dinn, vice-president (Newfoundland and Labrador Teachers' Association)

Keep a work log to help qualify for employment insurance benefits

ATA Teacher Welfare

During a teacher's career, there are certain times when the support of the employment insurance (EI) program is available, such as during a maternity or parental leave, when sick leave has been exhausted, for a period when compassionate care is being provided or when employment with a school board is no longer available. Qualification for EI benefits is based in part on obtaining sufficient insurable hours of work.

When a teacher ceases to work or goes on certain types of leave, employers

produce a record of employment that the teacher uses for filing an EI claim. The number of hours reported by the school board on the record varies from jurisdiction to jurisdiction. Since teacher work extends beyond regular school hours, the record may not reflect the actual amount of time worked. Many professional responsibilities can only be accomplished after school, during evenings or on weekends.

Typically, substitute teachers, part-time teachers and teachers who work only a portion of a full year are most vulnerable when it comes to being denied an EI claim due to insufficient hours.

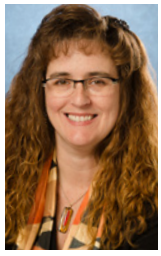
The Alberta Teachers' Association has assisted teachers in successfully appealing EI claims relating to a shortage of hours. Teachers whose appeals succeeded had kept accurate and detailed records of additional hours they spent outside their normally scheduled instructional hours and were able to prove that they qualified for benefits.

If you are a teacher working as a substitute, part-time or less than a full school year, you are advised to keep a record of any time worked so that if you ever file for EI and are denied benefits, you will be able to provide evidence of work you have done.

Keep an ongoing record of hours and days worked. Keep a daily planner and a copy of your school calendar and timetable. Note when you arrive at work and when you leave. Record all hours worked, including preparation time before and after school, supervision and completing report cards and time spent marking assignments at home. Where possible, have your log book hours signed by a principal or other supervisor who can certify these are hours you spent working. This log book record can be extremely helpful if you are denied EI and wish to appeal the decision. ■

For more information, visit the Service Canada or the Association's websites, or contact the Association's Teacher Welfare program area at 780-447-9400 (Edmonton area) or toll free at 1-800-232-7208.

Honouring contract terms a professional obligation



PITFALLS AND PRECAUTIONS

Gaylene Schreiber
Secretary to ATA Professional Conduct Committee

Pitfalls and Precautions is a series that aims to educate teachers on professional conduct issues by highlighting situations addressed by the ATA Professional Conduct Committee. The purpose of the series is purely educational, so some non-essential information from the actual case may be omitted or changed.

Section 101(3) of the *School Act* requires that teachers provide 30 days' notice to terminate a temporary employment contract. Article nine of the Professional Code of Conduct requires that teachers "fulfill contractual obligations to the employer until released by mutual consent or according to law." In a recent case, a teacher was found guilty of unprofessional conduct for failing to fulfill his contractual obligations.

In this case, the teacher had verbally accepted an offer of temporary employment some months prior to the commencement of the contract, but failed to sign the contract despite repeated requests to do so. At the beginning of the contract term, the teacher appeared at work for several days before resigning his position because

he had found permanent employment elsewhere, providing the employer with only two weeks' notice. The superintendent informed the teacher of his obligations, asked him to rescind his resignation and offered to extend the temporary contract for the whole school year, but the teacher did not reply to this request.

The hearing panel of the Professional Conduct Committee determined that the contractual relationship had been established and was in place at the commencement of the school year, and that the signing of the contract was a formality given that both parties engaged in aspects of an employment relationship. Given the teacher's failure to honour requirements of both the *School Act* and the Code of Professional Conduct, the committee found the teacher guilty of unprofessional conduct and ordered a penalty of a letter of reprimand and a fine of \$100.

In its order, the committee noted that a fine was in order because the young teacher understood his contractual obligation yet chose to ignore it, and it would also serve as a general deterrent for this type of behaviour. ■

DID YOU KNOW...

Association staff are available Monday to Friday to provide you with advice and assistance on a variety of issues. All calls are confidential and must be made by the person requesting information or assistance. For confidentiality reasons we do not respond to emails, nor do we respond to anonymous callers.



Call **TEACHER WELFARE**



Call **MEMBER SERVICES**

"How does the top-up work while I'm on maternity leave?"

"I'm thinking about retiring ..."

"Can I take time off for my daughter's heart surgery?"

"How much should I be paid? What if I think it's wrong?"

"My instructional time is at 915 hours ..."

"I have a question about dealing with difficult people ..."

"My students are requesting to be my friend on Facebook ..."

"What does the Code mean for me?"

"I believe I got an unfair evaluation ..."




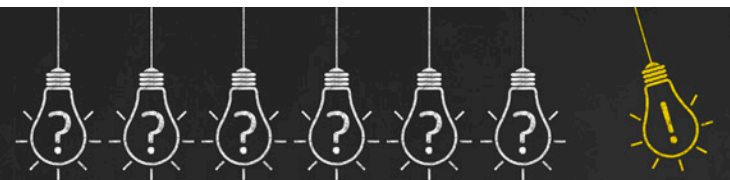
Call prior to taking any action or making any decision that could impact your employment.

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 The Alberta Teachers' Association



The Alberta Teachers' Association

Communities of Practice Inquiry Grant

A Matching Grant Available from the Association Through ATA Locals

Proposals that support communities of practice activities occurring between November 1, 2017 and June 30, 2018, will be accepted between September 1, 2017 and April 1, 2018.

To apply and for more information go to <http://goo.gl/sW3Pfr>



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We want to hear about news in your school, district or local.

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NOTICES AND EVENTS

Teachers sought for Canadian Armed Forces schools overseas

The Department of National Defence (DND) hires Canadian teachers each year for positions at two Canadian Armed Forces (CAF) overseas schools located in The Netherlands and Belgium.

Selected teachers serve for two years under secondment, remaining employees of their school districts in Canada with salary and benefits paid by the sponsoring school districts and reimbursed by DND.

The application period is from Sept. 1 to Nov. 1. More information is available at www.cafconnection.ca/CEM/Teacher-Recruitment.

To Advertise

For Advertising Information

Bromley Chamberlain,
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Next Deadline

September 1, 2017, 4 p.m.
(publication date September 12, 2017)

Please note: advertisers are encouraged to book their advertisement space early—space is limited.

Cost

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Circulation: 44,000

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The Alberta Teachers' Association does not necessarily endorse the products or services presented in paid advertisements or in the Notices and Events column.

The Mathematics Council of the ATA



EMPLOYMENT OPPORTUNITY

The Mathematics Council of the ATA (MCATA) invites tenders for the position of

Events Registrar/Administrator

Administrative services are required for a minimum of one annual conference (approx. 600 registrants) and two symposia (approx. 50 registrants per event).

Term: October 2017 to end of conference in October 2018.

Responsibilities include:

- Designing and preparing all conference materials
- Confirming registrations and maintaining contacts and records for all delegates
- Overseeing registration desk at conference and symposia
- Various other duties as needed

Successful applicants must be familiar with both Beanstream and Event Wizard.

For details, contact MCATA president Alicia Burdess at stone_alicia44@hotmail.com.

Submission deadline: October 13th, 2017

Please address submissions to
Lisa Everitt, ATA Staff Advisor, Math Council,
11010 142 Street, Edmonton, AB, T5N 2R1
or fax 780-455-6481.



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Call us to book your appointment. We're open 8:30 a.m. to 4:30 p.m. Monday to Friday year-round, including spring break and the summer months.

ATRF pension counsellors are also available to conduct seminars in conjunction with PD days, staff meetings or ATA Local meetings.

Alberta Teachers' Retirement Fund

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The Alberta Teachers' Association

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\$40—Early Bird Registration Fee
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Fee includes Friday evening's supper, mix and mingle and Saturday's breakfast and lunch.

Register online at <https://event-wizard.com/events/2017STC>
Registration deadline October 16, 2017

For more information contact Doreen Link, Southern Alberta Regional Office (SARO). Phone: 403-265-2672 (Calgary) or 1-800-332-1280; doreen.link@ata.ab.ca.

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* Travel allowance available for the first 150 registrants. Contact your local for information on the availability of professional development funding.

Be a hero in your classroom

MOOT POINTS

Ray Suchow
Special to the ATA News

I've been very fortunate to have met many inspiring individuals during my career, each of them heroes in their unique way. From each of these encounters, I've learned at least one good lesson that I've been able to incorporate into my teaching. As a new school year begins, I often reflect on how my heroes can be used to further inspire my students.

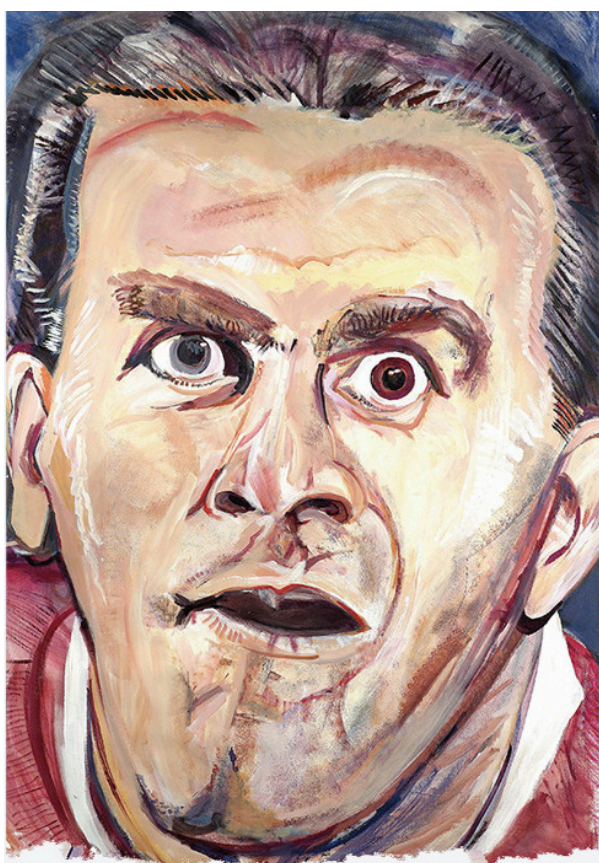
When you dare to meet a legendary hero, the personal inspiration and motivation you can receive is truly incredible.

Early in my career, when I met the delightful Diane Carey — best-selling author and former high school English teacher — I gained the courage to follow my writing dreams while teaching full time. From that experience, several years and many publications later, I'm able to show my students that you *can* follow more than one dream at a time, so dare to enrich your life by pursuing your passions.

At a recent conference I had the great fortune to listen to — and then meet — retired senator and general Roméo Dallaire, the hero of Rwanda. It was easy to see how our soldiers could follow this personable man. He had time for everyone, with eye-to-eye contact, a brief word and a smile; you instantly became someone special in his eyes. I felt this even more when I respectfully asked him to dedicate his book to my social studies class, as his picture and a brief biography were in the textbook we were using. He happily did so, and then suggested we pose for a picture! That encounter confirmed to me that when you dare to meet a legendary hero, the personal inspiration and motivation you can receive is truly incredible.

Maurice (The Rocket) Richard left a positive impression on me with a solid handshake. He was in his late 60s at the time, and was visibly tired after signing many sticks and jerseys at West Edmonton Mall. However, when he gripped my hand, and looked me square in the eye with that stare I'd heard so much about, I briefly wondered if I'd get my hand back. The power! Vicelike, rock-solid, even after many years of retirement; I immediately pitied every goalie he'd fired a slapshot at.

To his surprise, he realized that I too possess an excellent handshake, and after a timeless moment



MARIE-JOSÉE HUDON

With a solid handshake and his trademark stare, Montreal Canadiens great Maurice "The Rocket" Richard made a lasting impression on Leduc teacher Ray Suchow.

“ He gripped my hand, and looked me square in the eye with that stare I'd heard so much about, I briefly wondered if I'd get my hand back. ”

spent sizing me up, his quick nod and smile of recognition sent me happily on my way. That moment will forever be etched in my mind, and since then I've mentioned the positive power of a good handshake to many high school students while discussing job interview techniques.

All of these encounters reinforced Roméo Dallaire's affirmation: that we must resolve to continue pursuing humanism in our living and teaching — that humans treating each other well *does* matter! What better place to model that than in our classrooms, and what better lessons to pass onto our students, year after year, than the ones we've gained from our own heroes?

So, dare to meet a hero, talk, ask for a picture, then share the experience with your students. They'll be inspired by it and so will you! Have a great year! ■

Ray Suchow teaches computers, religious studies and information processing at Christ the King School in Leduc.



ISTOCK

Many teachers say that setting up their classroom is a priority as summer is coming to a close.

Whatcha goin' to do?

We took to social media to ask teachers: As back-to-school nears, what item do you most want to cross off your to-do list?

Getting my daughter off to university for the first time, and ready to go at school within a week.

- Natalie Cole-Lamothe

Lifting cases of paper to the computer lab, checking the ink/toner levels, then printing out the name tags of all the room changes this year.

- Brian Skinner

Getting my family all organized for their new school year so I can turn my attention to my new students.

- Nicole Laderoute

Unpacking classroom materials that had to be packed at the end of June.

- Nedra Dreyer

Setting up my new room after two years of working off carts!

- Wendy Mulligan

Getting the bulletin boards up! So tedious.

- Patricia Dianne

Updating course outlines.

- Amy Jesse

Organizing my classroom library.

- Shannon Rae Dube

Getting my room back in order after the summer cleaning!

- Heide Doppmeier

Toss up between bulletin boards and long-range plans.

- Lori Szmul

Moot Points is your chance to write about a funny incident, a lesson learned or a poignant experience related to teaching. Please email articles to managing editor Cory Hare: cory.hare@ata.ab.ca.