



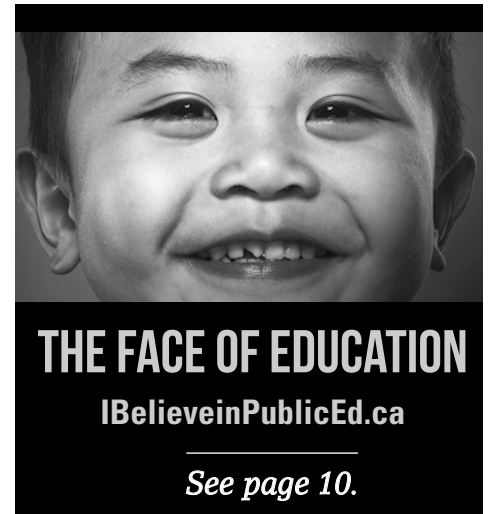
ORANGE SHIRT DAY

See pages 8 and 9.

ATA NEWS

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THE FACE OF EDUCATION

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See page 10.



YUET CHAN

Sculpture honours teachers

ATA's 100th anniversary celebrations capped by World Teachers' Day unveiling.

See stories on pages 4 and 5.



Opposing views

Premier and environmentalist make their cases for and against pipelines.

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Approving new curriculum just the first step

Successful implementation will require time and support.

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A matter of priority

Opposition party leaders share their thoughts on education.

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Challenging times

Executive secretary Dennis Theobald talks about transition and strategy.

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A good start

Beginning Teachers' Conferences draw enthusiastic crowds.

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Approving new curriculum just the first step



EDITORIAL

Jonathan Teghtmeyer
ATA News Editor-in-Chief

The Who's Tommy and Angels in America opened on Broadway. Meanwhile, in an Edmonton Grade 9 drama room, a plucky young aspiring actor playing Maria was being fitted in a dress for the big dance.

The year was 1993. I was 14 years old, and I was only moderately ridiculed for taking the lead in our all-male scene study of *West Side Story*.

While much has changed since then, the drama curriculum has not. Fortunately, after more than 30 years, it soon will.

The Alberta government has now released a nearly finalized version of the K - 4 curriculum, along with an interactive curriculum tool that will allow teachers to navigate the curriculum online, assemble resources, and ultimately plan and share lessons.

I haven't fully explored the new programs of study, but so far they are looking quite good.

The first thing I noticed is the consistent format used from one subject area to another. Previous programs of study were developed subject by subject, largely independent of one another, and often used very distinct formats and

terminology to outline the prescribed programs. Teachers using curriculum from more than one subject area would have to reorient each time they opened the documents to plan their lessons.

The new programs, regardless of subject area, are consistently structured using essential understandings, guiding questions and learning outcomes. Each learning outcome then includes descriptors of the conceptual and procedural knowledge that a student should demonstrate. Woven throughout the programs are key competencies (like communication or critical thinking) and literacy and numeracy indicators.

This was a valuable benefit of a process by which all curriculum was developed at the same time with clear co-ordination across subject areas.

Content-wise, this curriculum will have its detractors, but I am growing tired of the rhetoric and see most of it now as nothing but politically motivated attacks.

Instead of focusing on that, here are some highlights of the new curriculum:

- a good balance of fundamental skills with higher-level conceptual thinking;
- attention to diversity and citizenship for students living in a modern Canada;
- better exploration of francophone and Indigenous history in Canada, including the introduction of

Indigenous perspectives and ways of knowing in multiple subjects;

- more outcomes related to logic, programming and coding; and
- important concepts related to personal space, healthy relationships and consent.

One of the main reasons that the development and drafting of this curriculum has been so successful is the extent of engagement and participation put into it.

Your Association said very early on that teachers needed to be driving the process. And teachers were engaged. Tens of thousands of teachers participated in the online surveys, and hundreds of teachers participated on various working groups assembled to draft the scope and sequence, as well as the specific learning outcomes.

Additionally, all Albertans were invited to participate through online surveys, information sessions and minister's roundtables. Alberta Education touts that more than 70,000 responses were collected through stakeholder engagement work.

Unfortunately, the narrative of a secret curriculum development process continues to be peddled. It is simply untrue!

Some have said the curriculum should be put in the shredder, but I would argue that it needs to go into the laminator because now the messy work begins.

Successful implementation requires time and support for teachers.

Like any well-intended lesson plan, things that look great on paper often fall apart when tested with students. This curriculum will need to be piloted and then tweaked before it is ready for full implementation.

Beyond that, successful implementation will require the development of teaching and learning resources, time for planning and professional development, as well as funding and extra staffing. Not surprisingly, only about half of teachers feel that they will be ready to implement the new curriculum by September 2020.

This finding, collected through an Association survey of more than 2,500 teachers about their readiness and their needs for curriculum implementation, is being used, along with the rest of the survey results, to advocate with Alberta Education officials for the essential conditions required by teachers for successful implementation.

Implementation of the new programs of study needs to be as thoughtfully developed as the learning outcomes. If not, the disruption to Alberta's elementary schools could be significant, and all the good work done to date could be for naught. ■

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

Active membership the best option for central office teachers



Q & A

Dennis Theobald
ATA Executive Secretary

Question: I'll soon be moving from my current position as a school principal to a position in my district's central office. I gather I will be able to decide whether or not to remain a member of the Association — what should I be considering when making this choice?

Answer: Congratulations on your move to central office! One of the strengths of public education in Alberta is that most district administrators have had previous experience in the classroom that they can bring to bear in their new roles. I hope that, given the choice, you will continue to support your profession by remaining a full, contributing member of the Association.

While superintendents and their chief deputies are precluded from active membership in the Association (they may take associate membership), persons employed in central office roles who do not engage in instruction (the job of teachers) or directly supervise teachers (the job of principals) are typically eligible to elect to be active, associate or non-members of the Alberta Teachers' Association.

The process is governed by the Teacher Membership Status Election Regulation (TMSEER) under the *Teaching Profession Act*. Of those able to make a choice, seven out of 10 elect full, active membership in the Association and one out of 10 elect associate membership.

In accordance with the regulation, if your board believes you to be eligible to make an election, it will notify you and the Association of this within 60 days of your appointment by filing a Form 1. The board's assessment will be reviewed by the Association to ensure that the position does not involve duties reserved for active members.

Assuming you are, in fact, eligible to make an election, you must then decide how you want to proceed. This decision is yours to make independently and without being influenced by the board. It is communicated to the Association and your employer by filing a Form 2 within 60 days of receiving the Form 1.

A teacher who does not file a Form 2 is deemed to retain their current membership status (active membership) by default. Making an election should be regarded as a one-time decision. According to section 5.1(2)(b) of the *Teaching Profession Act*, a teacher's election is not tied to the specific central office position; it is tied to all central office work, and the election remains in force even if you move to a different central office position. The regulatory process can be a bit daunting

— if you require assistance navigating it, please contact the Association for advice.

If you remain an active member, and I do hope you do, you will continue to receive benefits including Association representation, legal services and assistance with contractual matters. In addition, you will continue to receive all applicable union and professional services on the same basis as any other teacher. You will remain a member of the local and be able to participate in all aspects of Association life, including providing service on provincial committees.

Associate members are eligible to hold elected office in the Association and to vote; however, those who are eligible for active membership but who opt for associate membership will not receive legal representation and defence, and the rights of membership and associated services will be severely restricted. Registration for Association events may be closed to, or only available at an additional charge for, individuals who have not elected the highest level of membership available.

Those who elect not to be members receive no services from the Association.

Electing other than the highest level of membership available will severely prejudice a teacher's ability to obtain subsequent employment with the Association.

Individuals who are not active members are not subject to the Code of Professional

Conduct, but they are subject to the Practice Review of Teaching Regulation, which has substantially similar requirements. Central office teachers with responsibilities in the area of human resources have sometimes expressed concern that their active membership could bring them into conflict with the Code of Professional Conduct, particularly sections 13, 14 and 20, which relate to teachers' interactions with their colleagues.

In fact, having active membership status should not cause difficulty; section 23(3) of the *Teaching Profession Act* indicates that Association discipline processes are not intended to apply to labour relations matters.

In addition to existing programs focused on leadership and on legal issues, the Association is in the process of developing new programming specifically designed for our colleagues serving in central office roles. If you are interested in learning more about the benefits of membership, or about opportunities for administrators, please contact my colleague Brian Andrais, associate executive secretary, who has special responsibility for assisting central office members. Brian can be reached at 780-447-9439 or by emailing brian.andrais@ata.ab.ca. ■

Questions for consideration in this column are welcome. Please address them to Dennis Theobald at Barnett House (dennis.theobald@ata.ab.ca).



YOUR VIEWS

LETTERS TO THE EDITOR

Effective bargaining demands objectivity

Regarding the recent editorial, "School boards need to get serious about settlement," published in the Sept. 25 edition of the *ATA News*.

It would be ideal for teachers to successfully bargain for improvements related to personal days, family medical days and administrator lieu days, but the reality is that Alberta has a seven per cent unemployment rate (October 2018) and there was a loss of 46,000 private sector jobs since 2014. The reality is we are in a recession and many Albertans have lost their jobs, homes and savings. The reality is that the province is broke.

It has been a very long time since the "S" word – strike – has been mentioned. This word was brought up and alluded to it several times in this article and this should concern our membership, but what is more concerning and deeply troubling is that the article

suggests that teachers will take action based on feelings of respect and not on the issues on the table.

Feelings are subjective. How do you define respect and a feeling of value among 40,000 members? It's absurd to suggest that teachers will push to strike because we "feel" disrespected and, as a consequence of our "feelings," the critical learning of more than 700,000 students will be interrupted and teachers will be forced to live on strike pay.

I certainly hope the negotiating team will not walk out of talks and propose strike action because they are now bargaining on their interpretation of respect. Objectivity and attention to the issues should be the only things on the table.

Janis Nett, Grade 5 teacher, Red Deer Catholic Local No. 80

ON TWITTER

ATA Local #80 @ATALocal80

Happy #worldteachersday! We kept the #bestWTDever celebration going by handing out apples at the #reddeer market this morning! Plenty of support for www.ibelieveinpubliced.ca too! Thanks to CentralAB @albertateachers colleagues for their support today!

Nicole Felicitas @Ilivelearnteach

Birthday weekend adventures included a walk at the Alberta Legislature and

enjoying the silence of having no one else there and freshly fallen snow. I was excited when I saw the sculpture commemorating 100 yrs of the Alberta Teachers' Association!

Amanda Henry @amandocracy

So... I think it's pretty neat that there's a sculpture at the legislature now covered in a poem by @cadenceweapon. And it's a tribute to teachers and the students they educate.

FOR THE RECORD

“ I am terrified of putting my daughter in a school anywhere in Alberta where Alberta Teachers' Association bosses can get at her. ”

—Derek Fildebrandt, Freedom Conservative Party leader, as reported in the *Stony Plain Reporter* on Oct. 5



Quality at stake when funding cuts are considered



VIEWPOINTS

Michael Janz
Trustee,
Edmonton Public School Board

Towards the end of September, significant media attention was given to a report I had requested with regard to the budget implications of potential funding cuts, freezes or staff reductions. Harmful rhetoric has been circulating from political parties, corporate think tanks and candidates for public office. I asked Edmonton Public Schools staff about the impact these cuts might have on our district, and what the impact would be if the rhetoric became reality. The response is posted on the EPSB website (<http://bit.ly/EPSBScenarios>), and I encourage you to read it and reflect on it. More importantly, I want you to urge your own school board trustees to conduct a similar scenario planning analysis for your district.

Politicians must be held accountable and realize that cuts to the education budget provincially mean damaging education quality. No school would be spared from local job losses; they would affect frontline staff in classrooms across the province. The teachers, support staff, custodians and maintenance workers students depend on would be impacted.

While I was provided the EPSB ledger, I expect the drastic cuts would look the same across any one of the province's 61 school boards. Due to declining enrolment and populations in rural communities, I expect the impact on students there would look even worse.

Aside from potentially thousands of job losses across Alberta, there would be a devastating impact to students and student achievement. Every dollar in education contributes to supporting students and

what they need to be successful in our schools – appropriate class sizes, supports for special needs students and students who are falling behind, enrichment programs and activities for students who need to be challenged.

School boards are struggling with enrolment growth, classroom complexity and student diversity. When I talk to parents and teachers, it is clear that more funding is needed for public education, not less.

Over the last decade, we've barely recovered from the Klein cutbacks of the 1990s. Recently, I heard

of hearing "do more with less" and of watching your school buildings go another year without much-needed repairs, now is the time to get political.

Too many teachers for too long have been too comfortable in Alberta. Joining a political party is important, but building a social movement around high-quality public education for all is the only path to lasting change.

The time has come to be bold. Let's stop talking about how it could be worse, and let's start talking about how to make it better. We need quality improvement in

Education cuts now would be devastating. If we want to actually make things better for our students, staff and families, it is time for investment, not cutbacks.

about a school that is asking parents to use fundraising money to pay for a bike rack for kids to bike to school. Large class sizes are but one symptom of underfunding.

Education cuts now would be devastating. If we want to actually make things better for our students, staff and families, it is time for investment, not cutbacks. Per capita growth funding only provides a school the same funding for the same inadequate status quo in the face of increasing complexity and challenges.

I want this to serve as a call to action: It is time for all of us to get political. As a trustee, I would not be doing my job effectively if I didn't highlight the investment in the future of our prosperity that is an excellent public education system.

If you care about public education, now is the time to get political. I'm not telling you to get partisan or join a particular party, but rather to get involved in the politics of education: in your coffee shop, at your playground, at your ATA local and in your community. If you are tired

class sizes, diversity/high needs classroom support, early learning (junior and senior kindergarten), and more mental health supports.

Now is the time to spend more, not less, on education. Enough talk about cuts or balancing the budget by making cuts to education. We need to sell the opportunity for an incredible educational journey that awaits the young people of Alberta. As the wealthiest province in Canada, we should demand no less. Heed the advice of the great abolitionist Frederick Douglass: "Power concedes nothing without a demand. It never did and it never will."

As supporters of students, what should we do? Please send me an email (michael@michaeljanz.ca) and let me know how we can work together to continue to invest in a public education system that we can all be proud of. ■

Michael Janz represents southwest Edmonton on the Edmonton Public School Board.

Sculpture dedication caps year of anniversary celebrations

Cory Hare
ATA News Managing Editor

It was the encouragement of his honours English teacher that helped put poet Rollie Pemberton on the path to "The Garden."

The poem is scrawled like graffiti (in Pemberton's own hand) all over a massive steel and bronze sculpture dedicated to Alberta's teachers that was unveiled Oct. 5 at the Alberta Legislature. Formerly Edmonton's poet laureate and renowned as rapper Cadence Weapon, Pemberton credited his former teacher Barton Liebel for recognizing his talent and encouraging him to develop it.

"It's the kind of thing that Mr. Liebel would have encouraged me to do," Pemberton said of his latest poem. "It's the kind of thing that I would try and do to impress him."

The poem is an extended metaphor that shows the different paths that students may take. While some experience success, others get lost.

"What I believe is that teachers are always trying to encourage students and they function as the gardeners of our seeds, the children. I wanted to show that," said Pemberton, who was part of an artistic team that also included artist Jacob Dutton and sculptor Richard Toszczak.

The sculpture itself depicts seven student faces looking outward. Taken together, they form a tree. Symbolically, it speaks to the vital relationships between teachers, students and their communities.

Unveiling the statue, which cost \$312,000, marked the official end of the ATA's 100th anniversary celebration.

Speaking at the dedication, sculptor Toszczak said the concept for the sculpture took a long time to come together. At first, seeing that his friends in education lead chaotic lives, he developed "this really chaotic crazy idea."

"It was really terrible. It was awful," he said.

The final concept began to take shape when Dutton started experimenting with profiles of youth.

"Jacob put two of these back to back one day and he showed me that and I thought, that's it, that's fantastic," Toszczak said. "You could see all the potential for the complex interior spaces you see in the sculpture and all the interesting views."

As the focus of the sculpture shifted from chaos to community service, Pemberton was writing his poem completely without knowledge of the visual theme. Then he came back with "The Garden."

"That's when we knew we had something special," Toszczak said.

Teachers on hand for the dedication were impressed with the finished work.

"The future — that's my impression," said Frank McCallum, past president of Pembina Hills Local No. 22. "There are all these different faces, but the ones that are looking up and out kind of jump out at you."

"What a spectacular tribute to the people of Alberta and to the teaching profession," said Rick Kremp, president of Parkland Teachers Local No. 10.

"I think it's beautiful," said Vanessa Amyotte, president of Evergreen Catholic Local No. 44. "Every time I look at it I see something more." ■



Located at the Alberta Legislature, *The Garden* is dedicated to the province's teachers and commemorates the ATA's 100th anniversary.



The artistic team of the sculpture includes poet Rollie Pemberton (left), sculptor Richard Toszczak (centre) and artist Jacob Dutton.

In their words

“The sculpture we are dedicating today – The Garden – captures perfectly the symbiotic relationship between Alberta teachers, students and communities. If public education were a tree, teachers would be the roots.”

— Greg Jeffery, president, Alberta Teachers' Association

“On behalf of the government of Alberta and Premier Rachel Notley, thank you so much for all that we've done together here and thank you for always having an open hand and an open heart to ensure that education for our children is the very best that we can accomplish in the province of Alberta.”

— David Eggen, education minister

The Garden

Rollie Pemberton

Bring water to the garden
Guide light to the dirt
Bask in the colour and the shapes
The multifarious strains

A drought barrens the harbour
The sprouts reach with thirst
But for errant weather to break
It might first have to rain

The growth so perennial
Seeds in the forest
Though some may encircle the drift
Florets never taking root

Others bend and spread their rings
Branchgrazing a cloud
A broken limb might fall from wind
But the sapling still bears fruit

Stacks of paper tilt skyward
Such proud snaking coil
A pillar towers eternal
Just like the Ashbrittle Yew

Gardener brings to order
Unsettled nature
With an open outstretched hand
And an eye toward renewal

Premier and activist present opposing pipeline views

Cory Hare
ATA News Managing Editor

Except for one little word, Premier Rachel Notley and environmentalist Tzepporah Berman are in complete agreement on pipelines.

Notley's view: Build more pipelines. Berman's: Build *no* more pipelines.

Of course, that one little word places the two leaders on opposing sides of a passionate debate, one witnessed first-hand on Oct. 13 by delegates of a joint conference hosted by the ATA's specialist councils for social studies; First Nations, Métis and Inuit education; and global, environmental and outdoor education.

Berman, an environmental advocate, policy advisor and author, took the stage before Notley, outlining what she's learned since helping to lead anti-logging protests in B.C. in the early 1990s: there are good, smart people on all sides of every issue, and finding solutions requires thorough debate and consideration of all sides.

"I think respectful and safe conflict is sometimes necessary to force debate," Berman said. "The blockades in the forest led to those conversations ... and I think the conflict over Transmountain, over oilsands, is forcing this conversation today."

The proposed Transmountain pipeline would transport bitumen from Alberta's oilsands to ports near Vancouver, where it could be shipped to Asia. The Alberta government and energy sector view this as a crucial step to securing higher prices for the commodity, necessary to improve the province's languishing energy sector.

But Berman stressed that no additional infrastructure should be planned, because the planet simply cannot handle it.

The energy infrastructure that is currently planned and in production is enough to generate emissions that will lead to a global temperature increase of 1.5 degrees, she said. But if energy production and consumption continue to grow according to current trends, the average global temperature will rise between three and six degrees, which will make the Earth uninhabitable.

"Here's a crucial point that gets lost in debate in Alberta — the storm of controversy is not about having an oil industry," Berman said. "The storm of controversy is happening because government and industry want to grow production instead of planning a peak and decline."



Tzepporah Berman,
environmental advocate

While some projects are getting greener, the oilsands industry overall is increasing emissions per barrel, she said. And bitumen from oilsands production can't compete with

other sources because it's expensive to produce and transport.

"We could build 10 pipelines and we wouldn't fix the price problem or ensure we have a resilient economy," Berman said.

Without naming names, Berman accused politicians of playing on people's fears and suggested that real debate on pipelines and oilsands has been quashed.

Premier comes out swinging

Notley wasn't in the room during Berman's speech but spoke immediately afterward, quickly establishing that her priority is to protect Alberta's industry and those who rely on it for their livelihood.

"Apparently, what's most important now is that workers in our energy industry find something else to do and find it really quickly," she said sarcastically. "What that actually looks like is anyone's guess."

The approach of anti-pipeline activists is a disaster for working people and also for effective climate action, Notley said.

"Who benefits when working women and men are treated as history's losers? Well, I will say to you that it's generally not the people who are fighting for the public good," Notley said.

"As we see around the world, reality TV stars, climate change conspiracy theorists and right-wing demagogues are the ones who flourish when working people are kicked to the curb."

Notley backed her government's climate plan, saying it caps oilsands emissions, puts a price on carbon and will phase out coal-fired electricity generation by 2030. As Canada's largest emitter of greenhouse gases, Alberta has a unique responsibility to take action and, without the province, the country can't possibly meet its international climate change commitments, Notley said.

She added that "it's ridiculous" that

“Here in Alberta we ride horses, not unicorns, and I invite pipeline opponents to saddle up on something that is real.”

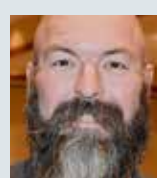
— Rachel Notley, premier



Premier Rachel Notley addresses a joint specialist council conference at the River Cree Resort and Casino near Edmonton on Saturday, Oct. 13.

Teachers welcome information

Teachers who spoke to the *ATA News* said they found it valuable to hear different perspectives on climate change and the energy industry.



SCOTT SMITH

"It supports our multiple perspectives in social studies that we're always trying to bring forward," said Scott Smith of Lillian Osborne High School in Edmonton.

Stacey Lefebvre and Darcy Owen, both of Morinville Community High School, appreciated hearing the most up-to-date information that's available.

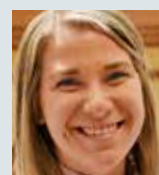
"Did my opinion change here? No. But is that going to reflect on my students? No, because I do see all sides of it, and I will reflect that in my classroom," Lefebvre said.

"Did it change any of my viewpoints? I don't think so. I think I'm pretty set in the way I feel about it, but the narrative to listen to what they have to say and deliver it to our students, that's going to change," Owen said.



DARCY OWEN

"The resources we're getting from the textbook are dated, so to come and listen to these ideas ... I think that's what is most important for us to do ... to deliver the most up-to-date, contemporary examples we can give."



STACEY LEFEBVRE

PHOTOS: CORY HARE

the Alberta energy sector can't access markets in Eastern Canada and emphasized that the expansion of the Transmountain pipeline to the B.C. coast is necessary to access markets in Asia.

"I would say to those who oppose our fight to build this pipeline that they are being extremely foolish," Notley said.

"Maybe on Salt Spring Island you can build an economy on condos and coffee shops but not in Edmonton and not anywhere in Alberta. Here in Alberta we ride horses, not unicorns, and I invite pipeline opponents to saddle up on something that is real."

Industry perspective

Oil industry entrepreneur Chris Slubicki also spoke, saying that players in the energy sector are making innovative improvements all the time. The key to tackling climate change while also providing energy to a growing population is to improve efficiency, he said, as energy consumption currently harnesses only one-third of the available energy, while two-thirds is lost through waste and heat.

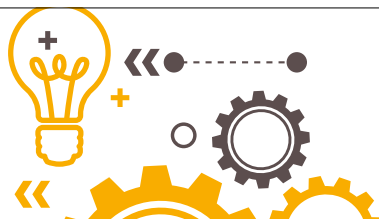
Slubicki also stressed that Canada's energy sector is the best in the world.

"The world needs energy," he said. "No one does it more responsibly than Canadians." ■



This...

from ATA President Greg Jeffery



World Teachers' Day the best ever

You are likely already aware of the sculpture dedication that took place on the grounds of the Alberta legislature this past World Teachers' Day Oct. 5. It was a great day to be an Alberta teacher, and I wanted to share some of my thoughts and feelings with you.

The sculpture — *The Garden* — was the final piece in our celebration of the Association's 100th anniversary, and it was a more than fitting wrap-up to a terrific year of acknowledging the work of teachers over the last century. Planning the celebration events began in 2016, and our ad hoc committee was tasked not only with planning the year but also with selecting the work of art to be dedicated to the citizens of Alberta.

After this selection took place, we committee members were sworn to silence about the choice we'd made. We succeeded in keeping the secret for more than a year and a half. While we had seen a small model and illustrations of the

artists' concept, it was not until I saw photos from the installation that I truly appreciated the meaningfulness of the piece.

I am not going to share my thoughts here about my own interpretation of the art, as everyone should see it up close to get their own feelings about it. However, I will share the pride I felt as an Alberta teacher witnessing it and the honour I felt in dedicating it to the people of our province. Every student who takes a bus to the legislature for a field trip will see the sculpture, as it is located right at the bus unloading zone. Plan a bit of extra time for some photos when you travel there with your class.

On that glorious blue sky Alberta morning I was filled with emotion, and I truly felt our hashtag for the day was correct — #BestWTDEver. Please let me know your thoughts when you witness the piece up close. I hope you enjoy it as much as I did. ■

I welcome your comments — contact me at greg.jeffery@ata.ab.ca.

Party leaders outline education priorities

Alberta and Freedom Conservative parties present different visions

Kim Clement
ATA News Staff

This article is part of a series aimed at exploring the educational views of Alberta's various political parties. The Sept. 4 issue of the ATA News focused on Education Minister David Eggen and United Conservative Party education critic Mark Smith.

With a provincial general election expected in the spring of 2019, the ATA News asked the opposition parties for their stance on a number of key education issues.

Alberta Party leader Stephen Mandel said his top two issues of concern are early childhood education and mental health supports in schools. Meanwhile, Freedom Conservative Party of Alberta leader Derek Fildebrandt said he believes in more power for parents and teachers. The Alberta Liberal Party did not respond to a request for an interview.

For Mandel, student mental health is a widespread issue.

"We seem to see so many things materializing these days as a result of mental health challenges and we're not doing near enough in schools to support this," he said.

Mandel described the current government's perspective on education as "relatively narrow," in that education is defined in the government's own vision

and not necessarily in a broader public vision.

"People are frustrated with their curriculum review; it's not as broad based with an ability to have input into it, and they've not listened to other people and have been a bit dictatorial."

On the issue of class size, Mandel said that classroom complexity is a key deciding factor, but he doesn't think that government should tell educators exactly how big a class should be.

"Right now you have classes of 35 or 40. I think that's too big, but 15 is probably way too small," he said.

But Mandel also stressed that an important determining factor is the presence of trained teacher's aides to assist teachers.

Mental health evaluation and support systems for students at a very early age is something that Mandel believes is extremely important.

"Have the support systems there to ensure that if students do need it they get the support, and that should be funded from health care, not education."

FCP pushes parental rights

Derek Fildebrandt, leader of Alberta's newest political party — the Freedom Conservative Party of Alberta — said that his young daughter has helped focus his mind from the theoretical to the actual when imagining the best possible education system.

"When she enters the education



"A hyper-centralized education system run through a bureaucracy ignores parents, and in many cases ignores the expertise of teachers on the ground."

— Derek Fildebrandt, Freedom Conservative Party of Alberta

system I want to ensure that she's got the best quality of education possible, that it's accessible, but also that we're going to have the choice and flexibility as a family to ensure her education reflects our values," said Fildebrandt.

When asked about his opinion on the government's handling of education, Fildebrandt described it as "paternalistic and meddling."

"The education of our children should be determined first and foremost by parents. A hyper-centralized education system run through a bureaucracy ignores parents, and in many cases ignores the expertise of teachers on the ground."

The Freedom Conservative Party envisions a decentralized education system with more power for parents to exercise their rights as the primary decision makers, and more power for teachers to make decisions.

Fildebrandt compared the issue of class size with health-care wait times, saying that it's an issue that will "never go away and won't ever be dealt with satisfactorily."

"I know some teachers who are responsible for an enormous number of children and I can only imagine the stress of that and the effect that has on the quality of education, and I know other teachers who have much more reasonable class sizes."

But as important as class size is,

Fildebrandt said that it must not be relied upon as the sole metric of success. Focusing on education outcomes is a more important measure, he said.

Although the Alberta Liberal Party did not respond to a request for an interview, its website does list several education-related policy resolutions approved at its April 2018 convention. Those include supports for junior and full-day senior kindergarten programming in all jurisdictions, and combining all separate school districts into a unified public school system.

Additionally, a recent Alberta Liberal Party news release noted that Alberta is not meeting its recommended classroom size goals, and teachers and parents are worried about students struggling with disabilities, English-language learning needs and mental health challenges.

"Alberta Liberals support increasing education funding to address these issues. We need to implement region-specific and grade-specific class size caps. We must hire more teachers and expand the supports available for students with unique challenges. We should put an end to classroom segregation that alienates and isolates those children."



"We seem to see so many things materializing these days as a result of mental health challenges and we're not doing near enough in schools to support this."

— Stephen Mandel, Alberta Party

Latest draft K–4 curriculum now available online

Alberta Education
Special to the ATA News

In June 2016, Alberta Education partnered with the Alberta Teachers' Association on the development of future K–12 provincial curriculum in English and French in the six core subject areas: language arts (English, French and Français), mathematics, social studies, sciences, arts and wellness education. On Oct. 10, Alberta Education released the latest draft curriculum within a new digital resource — the new LearnAlberta.ca (<http://new.LearnAlberta.ca>).

"I am excited about the beta launch of the new LearnAlberta.ca," said Education Minister David Eggen. "This new digital resource will make it easier for teachers to plan across subjects, organize content for lesson plans or even collaborate with peers — in English and French — within the new LearnAlberta.ca. We want to make sure teachers are supported in their work to bring curriculum to life in the classroom."

Alberta Education worked with teachers across the province to design the curriculum tools within the new

LearnAlberta.ca. The beta launch provides opportunities for teachers to participate in the fine-tuning of the new curriculum tools by providing Alberta Education with feedback on the new LearnAlberta.ca.

Getting started

To test out the beta version, teachers will need to create a Provincial Education Directory (PED) account and sign into the new LearnAlberta.ca to access these tools. To make this experience as efficient as possible, we highly recommend that principals set up new LearnAlberta accounts for their teachers.

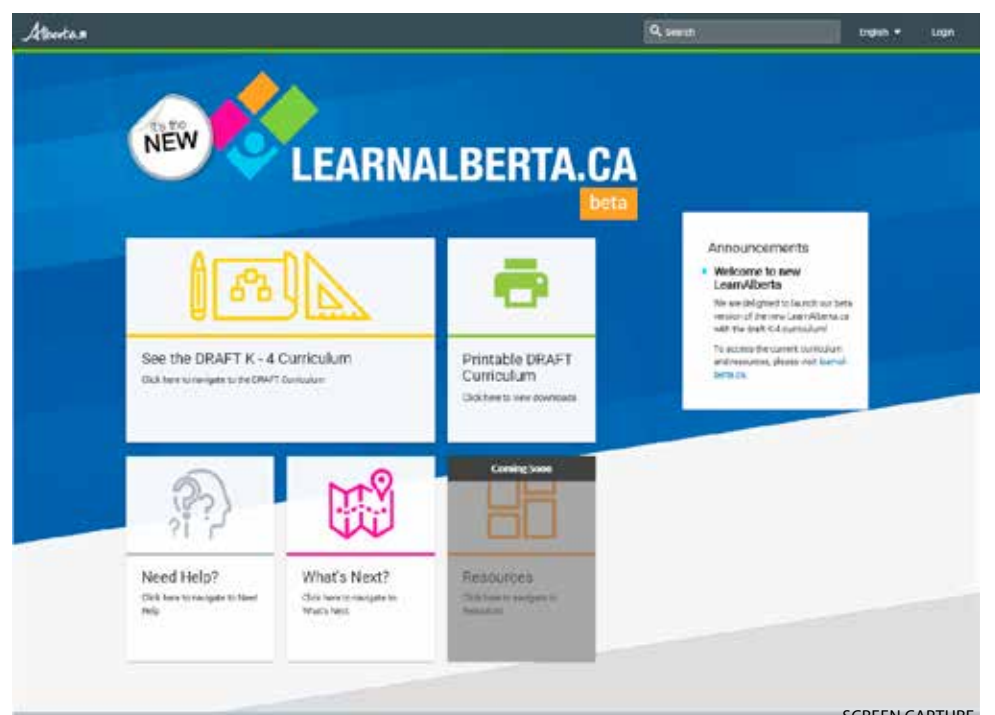
Please note: Teachers working with the SLA already have a PED account.

Principal-initiated teacher invite process

- A principal assigns the LearnAlberta.ca Teacher role to the teachers in their school.
- Teachers create their own accounts at their convenience.

Teacher-initiated process

- Teachers create their own accounts.
- A teacher sends a request to obtain



The new LearnAlberta.ca will enable teachers to interact with the curriculum in ways that were not previously possible.

a LearnAlberta.ca Teacher role from the website.

- The principal will receive a request to verify the LearnAlberta.ca Teacher role.

For more information about curriculum development work, please visit us online at www.education.alberta.ca/curriculum-development.

Top executive faces challenging times

A sit-down with executive secretary Dennis Theobald

Cory Hare
ATA News Managing Editor

Cluttered isn't quite the right word to describe Dennis Theobald's office. Located in a new addition that's recently been completed at Barnett House, the corner office has a lived-in but temporary feel, like a university student's dorm room (although the office is much more spacious).

The tables that serve as desks are covered in orderly stacks of papers and binders. At the opposite end of the room, an area for sitting boasts two chairs, a couch and a coffee table topped by a hefty cardboard box that's waiting to be unpacked. Several pieces of framed art lean against a nearby wall, waiting to be hung.

On the small meeting table in the middle of the room sit a copy of the ATA's latest budget and a pile of documents that includes a report labelled "Action Plan: Managing Political and Economic Uncertainty." The whiteboard is filled with neat printing listing "prognosis" items, Theobald's anticipated priorities for the 2019-20 budget.

Joining the Alberta Teachers' Association in 2001 as an executive staff officer in the Government program area, Theobald became the coordinator of communications in 2008 and associate executive secretary in 2011.

On Feb. 1 of this year, after the retirement of long-time executive secretary Gordon Thomas, Theobald took over as the organization's top executive. He recently sat down with the *ATA News* to discuss what he's learned so far and the challenges that lie ahead.

You're just past six months into your new role. How would you describe the transition?

It's been very challenging. Despite the fact that I've worked in a variety of senior roles here, I didn't fully appreciate the complexity of the organization and just how many balls we have to keep in the air at any one time. Compounding that is the very challenging situation that we currently find ourselves in with provincial central table bargaining commencing and with an election on the horizon, creating both political and economic uncertainty.

What does the job of executive secretary entail?

It's a very interesting combination of very high-level strategic work and at the same time a lot of demands for close attention on very specific pieces of work. You don't get to sit in an ivory tower in this role — you actually have to get down and be involved in many aspects of the active running of the organization. I think that the secretary's main job is to bring coherence to the very wide range of activities that the Association undertakes.

What is your strategic direction at this time?

We are dealing with an irreducible degree of uncertainty, and in that sort of circumstance the best you can do is ensure that you have the capability to respond to whatever comes, but also the ability to influence events before they arrive on your doorstep. My role is to enable the elected leaders of the Association to realize their policy objectives and directions.



ATA executive secretary Dennis Theobald talks about his first six months on the job and the challenges that lie ahead.

Within the context of enabling the elected leaders to do what they need to do, what kind of issues are on your plate?

One of our key issues is election readiness. We have been preparing now for six months. We have done some forecasting and strategic planning so right now we have to look at what we need to have in place to prepare for the run-up to the next election and whatever outcomes might result.

We're going to be getting an election readiness plan approved very quickly and details of that will be rolled out toward the end of October for immediate implementation.

Predictions are that Jason Kenney will be the next premier. What kind of plans are in place if that is the result and it leads to a contraction in the number of teachers?

The best thing we can do instead of trying to read the tea leaves or gaze into a crystal ball is to have the capacity to respond no matter what the

circumstances are. What that entails, then, is ensuring that the organization is agile and resilient so no matter what happens, we will be there, we'll enjoy the confidence of teachers and our political leaders will be presented with choices about how they're going to proceed.

Regardless of which government is in place, we have work to do on reducing class sizes, on ensuring that children have access to junior and full-day kindergarten, that there's a counselor in every school and that there are appropriate supports for inclusion. That's what our members have been telling us and that's really very much the focus of our election campaign.

The real challenge is to not lose sight of the fact that, at the end of the day, we're serving teachers, and all of our decisions have to ultimately go back and be informed by that.

What kind of a stamp are you bringing to the role of executive secretary?

We have developed a culture over the space of decades that I think has

gradually fallen out of synchronization with modern expectations. One of the things I'm trying to do is begin to look at some of our longstanding administrative practices and change them.

It's not merely about changing things to make them more effective or efficient. It's about trying to change a culture, moving us into an environment that's more conducive to teamwork, perhaps less hierarchical and one that really gives individuals who are employed by the Association a sense of opportunity and buy-in.

To what extent do you think teachers in the field will notice the changes as they unfold here, and how will the changes affect or improve the services that teachers receive?

We are attempting to address dramatically increased demands without dramatically increasing our staffing and while maintaining a high level of quality. If you're going to try and do that, then you have to change the way you organize yourself and do business.

A lot of this is evident only within the Association, but what I hope to do is ensure that members will continue to receive very good value for the dues they pay us and exemplary service when they contact us.

Are there any issues that keep you up at night?

The uncertainty I've spoken to keeps me up at night because we are living through an unprecedented dichotomy in political opinion in the province and a polarization that I think is unusual, so that has very direct implications for teachers and for the profession and for the ATA. That is what's keeping me awake at night.

I'm sort of reminded of Colin Powell. He was asked during the first Gulf War how he was sleeping and his response was "I'm sleeping like a baby; I wake up every two hours screaming." For me, it's not quite that bad. ■

From classroom teacher to CEO

Dennis Theobald

- 1984 Bachelor of arts, University of Alberta
- 1986 Bachelor of education, University of Alberta
- 1986 Edmonton Public Schools, substitute teacher
- 1986 Onchaminahos School, Saddle Lake First Nation, all subjects
- 1989 Tofield School, social studies, art and various other subjects
- 1996 Seconded to Alberta Education, various senior management roles
- 2001 Alberta Teachers' Association, executive staff officer, Government
- 2008 Alberta Teachers' Association, coordinator, communications
- 2011 Alberta Teachers' Association, associate executive secretary
- 2012 Master of business administration, University of Alberta
- 2018 Alberta Teachers' Association, executive secretary



On a personal note ...

What do you miss about teaching?

Sometimes you hear about how you made a small difference in a kid's life — that is tremendously satisfying. There's also something about the camaraderie of the staff room. When you have a good staff together, it is a tremendously invigorating and supportive environment.

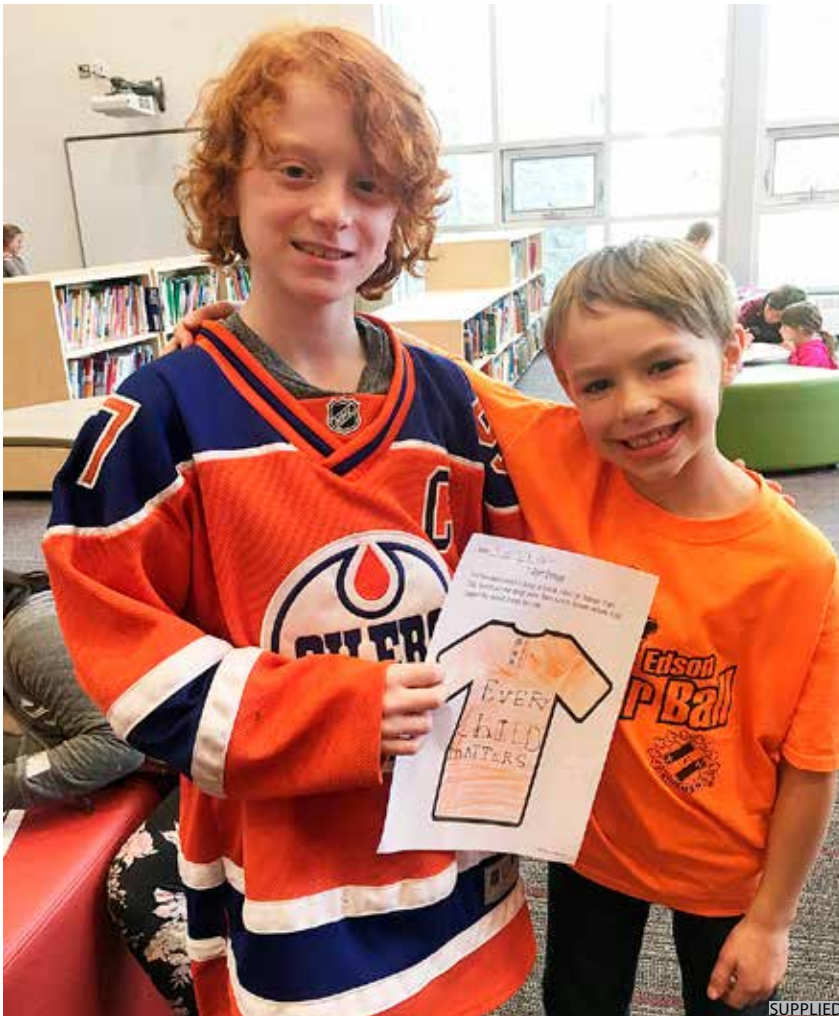
If you could have one superpower, what would it be and why?

The ability to dilate time. That would be fun. There are a lot of weeks that I wish I had a couple of days between Thursday and Friday.



Two Elders greet each other during the Orange Shirt Day ceremony at Edmonton City Hall on Friday, Sept. 28.

ORANGE SHIRT



Students at Mary Bergeron Elementary School in Edson designed orange shirts with the "Every Child Matters" slogan and wrote why each student matters.



Staff at Good Shepherd Catholic Elementary School in Edmonton.



Staff from Ecole St. Mary School in Whitecourt participated in Orange Shirt Day on Monday, Oct. 1.



St. Theresa School in Sherwood Park.



Florence MacDougall School in High Level recognized Orange Shirt Day with an asse

CHANGE T DAY



Elders from the Saddle Lake and Goodfish Lake First Nations visit Ashmont Secondary School on Orange Shirt Day.



Educators and students all over Alberta recognized Orange Shirt Day in remembrance of the experiences of former residential school students.

Residential school survivor Phyllis Webstad of Williams Lake, B.C., began the campaign. When she was six, Webstad had her special orange shirt taken away on her first day at residential school.



John XXIII Catholic School in Fort Saskatchewan.



Youth drummers from Ben Calf Robe School perform at Edmonton City Hall.



Assembly, in-class presentations and hallway displays.

Council takes steps toward election readiness

PEC POINTS

Audrey Dutka
ATA News Staff

Highlights of the Provincial Executive Council meeting held Sept. 20–21 at Barnett House in Edmonton

1. Authorized Table Officers Committee to approve and report on expenditures, to a maximum of \$250,000 from the Special Emergency Fund, for the purpose of creating organizational capacity to manage political and economic uncertainty and prepare for the upcoming provincial election. Noted that a comprehensive election readiness plan would be forthcoming from the Political Engagement Committee for consideration by Council at its meeting of Oct. 25–26.
2. Approved the Association's 2018/19 capital budget.
3. Authorized disbursement of the 2018/19 budget for international cooperation for 12 international goals, including the continuation of Project Overseas, ATA Dominica IT Project Summer Institute and Change for Children PD Pilot for Alberta teachers.
4. Directed the Association's president to write letters to the Canadian Teachers' Federation in support of its stand

against Islamophobia and calling for the resignation of Senator Lynn Beyak.

5. Approved the creation of one FTE intermediate staff position for immediate deployment in the Human Resources department of the Association.
6. Approved the amalgamation of the Central East Alberta Teachers' Convention Association and the Northeast Teachers' Convention Association into a new convention association named the Northern Rivers Teachers' Convention Association, effective April 1, 2019.
7. Assigned convention dates of Thursday and Friday before Family Day, beginning Feb. 13–14, 2020, to the Northern Rivers Teachers' Convention Association.
8. Appointed Professional Development co-ordinator Mark Swanson as the trustee of the Northern Rivers Teachers' Convention Association, effective immediately.
9. Approved a loan of \$25,000 to the Northern Rivers Teachers' Convention Association to cover the initial association costs until the assets from the two antecedent associations are transferred to the new association.
10. Authorized a one-time \$500 donation to the Stony Plain and Parkland Pioneer Museum.
11. Authorized a \$500 donation to Canada Without Poverty to support its ongoing work.
12. Authorized up to \$3,500 from contingency for a grant-in-aid to assist

with the expenses for one member from each local to attend the Association's 100th anniversary statue dedication taking place on World Teachers' Day, Oct. 5 at the legislature grounds.

13. Authorized up to \$500 from contingency to charter buses to transport staff to and from the legislature grounds to attend the Association's 100th anniversary statue dedication on Oct. 5.
14. Approved for posting the Standards for Writing and Classifying ATA Administrative and Educational Policy to be used as an interim guideline for the creation of resolutions.
15. Approved for posting as an interim document, in conjunction with the *Resolutions Bulletin*, the Administrative and Educational Policy of the Alberta Teachers' Association.
16. Approved the frames of reference for the Conseil scolaire Centre-Nord Teacher Welfare Committee and the Parkland School Division No 70 Teacher Welfare Committee.
17. Consistent with section 31(2) of the *Teaching Profession Act*, extended the deadlines for the commencement of four hearings of the Professional Conduct Committee.
18. Received the report of a hearing committee, which found a teacher guilty of three charges of unprofessional conduct for the inappropriate use of social media to communicate with a student (two charges), and for failing to maintain the honour and dignity of the profession by dropping a student

off a distance from the student's home in order to avoid detection by the student's parents. The hearing committee imposed a penalty of a single letter of severe reprimand for each charge and fines totalling \$1,000.

19. Received the report of a hearing committee, which found a teacher guilty of one charge of unprofessional conduct for creating one or more fraudulent emails, which cast a negative light on the teacher's employer. The hearing committee imposed a penalty of a letter of severe reprimand and a fine of \$2,000.
20. Received notice of the hearing of an appeal before the Professional Conduct Appeal Committee with respect to charges of unprofessional conduct, wherein the accused is appealing the amount of the original fine.
21. Named two additional field members to serve on the Communications, Advocacy and Public Education Committee, one field member to serve on the Curriculum Committee and four field members to serve on the Committee on Understanding Aggression(s) in Alberta Schools and School Communities. ■

Association administrative guidelines provide for the attendance of observers at selected portions of Council meetings. Association members who are interested in observing selected portions of Council meetings at their own expense are advised to contact their district representative.

THE FACE OF EDUCATION

We believe in public education

The Alberta Teachers' Association is encouraging teachers, parents and other concerned citizens to show their support for public education by participating in the Pledge for Public Education campaign.

Public education provides students from all backgrounds with learning experiences to discover and develop their potential, their passions and their gifts, allowing them to make significant contributions to their communities.

Public education prepares learners for life, and Alberta's public education system* is widely recognized as one of the best systems in the world.

We believe in public education and we believe in providing students with the best opportunities for success.

* In Alberta, public education refers to public, separate and francophone schools.

The pledge for public education

- I believe all students should be able to learn in small-sized classes.
- I believe all students with special learning needs should receive the supports and resources they require for success.
- I believe all students should have the opportunity to benefit from fully funded junior kindergarten and full-day kindergarten programs.
- I believe all students should have access to a teacher-certificated school counsellor in their school.

I believe in public education

How can you support the pledge?

1. Visit www.IBelieveInPublicEd.ca and add your name.
2. Encourage your colleagues, friends and family to sign on.
3. Share your support for the pledge on Instagram, Facebook and Twitter, using #IBelieveInPublicEd.

What's next?

This fall we are collecting the names and email contacts for supporters who believe in public education and support small class sizes, supports for special needs, full-day kindergarten and access to counselling services. Later, we will contact supporters with information about actions they can take to advocate for students and to voice their support for public education.

Stay tuned for more information as the campaign rolls out.

IBelieveInPublicEd.ca



The Alberta Teachers' Association

Introducing

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Created by Registered Dietitians for Alberta Teachers.

- ✔ Order free resources for students and parents.
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Volunteer for Project Overseas WITH CTF IN THE SUMMER OF 2019

CTF needs English- and French-speaking Canadian teachers at the primary, elementary and secondary levels who are interested in volunteering to offer services in a wide range of subjects in Africa, Asia and the Caribbean. Each year, about 50 Canadian teachers are chosen to volunteer on CTF's Project Overseas. Based on requests from CTF's partners overseas, teams of Canadian teachers are formed in January and inservice projects take place in July and August.

CTF follows strict guidelines pertaining to Project Overseas' participant safety and project location.

For more information and to apply, visit the ATA website (www.teachers.ab.ca) under My ATA > Programs and Services > International Cooperation.

If you have questions, contact Robert Mazzotta.

Telephone
780-447-9445 in Edmonton and area or 1-800-232-7208 (ext. 445) from elsewhere in Alberta

Email
robert.mazzotta@ata.ab.ca



Application deadline
November 1, 2018.



SEEKING FURRY SUBMISSIONS!

The ATA News is seeking entries for Teacher's Pet, which profiles teachers' furry, feathered or even scaled friends.

If you have a cuddly companion that you'd like to share with your colleagues, please send us a picture, along with the following required information:

- Your name, grade, school and the subject(s) you teach
- Your pet's name and breed

Also, please answer these two questions:

- 1) What makes your pet special?
- 2) How does your pet help you in your profession?

A selection of entries will be published in an upcoming issue of the ATA News.

Please email your submissions to cory.hare@ata.ab.ca.

DEADLINE: NOV. 16

Ag for Life

EDUCATION SYMPOSIUM



NOVEMBER 15-16

LOCATION:
Red Deer College

Learn about the latest topics in agriculture with two days of exciting presentations regarding the impacts agriculture has on our economy, culture and environment.

DAY 1 - Teacher and Industry Conference

DAY 2 - Student Conference

REGISTER NOW: agricultureforlife.ca/2018-education-symposium

08/18-61656



Elementary Teachers:

Looking to foster **empathy** for animals, people and the environment in your classroom?

AnimalTales is a **free cross-curricular** book lending program that builds compassion for all.

Request your kit by visiting: everylivingthing.ca/AnimalTales



Trip Cancellation and Interruption Protection for Alberta Teachers.



Trip Cancellation and Interruption coverage helps protect teachers all year long against unforeseen circumstances that may prevent or interrupt a trip.

Coverage Highlights

- **Annual Multi-Trip Plan**
- **Trip Cancellation*** – annual maximum is \$12,000 per insured person per policy year (September 1 – August 30)
- **Trip Interruption** – per trip maximum is \$12,000 per insured person for each covered trip (no limit on number of trips)
- **Out of Pocket Expenses** – maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs per trip (up to \$350 per day)
- **Baggage and Personal Effects** – per trip maximum of \$1,500 per person per trip to a maximum \$3,000 per family (no limit on number of trips)
 - » Document Replacement – up to a maximum of \$200
 - » Baggage Delay – up to \$400

Pre-existing medical Conditions¹

Pre-existing medical conditions may affect your coverage under this plan. Pre-existing medical conditions may be covered if the condition has been stable for 90 days prior to the date of purchase of your travel arrangements.

Annual Coverage

This travel insurance has an additional feature which automatically provides for the issuance of a new policy upon the expiry date of this policy. This new policy issued for a period of 365 days commencing on the effective date (September 1) based on your previous policy year's plan. Coverage under the new policy will begin on the effective date of the new policy (immediately following expiration of the previous policy), unless you provide notice of termination to the Administrator within 60 days from the first premium deduction for that policy year.



Enroll Today!
Call: 1-877-989-2600



Trip Cancellation and Interruption Protection for Alberta Teachers is offered through Morgex Insurance ("Morgex"), a division of Johnson Inc., a licensed insurance intermediary. This product is underwritten by Royal & Sun Alliance Insurance Company of Canada ("RSA"), and administered by Johnson Inc. RSA and Johnson share common ownership. The eligibility requirements, terms, conditions, limitations and exclusions, which apply to the described coverage are as set out in the policy. Policy wordings prevail.*Coverage for Trip Cancellation begins the day of booking your trip provided your insurance is in effect. If a trip is booked prior to Trip Cancellation insurance being in effect, coverage for that trip will begin the day that the insurance premium is paid and the policy is issued. ¹Unless stable for a period of 90 days before travel purchase, coverage is excluded for trip cancellation/interruption relating to pre-existing medical conditions of the following persons: you, an immediate family member, a travel companion, a travel companion's immediate family member, a business associate, a close friend and/or your host at destination. Please refer to your insurance policy for the definition of "stable". ²All amounts shown are in Canadian currency. Rates indicated are annual (September 1, 2018 through to August 30, 2019) and exclusive of applicable provincial taxes. If coverage is purchased mid-term, rates payable will be pro-rated according to the number of months remaining before the next policy year (September 1st of each year).

NOTICES AND EVENTS

Autism conference welcomes experts

Children's Autism Services of Edmonton is hosting its 11th annual autism conference. The three-day conference is divided into two parts, with the first day happening on Monday, Oct. 22, at the Edmonton Expo Centre.

This first day will feature Tony Attwood, a renowned clinical psychologist specializing in Asperger's Syndrome.

Days two and three will take place Jan. 24–25, at the River Cree Resort and Casino. These final two days of the conference will feature highly distinguished experts in the field of autism, including Steve Silberman, best-selling author of *Neurotribes*, and Pamela Wolfberg, a professor in the Autism Spectrum Program at San Francisco State University.

To register for Oct. 22, go to <http://childrensautism.ca>. For more information phone 780-495-9235 or email info@childrensautism.ca.

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 the DND.

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

CLASSIFIEDS

Travel and Rec

Cuba, Costa Rica, Nicaragua and Colombia — Escorted Travel the Civilized Way! We took the "hurry" out of touring. Leisurely paced, small groups, unique experiences and terrific value balancing nature, history and culture. www.thediscoverytours.ca, 1-800-417-0250, Monday–Friday.

Goods and Services

Commemorate the centenary of the end of WWI in a way your students will never forget! Use excerpts from *Running: The Alex Decoteau Story*, the moving, historically accurate play by Charlotte Cameron about the famous runner and Canada's first Indigenous police officer, who was killed at Passchendaele. To purchase the book and download a free study guide, visit FictivePress.com.

One bedroom apartment — English Bay, Vancouver. January – March. Call 604-559-8128 for details.

Extra income from home. Flexible hours. No inventory. No risk. www.ASolidPlanB.com or call Heidi, 780-498-1375.



Apply today for the Aspen Foundation's Social Justice Learning Grants

DEADLINE: **OCTOBER 2** 2018

Applications available to download online on the Aspen Foundation website www.afle.ca




Want to know more about your pension plan?

The Alberta Teachers' Retirement Fund (ATRF) can help you.

We administer your pension benefits and manage more than \$16 billion in assets to secure and grow your ATRF pension.

For more pension information, visit us online at ATRF.com or call our office.

ATRF Alberta Teachers' Retirement Fund Board

Phone: 780-451-4166
Toll free: 1-800-661-9582

HOTEL RATES

A directory of special rates at some of Alberta's hotels is available online or in hard copy.

Available online at www.teachers.ab.ca under Publications.

Hard copy available from Doreen Link at SARO—403-265-2672 in Calgary or toll free at 1-800-332-1280.

Attention, teachers

ATA News advertisements of institution programs

Advertising by institutions offering educational programs is accepted by the ATA News on a commercial basis. There is no guarantee these institutions fulfill the requirements for consideration as a recognized institution for salary grid purposes.

Teachers considering enrolling in educational programs for purposes of increasing salary levels should consult the Teacher Salary Qualifications Board Principles or inquire directly to the Teacher Qualifications Service regarding the acceptability of the program.

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

To Advertise

For advertising information, contact the advertising manager: 780-447-9417 direct; 1-800-232-7208 toll free; email: advertising@ata.ab.ca.

Next Deadline
Thursday, Oct. 25, 2018, 4 p.m. (publication date Nov. 6, 2018)

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

Cost
Classified ads: \$1 per word plus GST (\$15 minimum);
Display ads: varies according to size

Payment
Prepayment is required. We accept VISA, Mastercard, cash or cheque.

Circulation: 44,000



Children's Autism Services of Edmonton

11TH ANNUAL Autism Conference

A new way of looking at autism

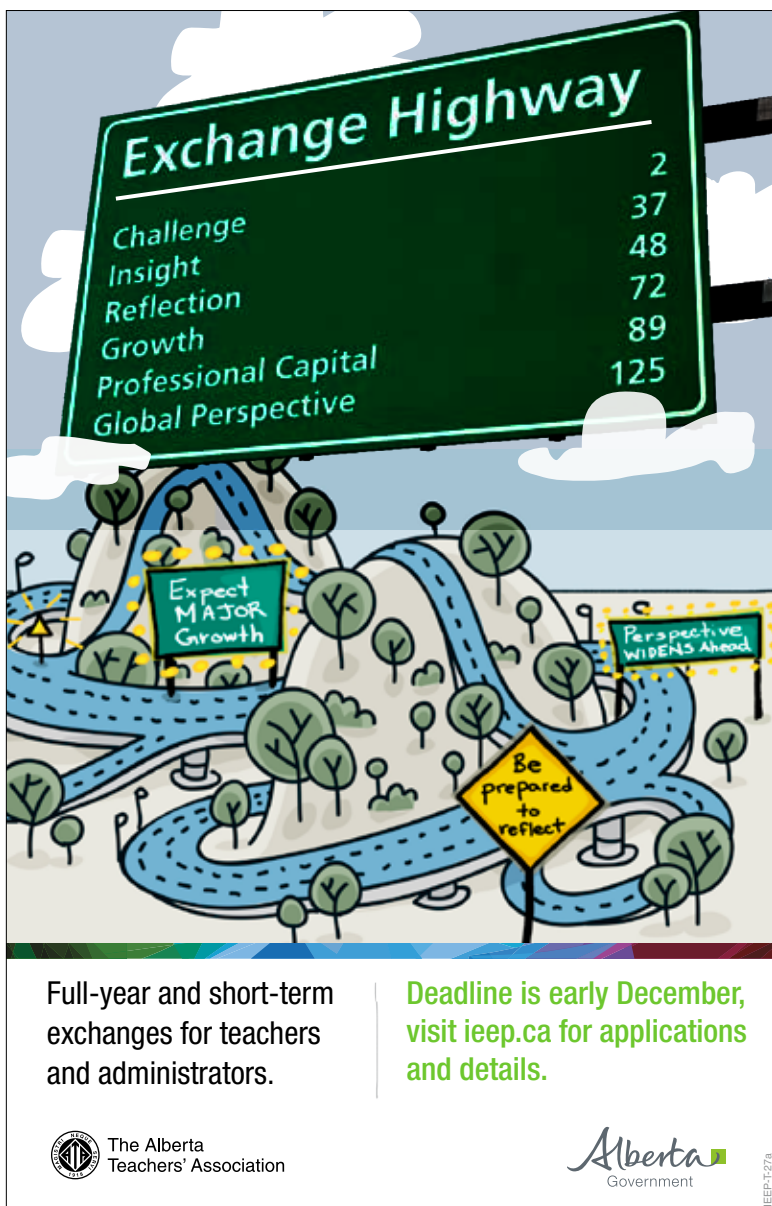
OCTOBER 22ND, 2018
Dr. Tony Attwood
Edmonton Expo Centre

JANUARY 24TH & 25TH, 2019
Steve Silberman + Dr. Pamela Wolfberg
River Cree Resort

With guest speakers Ken Robertson, Lonnie Zwaigenbaum and more!

CHILDREN'S Autism Services OF EDMONTON

childrensautism.ca



Exchange Highway

Challenge	2
Insight	37
Reflection	48
Growth	72
Professional Capital	89
Global Perspective	125

Expect MAJOR Growth

Perspective WIDENS Ahead

Be prepared to reflect

Full-year and short-term exchanges for teachers and administrators.

Deadline is early December, visit ieep.ca for applications and details.

The Alberta Teachers' Association

Alberta Government



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.

100 of SUBBING IN ALBERTA YEARS

Be a part of history and share your memories and experiences to be published in a very special book!

In celebration of the ATA's 100 years, a committee of the Substitute Teachers' Group Local 38 invites you, all Alberta teachers, retired teachers and substitute/replacement teachers to share your real stories and experiences of subbing over the years in Alberta. Your stories may be your most memorable, humorous or what it was like for you subbing in the early years.

Please submit your stories via email to info@ata38.ab.ca. Pictures welcome. We reserve the right to edit your stories.

Or mail them to Local 38, 100 Years of Subbing in Alberta, 212, 3016 5 Ave NE, Calgary, Alberta T2A 6K4



MASULITA, UGANDA
PROFESSIONAL DEVELOPMENT PROJECT



The Alberta Teachers' Association

ATA INTERNATIONAL COOPERATION PROGRAM

Volunteer for the 2019 ATA-Masulita, Uganda Professional Development Project. It's a professional opportunity for Alberta teachers to co-teach with Ugandan educators in a government primary/secondary school in Masulita or within the Street Children's Project. Open to teachers who have completed three years of full-time teaching in Alberta before the overseas assignment commences.

For information, email Jodi Rosvold at zeeke78@hotmail.com.

For an application form, visit the ATA website teachers.ab.ca and click on My ATA > Programs and Services > International Cooperation > ATA Masulita Uganda Professional Development. Travel and living expenses of participants are covered by the ATA.

Application Deadline: Dec. 1, 2018

ATA Promotional Materials

Great Gifts
for students, parents and teachers



The ATA store is accessible at www.teachers.ab.ca. Click on For Members, then ATA Store, then Promotional Materials.



Applications are now being accepted



An ATA International Cooperation Program

ATA-CHANGE FOR CHILDREN 2019 Teaching Tour

Guatemala | July 6-21, 2019

Spend two weeks in Guatemala assisting with the professional development of fellow teachers in the areas of bilingual education, technology for learning and hands-on education for livelihoods.

The goal of the exchange is to improve the quality of education available to marginalized Maya-Mam Indigenous students in the western highlands of Guatemala. You will work one on one with teachers in the classroom to build capacity for differentiated instruction and engaging teaching strategies that improve student learning outcomes. You will have the opportunity to learn about approaches and challenges to teaching in remote Indigenous communities and the critical role of education in development.

Travel and living expenses are covered by the ATA.

Spanish language ability preferred.

To apply, visit teachers.ab.ca > For Members > Programs and Services > International Cooperation > Change for Children 2019

For more information, email adrienne@changeformchildren.org.

▶ **Application Deadline: December 15, 2018**

COOR-61-18a 2018-10

Supporting your students in your schools

Alberta Education is funding Alberta Distance Learning Centre to support Alberta schools to

- provide online and print courses taught by ADLC teachers to **your** students
- provide course content to Alberta teachers to use in **your** classrooms

There are no fees for instruction. Some courses require the purchase of materials.



Contact our support team

learningnetwork@adlc.ca

1-866-774-5333

adlc.ca

ADLC

Alberta Distance Learning Centre

A fresh beginning

About 435 teachers from throughout northern Alberta gathered for the Beginning Teachers' Conference in Edmonton from Sept. 27 to 29. The conference is open to teachers in their first two years of classroom teaching.

The Calgary version took place from Oct. 11 to 13.



PHOTOS: YUET CHAN

In their words



What has been the highlight for you?

Aiana Burr
Pembina Hills Local No. 22
The food is good and the information is useful. I like many of the topics and wish I had time to attend more sessions.



Did you find the information useful?

Adebowale Adetunji
Greater St. Paul Local No. 25
The conference is informative. The session Student Assessment and Evaluation is relevant. I agree with the presenter who emphasized the importance of assessing outcomes rather than placing too much focus on textbooks.



What is your overall impression of the Beginning Teachers' Conference?

Landon Lewsaw
Battle River Local No. 32
I'm impressed with the enthusiasm and the amazing energy in the conference. Everyone is passionate about teaching. That's why I'm involved in education. The topics on inclusive education, classroom management provided some useful tools for me.



Which sessions did you attend?

Rianna Coutts
Aspen View Local No. 7
It's great to connect with teachers during breaks. I attended the sessions Classroom Management — What Works and Unseen Hurts — Promoting Positive Mental Health in Alberta Schools. The group discussions among colleagues were helpful.