



**READY... SET... GROW**

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**ATA** CALGARY DISTRICT  
BY-ELECTION  
now underway

# ATA NEWS

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September 3, 2019 | Volume 54, Number 1

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PHOTOS: YUET CHAN

## Curriculum direction sparks rally

About 300 protesters gathered at the Alberta legislature in Edmonton on Aug. 28 to voice their concerns about the government's approach to a new K-4 curriculum.

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Curriculum exclusion an insult | 5

### Long, hot summer for public education

Summer of change produces stream of hot topics.

Read Jonathan Teghtmeyer's editorial on page 2.

### Education Act raises privacy concerns

Without clarity on LGBTQ protection, 'we muddle through.'

Read Dennis Theobald's Q&A on page 2.

### Pitfalls & Precautions

There is a right way to criticize a colleague.

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### Success Stories

Calgary program has students getting fit and dirty.

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## Long, hot summer for public education

*We need to remain engaged, informed and unified as changes unfold*



### EDITORIAL

Jonathan Teghtmeyer  
ATA News Editor-in-Chief

Weather and news reports say that the summer of 2019 has been one of the coolest and wettest on record in Alberta.

But on the education front, it was quite the opposite. In the world of public education, summer 2019 has been one of those long, hot ones like you see in a Tennessee Williams' play.

Things first started heating up in late May as school boards were drawing up their budgets for the fall. The new UCP government had announced there would be no spring budget, which left many boards uncertain about what level of funding they would receive.

With a dearth of reliable information, school boards reacted with caution. In some cases, temporary contracts were not renewed and probationary teachers were let go. Elsewhere, school officials talked about tough choices, including program cuts and service reductions.

The biggest question — whether the government would even fund for student enrolment growth — remained unanswered until the finance minister

committed to do so in question period. However, no official announcement was ever made to school boards and so the uncertainty remains. The status of classroom improvement and school nutrition funding is also still very much in limbo.

By the start of June, the heat started emanating from the legislature when Bill 8, the *Education Amendment Act*, was introduced. Bill 8 tweaked the *Education Act*, passed in 2012, to prepare it for final enactment. The most controversial piece of this all-encompassing legislation, of course, related to laws affecting gay- and queer-straight alliances (GSAs/QSAs) in schools.

Because Bill 8 does not bring in changes made by a previous NDP bill, student privacy around participation in GSAs is no longer explicitly protected. This has the potential to put teachers in a difficult position if parents demand to know whether their child is attending GSA activities.

Bill 8 was followed by Bill 9, the *Public Sector Wage Arbitration Deferral Act*, which rewrote terms of collective agreements in order to delay previously agreed to timelines for salary arbitration with teachers and other public sector workers.

Bill 9 was jammed through the legislature with late-night and overnight

sittings. The metaphorical temperature soared when Premier Jason Kenney was seen distributing ear plugs to UCP MLAs during one of the bill's debate sessions. Since the bill was passed, there have been protests, pickets and court challenges. The Alberta Union of Provincial Employees won a court injunction that allowed their in-progress arbitration to continue, and now the government is appealing that decision. This matter is far from settled.

Before the school year was out, Grade 3 testing found its way onto the hot stove when the government announced that Provincial Achievement Tests would be coming back for seven and eight year olds. In the meantime, Student Learning Assessments were set to become mandatory for all third graders.

Teachers and parents, along with the help of school superintendents, by the way, successfully pushed back, and the government was forced to retreat somewhat in the days that followed: SLA participation will now be optional at the school level.

The heat didn't subside when schools let out and the legislature closed up for the summer, either. By the end of July, the government announced that it was going to pause the curriculum rewrite, and in mid-August it announced an end to the partnership with the Alberta Teachers' Association on that project.

Still in August, a new panel was struck to review the curriculum work done so far and to advise on how to move it forward. The panel was conspicuously absent of current K-12 teachers.

These are not small-potatoes issues for teachers: school funding, inclusive spaces for students, salary arbitration, Grade 3 testing and curriculum renewal are all issues that can get teachers fired up. With the exception of salary arbitrations, they all matter significantly to the learning experiences of students in schools.

Which is likely why teachers became quite incensed, when the education minister added fuel to the fire by saying, "the ATA, their focus is on teachers, and my focus is on student learning and improving student learning."

Colleagues, the forecast calls for more heat ahead. The budget is still to come; the government's approach to arbitration is still uncertain; the *Choice in Education Act* is on the horizon; and the curriculum file will remain active.

If we are to be successful, and if public education is to remain strong, we need to remain engaged, informed and unified. Stay tuned. ■

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

## When in doubt about privacy, call the ATA



### Q & A

Dennis Theobald  
ATA Executive Secretary

**Question:** How does the coming into force of the *Education Act* affect sexual and gender minority students and staff?

**Answer:** As covered elsewhere in this issue of the *ATA News*, the government passed Bill 8 after an acrimonious and lengthy debate. The bill amends the *Education Act* which, effective Sept. 1, 2019, replaces the *School Act*.

For the most part, this change will have little impact on the day-to-day operation of schools, or the lives of students and teachers, but it does have the effect of removing the clear and specific direction and protections provided by the previous New Democratic government's Bill 24 amendments to the *School Act*. This leaves teachers, principals and system administrators to determine how they will respond to

specific situations that might emerge concerning the establishment and operation of GSAs/QSAs and potential discrimination in employment matters on the basis of sexual or gender orientation.

When confronted by these sorts of issues, certificated teachers, as members of the Association, must be mindful at all times that they are subject to the Code of Professional Conduct, which requires that

1. the teacher teaches in a manner that respects the dignity and rights of all persons without prejudice as to race, religious beliefs, colour, gender, sexual orientation, gender identity, gender expression, physical characteristics, disability, marital status, family status, age, ancestry, place of origin, place of residence, socioeconomic background or linguistic background ... ;
4. the teacher treats pupils with dignity and respect and is considerate of their circumstances ... ;
5. the teacher may not divulge information about a pupil received in confidence or in the course of professional

duties except as required by law or where, in the judgment of the teacher, to do so is in the best interest of the pupil ... .

The provisions of the code are broadly written, and if teachers are unsure of their professional obligations in a specific situation, they should contact ATA Member Services directly for advice. A teacher's employer or a person in a supervisory position cannot by policy or direction exempt the teacher from their professional obligations under the code: "I was just following orders" is not a defence.

One specific question that might arise concerns how teachers should respond if asked to divulge whether a student is participating in a GSA or QSA. Apart from the obvious code implications, providing such information may be a violation of the *Freedom of Information and Protection of Privacy (FOIP) Act*. The Office of the Information and Privacy Commissioner has issued an advisory indicating that disclosing information about a student's membership or participation in a GSA to any person, including a parent, would very

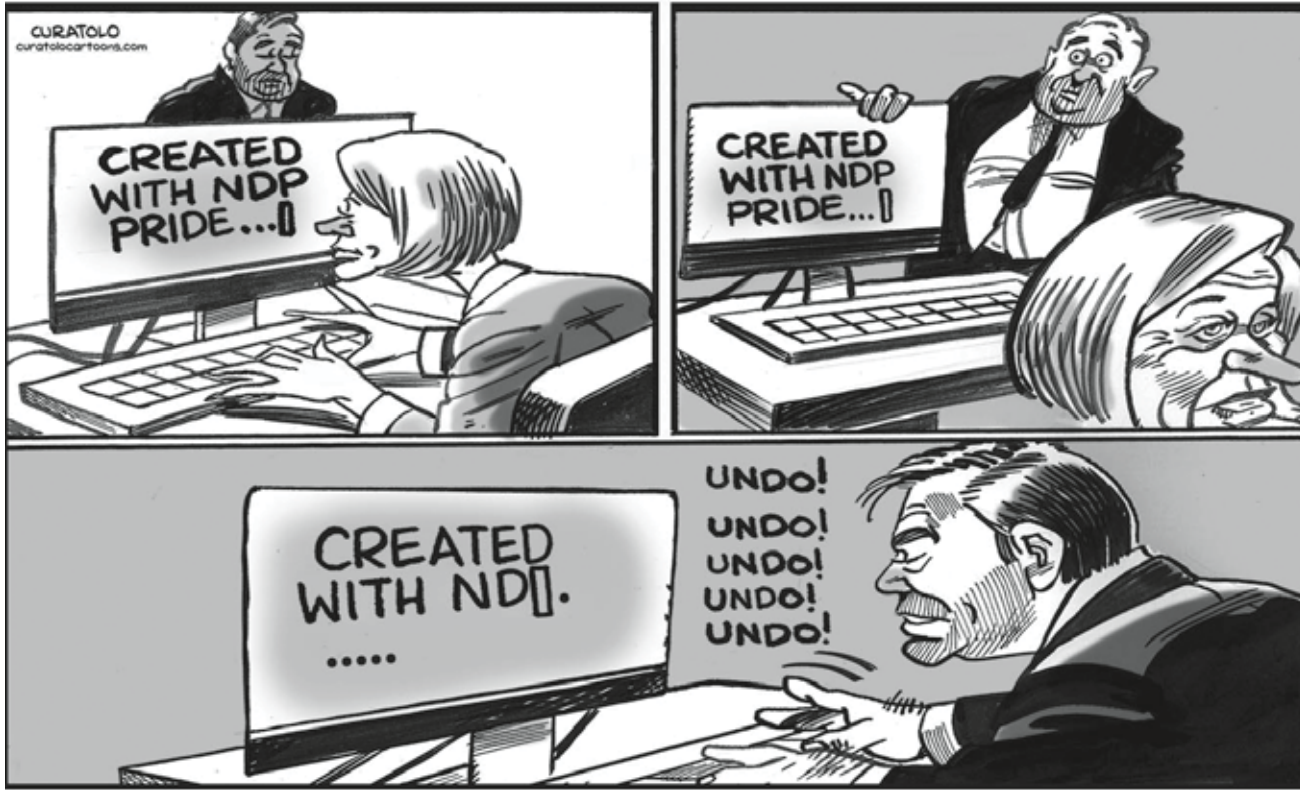
likely be a violation of that student's privacy and subject to sanction, except in the exceptional circumstance that the disclosure is necessary to avert or minimize a risk of harm to the health or safety of a minor.

To be clear, this is a very high bar and it is certainly not the case that a student participating in a GSA is in and of itself indicative of a risk to that student. Should a teacher be pressured to disclose such information, they should contact the Association immediately for assistance.

An issue of particular concern to principals concerns the process for the establishment of a GSA/QSA. Despite the change in legislation, the right of students to establish an alliance and the obligation on principals to facilitate the process remains. Although there are no longer specific stipulations that a principal has to "immediately" establish an alliance or entirely defer to students when determining its exact name, principals should not attempt to obstruct or delay the process. Alberta

**Q & A continued on page 10**





## Let's change the conversation



### VIEWPOINTS

Jason Schilling  
ATA President

This isn't the introductory column I was planning to write.

Some previous presidents have noted that they experienced a nice slow summer transition into the new position, giving them time to learn their role and get comfortable. I was in my classroom on June 28, and on July 4, I was being interviewed on CTV's *Alberta Prime Time* as the president of the Alberta Teachers' Association to talk about Bill 8, Bill 9 and education funding.

The pace hasn't let up since, but I'm not complaining. This is exactly what I signed up for. And so, instead of using this column to introduce myself to the 50,000 public school teachers in Alberta, I need to talk about curriculum.

I met with Education Minister Adriana LaGrange in mid-July, and for a few reasons I was cautiously

Then came the news that the province was cutting the ATA out of the curriculum review process entirely, with the minister's assertion that the Association doesn't need to be involved because "their focus is on teachers and my focus is on student learning and on improving student learning." This is one of the most disappointing things I have heard a minister of education say publicly. It is this comment in particular from her news conference that disturbed me the most, and it has been rattling around my head ever since. As a teacher and ATA member, I'm insulted.

As her news conference unfolded during the second-last week of summer break, perhaps the minister was unaware that thousands of teachers were already back in their classrooms preparing for the

teachers shared notes from former students highlighting how that teacher helped the student through a rough time. Many of us have notes like that, and we save them forever because, for us, it's about the students — every single day.

Colleagues: know that I and the entire ATA appreciate your tireless work and dedication. I know how hard you work for your students, and the care you put into making your class a safe and caring space. I will continue to advocate for our students, their parents and their teachers.

I encourage you to take action as well. Contact your MLA or the minister to let them know how you feel. I was heartened by one colleague who wrote on social media that after hearing the minister's comment, they were prompted for the first time in their life to write their MLA and the minister. That is a powerful reminder of how we all have a voice and a role to play in advocating for public education.

The government seems to be moving in a dangerous direction, and we need to remain solid. There will be attempts to divide teachers

*“As disappointed as I was in the government's direction and the minister's comments, I was also cheered up by my colleagues, who took to social media to share stories about what their profession means to them.”*

optimistic. I was pleased to hear that though we may disagree about issues, there was a willingness to have an open dialogue about those issues. Secondly, I was pleased to hear Minister LaGrange commit to regularly scheduled meetings between the two of us.

When the news broke that the government was cancelling the memorandum of understanding on curriculum implementation that had the Association as co-lead, I was concerned, but heartened by the minister's assurance that teachers would continue to be involved.

new school year. These teachers and principals are members of the ATA, they love their kids and they work hard to improve student learning. The ATA supports teachers with countless professional development opportunities, and my colleagues are constantly talking about ways to improve student learning.

As disappointed as I was in the government's direction and the minister's comments, I was also cheered up by my colleagues, who took to social media to share stories about what their profession means to them. Several

and the Association — and this may well have been one of them — but we need to stay united. If we want change that is different from the direction being taken in this new political landscape, we need to use our collective professional voice to change the conversation. We, as members of the ATA, need to do the work.

I know it is a lot to ask from people who are already busy, especially at the beginning of the school year, but this is how we provoke change — one member at time until all our voices are united. Together we make a difference. ■

## YOUR VIEWS

### FACEBOOK FEEDBACK

#### On the government's announcement of the Curriculum Review Panel and its exclusion of any active teachers

**Genevieve Court**

This is so disappointing and upsetting to hear that we were purposely cut out of input. To be accused of not putting student learning first is frustrating and infuriating! Of course I put them first — they are the future and I want them prepared and ready to think critically and problem solve for all issues (big and small) they will come across in their future! This job is my passion, it's not a platform for my political views.

**Deborah Walter Badger**

Very unfortunate that this is turning out this way. Would doctors, lawyers, nurses etc. not be included in decisions that affect their clientele so as to have the best outcome for them? This decision is so misguided and backward thinking.

**Scott Raible**

Shutting teachers out of the advisory panel simply sends the message that this government does not value public school teachers or the experience that we bring to public education.

**Jacki-Lyn Marie**

Every teacher and parent of a student in Alberta needs to talk to their MLA ASAP.

**Vicki Dawe**

I can't imagine teachers not putting children's needs first.

**Kathy Newman**

I agree, there has been no recognition of the curriculum revision already accomplished under the NDP government. To me, this is just a power play. We need leadership that respects the accomplishments of others!

**Jane Kinzer**

Albertans are getting what they VOTED for! This is what it will look like if we don't vote for something other than the old boy's club. As a teacher, I am thinking carefully before voting in the federal election this fall. Are you?

**Kevin Munch**

Heaven forbid they involve the teachers who will implement said curriculum.

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.

### FOR THE RECORD

*“The ATA, their focus is on teachers, and my focus is on student learning and improving student learning.”*

– Education Minister  
Adriana LaGrange



# Get your robots here!

Teachers benefit from donation of technology to ATA library

ATA News Staff

ATA librarian Sandra Anderson is clearly excited as she talks about receiving a \$14,000 donation of robotics equipment that will enable her to create classroom kits for teachers around the province.



Sandra Anderson, ATA Librarian

"I just can't believe how generous they've been" Anderson says. "This is an amazing gift to teachers."

Donated by the Educational Technology Council of the ATA (ET-CATA), the technology will be added to the library's makerspace collection. This fall, teachers will be able to borrow classroom kits of ozobots, beebots, micro:bits, makeymakeys, spheros, as well as scratch coding cards.

"We've never been able to offer classroom kits before. This is a game changer," Anderson says. "I'm so excited about being able to mail these out to teachers."

The new equipment is for all grades and will come with ideas developed by the council about how to use the robots in the classroom, says Nicole Lakusta, ETCATA's professional development co-ordinator.

Some kits like the beebots are aimed at young students, while others like the sphero and makeymakeys can be



Nicole Lakusta, Educational Technology Council of the ATA

used for grades 3 and up. All of these kits help students develop their computational thinking skills.

Lakusta works at Parkland School Division as curriculum educational technology facilitator. Several years ago she discovered that the ATA library was starting to loan technology to teachers and she realized that the council could help the library while also filling its mandate of supporting technology in the classroom.

"The library has an awesome distribution system," she says. "We wanted to get technology in the hands of teachers

and this was the perfect solution. Helping the library helps us."

Teachers can look for the new collection this fall by visiting the library webpage and clicking on Maker Kits in the Makerspace Collection box. Anderson advises that other kits of new technology are coming throughout the year, so interested teachers should check monthly for new additions. ■

## How to borrow technology

Sign into the ATA library page (<http://library.teachers.ab.ca>) with your ATA account.

Click the Maker Kits link to see a full listing of the maker kits available in the ATA library.



Kits are mailed to your school anywhere in the province and return postage is prepaid.

## What is ETCATA?

The Educational Technology Council of the ATA offers resources and materials to support the mindful use of technology in classrooms. Along with public lectures and an annual conference, the council holds several meetings each year. For more information, visit [www.etcata.ca](http://www.etcata.ca) (make sure you're signed into your ATA account to view the website).

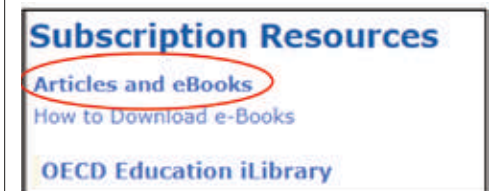
## 1,000 new journals arrive at ATA library

Teachers now have access to more electronic journals than ever through their ATA library. Changing to a new database called Education Source has expanded the library holdings.

Among the new titles are

- Advancing Women in Leadership
- American Educator
- American Journal of Education
- Canadian Children
- Canadian Journal of Action Research
- Canadian Journal of Learning and Technology
- Children's Technology Review
- Coaching Volleyball
- Creativity Research Journal
- Education et Francophonie
- Educational Administration: Theory and Practice
- Geography Teacher
- Good Autism Practice
- Health Educator
- Journal of Research in Childhood Education
- Journal of School Counseling
- Journal of School Violence
- Language Issues
- Pathways: The Ontario Journal of Outdoor Education
- Rethinking Schools
- Teacher Development
- Teaching Young Children

To start reading these journals, teachers need to sign into the ATA library's website (<http://library.teachers.ab.ca>). After logging in, the Subscription Resources box will appear and the journals are accessed through the Articles and eBooks link.



If you have questions about these new resources, please contact Sandra Anderson at 780-447-9442 or [library@ata.ab.ca](mailto:library@ata.ab.ca). ■

# Welcome to Summer Conference



Alberta Teachers' Association president Jason Schilling urges teachers to use their collective voices to protect public education in his opening address to delegates attending the 71st annual ATA Summer Conference. More than 400 teachers from across the province gave up a week of summer break to attend the event, held at the Banff Centre for the Arts from Aug. 12 to 16.

The annual professional development event provides training to members who are actively involved, or interested in becoming involved, in the work of the Association. The training includes sessions for local presidents, local communications officers, teacher welfare committee members, professional development facilitators and specialist councils.

*"Together we are stronger. We have the power to make a difference in public education."*

*"I'm going to charge up this hill, and when I turn around, every single one of you needs to be there with me."*

*"As I say to my students, we don't learn in our comfort level, we learn outside of it. You must stand up to power, even if your voice is shaky. You must stand up to power, especially if your voice is shaky."*

## NOTICE

On April 4, 2019, a hearing committee of the Professional Conduct Committee established under the *Teaching Profession Act* found that Lucas Dwayne Hayden engaged in unprofessional conduct. The hearing committee ordered that Hayden's membership in the Association be suspended, effective April 4, 2019 until Aug. 31, 2020. ■



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## 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](mailto:cory.hare@ata.ab.ca).



# Curriculum exclusion an insult, says ATA president

Mark Milne  
ATA News Staff

It's an insult that teachers have been left out of the UCP government's curriculum efforts, says Jason Schilling, president of the Alberta Teachers' Association.

On Aug. 16, without any prior notice, the UCP government abruptly severed its partnership with the ATA to rewrite the K-12 curriculum, a move that took the Association by surprise.

Education Minister Adriana LaGrange said the agreement did not engage all the partners in education and was one she would have never signed. She stated that the ATA's focus is on teachers while hers is on students.

"I think she's categorically wrong and it's an insult," responded ATA president Jason Schilling. "The majority of our colleagues have been in schools throughout the summer, preparing classrooms, developing lesson plans, and doing research to enhance their professionalism and student outcomes."

The cancellation of the partnership came on the heels of Premier Jason Kenney's social media announcement that an expert advisory panel was being formed to examine the new curriculum. He stated its objective was to remove the NDP political agendas being "smuggled" into the social studies program and battle the "huge decline in numeracy and math competency."

## A voice on the panel

The following week, LaGrange formally announced the panel members. Former Edmonton Public Schools superintendent Angus McBeath is chair alongside vice-chair, Jen Panteluk, who is the former CEO of Junior Achievement of Northern Alberta and the Northwest Territories. The remainder of the panel is primarily made up of leaders from the business and post-secondary education fields.

Schilling is disappointed the panel doesn't include any members with current K-12 teaching experience.



ATA president Jason Schilling talks with a reporter during a rally at the legislature on Aug. 28. The rally was a response to the government's decision to strike a curriculum review panel that excludes the ATA.

"Teachers live curriculum. They apply it. They take it off the page and bring it alive. Without that voice on the panel, they lose that expertise."

LaGrange's announcement provoked a flood of social media activity under the hashtags #wherearetheteachers and #IamtheATA.

The panel's mandate is to help provide direction on the foundation knowledge, skills and competencies that students should have through the K-12 education system and help inform the direction for curriculum that includes globally endorsed best practices, jurisdictional research and previous engagement feedback.

In mid-December, the panel will present the minister with an updated Ministerial Order on Student Learning, along with a report on their findings. In early 2020, Alberta Education will seek engagement from a wide cross-section of Albertans on the panel's results, a process Schilling says has already been done with the existing rewrite.

"They put out surveys and tens of thousands of people provided input. They talked to school boards, they talked to parents, and they talked to other stakeholders in education. They had that opportunity and they exercised that opportunity."

A rally against the new curriculum advisory panel took place at the Alberta legislature on Aug. 28, with protesters decrying the lack of teacher, Indigenous and LGBTQ representation on the government-appointed panel.

## Pausing the new curriculum

Earlier in the summer, Alberta Education paused the rollout of the K-4 curriculum, which was supposed to be tested in classrooms this fall. While the ATA had concerns that the curriculum rollout timeline didn't allow for proper resources and assessments to be in place, it never doubted the content.

"Teachers did an excellent job on the content," Schilling said. "Curriculum implementation, however, is really quite complex and that's why it's discouraging not to have teachers involved in this panel."

During her news conference, Minister LaGrange thanked everyone who had a role in the K-4 curriculum development.

"I respect and value all of your hard work and we will continue to work together to build on and enhance these efforts."

LaGrange did not provide a definite timeline for the new curriculum rollout but said her goal was to have elements in place very soon. ■

## Curriculum advisory panel

**Angus McBeath, chair** — former Edmonton Public Schools superintendent

**Jen Panteluk, vice-chair** — former CEO of Junior Achievement for Northern Alberta and NWT

**Sharon Carry**, former president and CEO of Bow Valley College

**Glenn Feltham**, president and CEO of NAIT

**Paulette Hanna**, associate vice-president academic at Red Deer College and former superintendent of the Red Deer Catholic School Division

**Keray Henke**, former deputy minister at Alberta Education

**Martin Mrazik**, professor in the department of educational psychology at the University of Alberta

**Andy Neigel**, CEO of Careers: the Next Generation

**Miles Smit**, co-founder of the Petrarch Institute

**Amy von Heyking**, associate professor in the faculty of education at the University of Lethbridge

**Nhung Tran-Davis**, founder of Children of Vietnam Benevolent Foundation and a family doctor

**Ashley Berner**, deputy director of the Institute for Education Policy at the John Hopkins School of Education

## Advisory panel timeline

The Curriculum Advisory Panel is expected to meet for eight days to review the curriculum in development, with a final report to be delivered by Dec. 20, 2019.

# Summer brings much change to education

Mark Milne  
ATA News Staff

While teachers were winding down the school year, Alberta's new government was gearing up for a summer of change. The UCP hit the ground running with plans to review, repeal and rewrite the way public education operates in our province.

## Delayed wage arbitration

Early July saw the Jason Kenney government pass Bill 9, *The Public Sector Wage Arbitration Deferral Act*, which sought to delay arbitrated decisions that were mandated with several public sector collective agreements.

The government cited "fiscal responsibility" as the reason for the bill, stating it needed to hear from its blue ribbon panel on the province's financial health before discussing wages.

Affected unions felt the bill undermined their constitutional right to collective bargaining and a number of them took legal action. The Alberta

Teachers' Association filed a legal challenge with the provincial courts, questioning the constitutionality of the bill.

"Teachers expect the government to honour the agreements it reaches," said ATA president Jason Schilling.

The Alberta Union of Provincial Employees (AUPE) filed a successful injunction against the bill to maintain its original bargaining dates. The presiding judge said by unilaterally amending the terms of an agreement it had entered, the Government of Alberta caused irreparable harm to the bargaining relationship and the ability of unions to enter into agreements.

"This is an important victory for all public sector employees in Alberta," said Schilling. "Bill 9 erodes trust in the process and infringes on our right to have collective bargaining."

While the AUPE decision does not directly affect the ATA's case, Schilling feels it sends a clear message to the Kenney government about the validity and legality of the bill. Court dates have not yet been scheduled to hear the ATA's challenge.

## Return of standardized testing

In late June, Grade 3 teachers learned that they may soon be forced to administer standardized tests again as the government confirmed that Student Learning Assessments (SLAs) will be administered at the discretion of individual schools for the upcoming year. In 2020/21, however, SLAs will become mandatory for all Grade 3 students until the curriculum rewrite is complete and the tests are replaced by Provincial Achievement Tests (PATs).

## Modernizing education

The amended *Education Act* was proclaimed on June 3, promising a modernization of the education system. It replaced the *School Act* and all the bills associated with it, including Bill 24, which guaranteed protections for gender minority teachers and students. Protests were staged throughout the province, but Bill 8 received royal assent on July 18 and is in effect as of Sept. 1, 2019.

## Funding fog

The new school year also begins under a fog of uncertain funding. The Kenney government declined to present a spring budget in its first sitting, which would have provided school boards with the funding information needed to plan the upcoming year.

Though Finance Minister Travis Toews publicly committed to fund enrolment growth, school boards were left unsure as to exactly how it would be implemented. That uncertainty provoked many school boards to take a cautious and conservative approach to their budgets, an unfortunate tactic that resulted in many temporary teaching positions being left in limbo, Schilling said.

Schilling pointed out that school boards won't have the hard numbers on their funding until two or three months into the school year.

"And who's caught in the middle of all this? Teachers ... in their classrooms ... and that's unfair," he said.

The government is expected to deliver its first budget in October. ■



# Byelection underway in Calgary District

The Alberta Teachers' Association is inviting nominations for the position of district representative for Calgary District, one of 18 elected positions on Provincial Executive Council.

## About Calgary District

The Association divides the province into 11 geographic districts, one of which is Calgary District. This district is represented on Provincial Executive Council (PEC) by a single district representative. Within the district's boundaries are approximately 3,000 teachers employed by four school jurisdictions and belonging to four correlating ATA locals.

## Role of a district representative

District representatives (DRs) are elected members of Provincial Executive Council and are responsible for

- attending Council meetings and Annual Representative Assembly;
- ascertaining the views and issues of teachers in their district;
- sharing at Council meetings the views and issues of teachers in their district;
- familiarizing themselves with all aspects of Association business in order to
  - act as a resource person to the ATA locals in their district,
  - participate in Council decision making, and
- continuing their professional development.

## Who is eligible to run?

To be eligible to run in the 2019 Calgary District byelection, you must not be in receipt of an Alberta Teachers' Retirement Fund pension and you must either

- hold an active ATA membership in good standing and be employed by any of the school jurisdictions in the geographic district of Calgary District

(a teacher or principal working in a school);

- hold an associate ATA membership in good standing and be employed by a school authority or ATA local in the geographic district of Calgary District (e.g., a teacher employed as a school board consultant or as a staff officer with an ATA local); or
- hold an associate ATA membership in good standing, reside in the geographic district of Calgary District but not be employed by an employer that provides you with membership in any ATA local (e.g., a teacher employed by the Government of Alberta).

## Term of office

The term of the successful candidate for district representative Calgary District will be effective Oct. 3 (if only one nomination is received) or Oct. 25 (if there is a contested race for the position). The term concludes June 30, 2021.

## Remuneration

The Association enters into agreements with school boards to ensure district representatives have the time needed to serve on Council (up to 100 days release time) and conduct Council-related functions.

In addition to the release time, district representatives are also provided honoraria and expense coverage related to Council meetings and other related duties and activities.

## Nomination deadline

The deadline for nominations is Oct. 3, 2019, at 5 p.m.

## Nomination papers and details at [www.teachers.ab.ca](http://www.teachers.ab.ca)

Posted on the Association's website is the complete nominations package, containing essential election

information, schedules and forms. On Aug. 27, hard copies of the package were sent to ATA local secretaries and ATA school representatives across the geographic district of Calgary District for the purpose of sharing the information with colleagues in their locals and schools.

## Contacts

Direct your questions regarding the upcoming byelection to either of the following election team members:

### Robert Mazzotta

Elections Returning Officer  
[robert.mazzotta@ata.ab.ca](mailto:robert.mazzotta@ata.ab.ca)  
 780-447-9445

### Laura Harris

Elections Administrative Officer  
[laura.harris@ata.ab.ca](mailto:laura.harris@ata.ab.ca)  
 780-447-9476

## We'll keep you posted

Follow us on social media, read the *ATA News* or visit the ATA website for up-to-date byelection information. ■

## Calgary District details

Within the district's boundaries are approximately 3,000 teachers employed by four school jurisdictions and belonging to four correlating ATA locals.

### SCHOOL JURISDICTION

### ATA LOCAL

Canadian Rockies Public Schools	<i>Canadian Rockies Local No. 59</i>
Christ the Redeemer Catholic Schools	<i>Christ the Redeemer Local No. 29</i>
Foothills School Division	<i>Foothills Local No. 16</i>
Rocky View Schools	<i>Rocky View Teachers Local No. 35</i>

## About Provincial Executive Council

Provincial Executive Council (PEC) is the committee of 20 teachers responsible for directing the business of the Alberta Teachers' Association. It includes five table officers (ATA president, two vice-presidents, past president and executive secretary) and 15 district representatives. Its table officers and district representatives are elected to office by ATA members and serve two-year terms. Byelections for positions are held when vacancies occur before a Council term ends.

### Members of PEC

- are Alberta-certificated teachers;
- attend two-day Council meetings at least eight times each school year;
- represent the Association at its Annual Representative Assembly, which is attended by more than 400 teacher delegates who debate and set Association policy and budgets;
- make decisions which influence the teaching profession and inform the strategic direction of the Association;
- serve on internal (ATA) and external committees and subgroups; and
- engage in professional development as part of their duties.

# Program promotes student fitness ... and mud!

## SUCCESS STORIES

### Valley Creek School, Calgary

More than 2,000 students, teachers and volunteers gathered at Calgary's Valley Creek School on June 4 to crawl through mud pits and hurdle over walls while completing a 5K run. In spite of this daunting challenge, every competitor left with the satisfaction of having completed the largest ever Thermopylae Obstacle Course Race to be held at Valley Creek School.

Complete with 20 obstacles and two mud pits, the course is ready again this year to challenge Calgary middle school students ranging from grades 4 to 9.

"The fitness program is shared with other schools around Calgary and attracts all sorts of students. It is not just for typical athletes, but anyone interested in fitness, even ones who do not like physical education," says founder and organizer Michael Maher.

Although some may recognize "Thermopylae" as the location of an ancient battle between Greece and Persia, students in Calgary know it best as a unique fitness program. Throughout the year, Valley Creek students participate twice a week in Thermopylae

training led by Maher and fellow volunteer coach Renee Mechelse.

"I hope to encourage and inspire students to fall in love with fitness and find a way to include some exercise in their everyday lives," Mechelse says.

Maher started Thermopylae in 2006 at John Ware School in Calgary and brought the morning fitness program with him when he moved to Valley Creek Middle School in 2007. In 2012 students asked if there was a way they could measure their fitness against other kids, so Maher came up with the obstacle course race (OCR) and invited other schools to join in the competition.

The race had 120 student participants in its first year and has since grown to include about 2,000 participants from 24 schools. There is no entry fee or cost to the students, except the sweat they expend in training, Maher says.

In addition to training and the Thermopylae race, students participate in Thermopylae fitness games hosted by different schools throughout the year. These physically challenging games allow students to see how their fitness is progressing.

Maher has presented his Thermopylae program at phys-ed forums, at the conference of the Health and Physical Education Council of the Alberta Teachers' Association and at a conference in Las Vegas. ■



HOWARD TANNER

Students tackle one of two mud pits during the annual Thermopylae Obstacle Course Race at Valley Creek School in Calgary last June.



# There is a right way to criticize a colleague



## PITFALLS AND PRECAUTIONS

**Cory Schoffer**  
ATA Secretary to 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.*

You may be right, but you may be crazy! With apologies to Billy Joel, this is actually a common theme in the professional conduct world.

I'm not referring to any specific case in this segment, but rather the issue of being right versus being unprofessional, which is an oft-repeated theme in the professional conduct world. Most teachers are very familiar with sections 13 and 14 of the Code of Professional Conduct, but if you're not, here they are:

Sec 13: The teacher does not undermine the confidence of pupils in other teachers.

Sec 14: The teacher criticizes the professional competence or professional reputation of another teacher only in confidence to proper officials and after the other teacher has been informed of the criticism.

One of the frequent complaints that we hear from teachers is that teachers cannot criticize a colleague that they know to be incompetent. This is simply not true. The code does not forbid such criticism. Rather the code lays out a process by which a person must undertake to levy such criticism. Simply put, a teacher must inform their colleague

directly of their critical opinion, and must do so before addressing the matter with proper officials. Failure to do so is unprofessional, and will likely result in a teacher facing a professional conduct investigation, and a subsequent appearance before a professional conduct committee or in an invitation.

Teachers have been reprimanded and fined in the past for such transgressions. This says nothing of the other personal and professional consequences faced at the school level and with the employer.

This begs the next question. What constitutes a proper official? Well, that depends. If you are a classroom teacher raising a concern about a fellow classroom teacher, your principal could be deemed to be a proper official. If you are a teacher raising a concern about a principal, the proper official would be the superintendent. If you are a principal raising a concern about a teacher, again, the superintendent would be a proper official. The duty rests on the

person levying the criticism to inform their colleague and to give their colleague a chance to respond. Copying your colleague on the critical email to the proper official is not sufficient.

That group of proper officials seems limited, and it is. People who are not proper officials include school board trustees, other teachers, support staff in the school, parents, students and your followers on social media. Even if you advise a colleague first of your criticism, addressing your criticism with people on this list remains unprofessional.

So while we would like to operate in a world where everyone is happy with everyone all the time, we know that this isn't the reality. As teachers, you do have a forum to address concerns with colleagues, and that forum is afforded to you by the Code of Professional Conduct. There is a high standard placed upon professionals to engage appropriately with their colleagues when there is a concern with a colleague's practice. The profession expects that you will govern yourself accordingly. ■

# Tips for new parents and contract teachers

## ATA Teacher Welfare

As of March 17, 2019, parents can receive extra weeks of employment insurance (EI) parental benefits so that they can share the joy and work of raising their children more equally.

These extra weeks are available to parents of children **born or placed with them for the purpose of adoption on or after March 17, 2019**, as long as they share parental benefits.

When parents apply for and share parental benefits, they may be eligible for one of the following:

- **five extra weeks** of parental benefits when choosing the standard option or
- **eight extra weeks** of parental benefits when choosing the extended option.

For more information on these new parental benefits, visit the website of Employment and Social Development Canada at [www.canada.ca](http://www.canada.ca).

### Are you currently substitute teaching or teaching under a temporary or probationary contract of employment?

If the answer to this question is yes, keeping a work log may help

you qualify for regular employment insurance (EI) benefits when your employment comes to an end. Qualifying for regular benefits under EI regulations is contingent upon the following criteria:

1. Your employment contract as a teacher has ended and you are not in receipt of an employment offer for the next school year or benefit premium contributions for the summer.
2. You have not worked for at least seven consecutive days.
3. You have the required number of insured hours accumulated in the past 52 weeks to qualify for EI.

The Alberta Teachers' Association helps teachers with questions about EI benefits on a regular basis. Here are answers to some common questions.

### How many hours do I need?

This depends on your teaching status and location within the province. It also depends on whether you are new to the workforce and if you've filed a previous EI claim. Check EI's website for the required number of hours in your particular circumstance.

### What happens if my Record of Employment (ROE) does not have enough insured hours?

Keep your own records of hours worked, including preparation time before and after school, supervision and extracurricular time after school and time spent marking assignments at home. Where possible, have your log book hours signed by a principal or other supervisor who can certify that these are hours you spent working. Although not a guarantee, this log book record can be helpful in your reconsideration request of a denied claim.

### I am filling in for another teacher for a longer period of time. Could I use my plan book in place of the log book noted above?

Yes. Ensure that you record any time such as coaching, planning, marking or other assigned duties/professional responsibilities in the plan book. Have the administrator sign off on your time. Again, this can be helpful for your reconsideration request of a denied claim.

### Should I apply anyway?

Unless you are extremely short on hours to qualify (100 or more), the

Association usually recommends applying regardless, as waiting too long to apply can be another reason your claim could be denied.

### What if I am turned down?

Within the required timelines noted within your letter from EI, contact the Alberta Teachers' Association's Teacher Welfare program area for advice on the merits of filing a Request for Reconsideration of an Employment Insurance (EI) decision. You have 30 days from receipt of the Commission's decision(s) to submit a request for reconsideration in writing. For more information on the reconsideration process, please contact Teacher Welfare. In Edmonton and area, call 780-447-9400. From elsewhere in Alberta, call toll free at 1-800-232-7208.

For more information on employment insurance, visit the ATA's website ([www.teachers.ab.ca](http://www.teachers.ab.ca)) and click on Employment Insurance, located under Salary and Benefits, or call the EI general inquiries line at 1-800-206-7218. Apply for benefits online through the Government of Canada website at [www.canada.ca](http://www.canada.ca). ■

# THE FACE OF EDUCATION

The Alberta Teachers' Association  
[IBelieveinPublicEd.ca](http://IBelieveinPublicEd.ca)

# READY... SET...

This is the time of year when teachers turn their attention to (among dozens of other things) their professional growth plans.



A meaningful plan enhances a teacher's professional practice. A key component of such a plan are the teachers' conventions, which enhance professional practice by providing teachers and school leaders with opportunities to share innovative practices, learn about innovative pedagogical practices and theories from top-notch speakers, and meet their self-directed learning goals as they relate to their professional standard.

## TEACHERS' CONVENTIONS

### 2020 CONVENTION THEMES

- Responding to changes in the educational landscape
- Teaching in inclusive classrooms
- Educating for reconciliation
- The critical use of technology and digital citizenship
- Leading complex learning communities

#### North Central Teachers' Convention

Date: February 6–7, 2020  
 Location: Edmonton Conference Centre  
 Contact: Pam Arnason, president:  
 president@nctca.ab.ca  
 Website: www.mynctca.com

#### Endless Skies Teachers' Convention

Date: February 13–14, 2020  
 Location: Edmonton Convention Centre  
 Contact: Adrienne Sprecker, president:  
 adrienne.sprecker@icloud.com  
 Website: http://netca.teachers.ab.ca  
The North East and Central East convention associations have amalgamated to form Endless Skies.

#### Calgary City Teachers' Convention

Date: February 13–14, 2020  
 Location: Telus Convention Centre, Calgary  
 Contact: Lisa Fulton, co-president:  
 lrfulton@telusplanet.net  
 Shae Frisby-Holowaychuk,  
 co-president: sfrisby@shaw.ca  
 Website: www.cctca.com

#### Palliser District Teachers' Convention

Date: February 20–21, 2020  
 Location: Telus Convention Centre, Calgary  
 Contact: Jennifer Munton, president:  
 jmunton@shaw.ca  
 Website: www.pdtca.org

#### Central Alberta Teachers' Convention

Date: February 20–21, 2020  
 Location: Hunting Hills and Notre Dame high schools, Red Deer  
 Contact: David Martin, president:  
 teacher.david.martin@gmail.com  
 Website: www.mycatca.com

#### South Western Alberta Teachers' Convention

Date: Feb. 20–21, 2020  
 Location: University of Lethbridge  
 Contact: Jennifer Giles, president:  
 giles-jenn@hotmail.com  
 Website: www.swatca.ca

#### Southeastern Alberta Teachers' Convention

Date: February 20–21, 2020  
 Location: Medicine Hat College  
 Contact: Cameron Bernhard, president:  
 cam.bernhard@grasslands.ab.ca  
 Website: www.seatca.ca

#### Greater Edmonton Teachers' Convention

Date: February 27–28, 2020  
 Location: Edmonton Convention Centre  
 Contact: Lloyd Bloomfield, president:  
 president@getca.com  
 Website: www.getca.com

#### Mighty Peace Teachers' Convention

Date: March 5–6, 2020  
 Location: Grande Prairie Composite High School and Peace Wapiti Academy  
 Contact: Jodie Dell, president:  
 mptcpresident@gmail.com  
 Website: mptca.teachers.ab.ca

## FOR MORE INFORMATION

#### TEACHERS' CONVENTIONS

A more comprehensive listing of programs and sessions being offered can be found on each convention website.

#### SPECIALIST COUNCILS

For more information, visit the ATA website at [www.teachers.ab.ca](http://www.teachers.ab.ca) > My ATA > Professional Development > Specialist Councils.



# GROW

Membership in a specialist council is another potentially integral component of a teacher's professional growth plan. Your association has 21 specialist councils, and every active member is entitled to join one at no cost. Specialist councils organize annual conferences, produce publications, maintain websites and offer regional workshops and seminars, thus providing professional development opportunities and promoting teachers' expertise in curriculum and specialty areas.

## SPECIALIST COUNCIL CONFERENCES

### Alberta School Library Council

Date: April 3–5, 2020  
Website: [www.aslc.ca](http://www.aslc.ca)

### Career and Technology Education Council

Date: November 22–24, 2019  
Location: Jasper Place High School/Double Tree by Hilton West Edmonton  
Theme: Right Skills, Right Place, Right Time  
Contact: Tim Kilburn  
Email: [President@ctecalberta.ca](mailto:President@ctecalberta.ca)  
Website: [ctec.teachers.ab.ca/Pages/Home.aspx](http://ctec.teachers.ab.ca/Pages/Home.aspx)

### Conseil français

Date: November 15–17, 2019  
Website: [cf.teachers.ab.ca](http://cf.teachers.ab.ca)

### Council for Inclusive Education

Date: October 18–19, 2019  
Location: Fantasyland Hotel, Edmonton  
Theme: Celebrating the Challenges  
Contact: Carol Knott  
Email: [cknott@live.ca](mailto:cknott@live.ca)  
Website: <https://cieeducation.ca>

### Council for School Leadership

Date: April 10–14, 2020  
Contact: Jeff Johnson  
Website: [ulead.ca](http://ulead.ca)

### Council of School Counsellors

Date: April 30–May 3, 2020  
Location: Lethbridge College  
Theme: 20/20 Vision Towards Wellness  
Email: [conferencedirector@guidancecouncil.ca](mailto:conferencedirector@guidancecouncil.ca)  
Website: [www.ataschoolcounsellors.com](http://www.ataschoolcounsellors.com)

### Early Childhood Education Council

Date: April 23–25, 2020  
Location: Fairmont Banff Springs Hotel, Banff  
Theme: Connecting to our Roots  
Contact 1: Joy de Nance  
Email: [jdenance@telusplanet.net](mailto:jdenance@telusplanet.net)  
Contact 2: Katarina Rivard  
Email: [rivardkatarina@gmail.com](mailto:rivardkatarina@gmail.com)  
Website: [www.ecec-ata.com](http://www.ecec-ata.com)

### Educational Technology Council

Date: September 27, 2019  
Location: 11010 142 Street, Edmonton  
Theme: Plug into Teaching and Learning  
Contact: Ryan Layton  
Email: [ryan.layton@eips.ca](mailto:ryan.layton@eips.ca)  
Website: [etc.teachers.ab.ca/pages/home.aspx](http://etc.teachers.ab.ca/pages/home.aspx)

### English as a Second Language Council

Date: April 3–5, 2020  
Location: Fairmont Jasper Park Lodge, Jasper  
Theme: A Clear Vision to a Brighter Future  
Contact: Diane Pham  
Email: [ataeslcpastpresident@gmail.com](mailto:ataeslcpastpresident@gmail.com)  
Website: [www.eslcata.com/conference](http://www.eslcata.com/conference)

### English Language Arts Council

Date: May 1–2, 2020  
Location: Banff Park Lodge, Banff  
Theme: Disrupt, Engage, Empower  
Contact 1: Chandra Hildebrand  
Email: [chandrahildebrand@gmail.com](mailto:chandrahildebrand@gmail.com)  
Contact 2: Tannis Niziol  
Email: [tniziol@shaw.ca](mailto:tniziol@shaw.ca)  
Website: [elacata.ca](http://elacata.ca)

### Fine Arts Council

Date: October 19, 2019  
Location: Taylor Centre for Teaching and Learning, University of Calgary, 434 Collegiate Blvd. NW  
Theme: Falling for the Arts: Harvest Your Inner Artist  
Contact 1: Dawn Marshall  
Email: [dawn.marshall@wrps11.ca](mailto:dawn.marshall@wrps11.ca)  
Contact 2: Stacy Kelba  
Email: [facdance@gmail.com](mailto:facdance@gmail.com)  
Website: [fac.teachers.ab.ca](http://fac.teachers.ab.ca)

Date: October 19, 2019  
Location: Faculty of Education, University of Alberta, 11201 87 Avenue, Edmonton  
Theme: Falling for the Arts: Harvest Your Inner Artist  
Contact 1: Dawn Marshall  
Email: [dawn.marshall@wrps11.ca](mailto:dawn.marshall@wrps11.ca)  
Contact 2: Stacy Kelba  
Email: [facdance@gmail.com](mailto:facdance@gmail.com)  
Website: [fac.teachers.ab.ca](http://fac.teachers.ab.ca)

### First Nations, Métis and Inuit Education Council

Date: November 14–16, 2019  
Location: Deerfoot Inn and Casino, Calgary  
Theme: Soaring with Knowledge  
Contact: Hayley Christen  
Email: [hayley.christen@rdpsd.ab.ca](mailto:hayley.christen@rdpsd.ab.ca)  
Website: [www.indigenousedc.ca](http://www.indigenousedc.ca)

### Global, Environmental & Outdoor Education Council

Date: April 3–5, 2020

### Health and Physical Education Council

Date: April 30–May 1  
Location: Lethbridge College  
Theme: 20/20 Vision Towards Wellness  
Contact: Nadeen Halls  
Email: [ndhalls@cbe.ab.ca](mailto:ndhalls@cbe.ab.ca)  
Website: [www.hpec.ab.ca](http://www.hpec.ab.ca)

### Mathematics Council

Date: October 25–26, 2019  
Location: Jasper Park Lodge, Jasper  
Theme: Mathematics: A Natural High  
Contact 1: Sandi Berg  
Email: [bsdemonstrators@gmail.com](mailto:bsdemonstrators@gmail.com)  
Contact 2: David Martin  
Email: [teacher.davidmartin@gmail.com](mailto:teacher.davidmartin@gmail.com)  
Website: [www.mathteachers.ab.ca](http://www.mathteachers.ab.ca)

### Middle Years Council

Date: April 24–26, 2020  
Location: Banff  
Theme: Mental Health in the Middle Years  
Contact: Chris McCullough  
Email: [chris.mccullough.teacher@gmail.com](mailto:chris.mccullough.teacher@gmail.com)  
Website: [www.ata-myc.com](http://www.ata-myc.com)

### Outreach Education Council

Date: October 3–5, 2019  
Location: River Cree Resort and Casino, Edmonton/Enoch  
Theme: Reaching Out Together  
Contact: Antonette Wilson  
Email: [oec.ab.conference@gmail.com](mailto:oec.ab.conference@gmail.com)  
Website: [www.outreachcouncil.ca](http://www.outreachcouncil.ca)

### Religious and Moral Education Council

Date: October 4–5, 2019  
Location: Sheraton Cavalier, Calgary  
Theme: Spirituality of Teaching: Sustaining Ourselves in our Vocation as Educators  
Contact: Mark Nixon  
Email: [mark.nixon53@gmail.com](mailto:mark.nixon53@gmail.com)  
Website: [www.rmecata.com](http://www.rmecata.com)

### Science Council

Date: November 1–2, 2019  
Location: Coast Canmore, Canmore  
Theme: Retro Futurism: The Science of Tomorrow Today  
Contact 1: Alicia Taylor  
Email: [atasconference2019@gmail.com](mailto:atasconference2019@gmail.com)  
Contact 2: Pauline Law  
Email: [atasconference2019@gmail.com](mailto:atasconference2019@gmail.com)  
Website: [event-wizard.com/ATASC2019Conference/0/welcome](http://event-wizard.com/ATASC2019Conference/0/welcome)

### Second Languages and Intercultural Council

Date: October 26, 2019  
Location: Alberta Teachers Association Building, Edmonton  
Theme: PD Event and AGM  
Contact: Diana Boisvert  
Email: [diana.boisvert14@gmail.com](mailto:diana.boisvert14@gmail.com)  
Website: [slic.teachers.ab.ca](http://slic.teachers.ab.ca)

### Social Studies Council

Date: October 18–19, 2019  
Location: Hampton Inn & Suites/Bert Church High School, Airdrie  
Theme: Facing the Future  
Contact: Jennifer Williams  
Email: [ATASSCpresident@gmail.com](mailto:ATASSCpresident@gmail.com)  
Website: [event-wizard.com/FacingtheFuture/0/welcome](http://event-wizard.com/FacingtheFuture/0/welcome)



# Council establishes Women in Leadership Committee

## PEC POINTS

Audrey Dutka  
ATA News Staff

### Highlights of the Provincial Executive Council meeting held June 13–15, 2019, at Barnett House in Edmonton

1. Authorized the president to communicate to the membership, employing school boards and the Government of Alberta, Council's resolve to protect LGBTQ teachers to the full extent of the law on all employment matters that may result from the passage of Bill 8, the *Education Amendment Act, 2019*, specifically where the bill would "remove explicit protection for staff from discrimination on the basis of sexual orientation, gender identity or gender expression."
2. In accordance with general bylaw 70, approved that voting for the 2019 Calgary District byelection will be conducted by electronic ballot.
3. Approved that the date for announcement of voting results for the 2019 Calgary District byelection will be Oct. 25, 2019.
4. Appointed members to the Elections Rules Appeal Panel and authorized the executive secretary to appoint one member as chair. This appeal panel is established for byelection candidates to appeal if they have been found by the returning officer to have breached election rules.
5. In an effort to reduce the amount of paper produced and distributed by the Association, suspended the production and printing of the *Members' Diary* effective May 2020 and initiated an exploration of ways for staff and locals to effectively access Association meeting dates and the front matter of the *Members' Diary*.
6. Established a Women in Leadership Committee and approved its frame of reference.
7. Amended the Administrative Guidelines to update processes related to the Provincial Executive Council relief fund and established guidelines regarding the reimbursement of internet expenses for members of Council.
8. In accordance with section 31(2) of the *Teaching Profession Act*, approved an extension to the time period to commence a hearing.
9. Received the report of a hearing committee, which found a teacher guilty on three charges of unprofessional conduct. Charge one was for criticizing the professional performance of another teacher by sending a critical email to the associate superintendent of the teacher's school division without first providing a copy of the email to the teacher. Charge two was for criticizing the professional performance of teachers by sending a critical email to the superintendent of the teacher's school division and to other persons who were not the proper officials, therefore undermining the confidence

of the public in the teaching profession. Charge three was for refusing to co-operate with the investigating officer during the investigation and with the presenting officer in preparation for the professional conduct hearing.

The hearing committee imposed the penalties of a letter of severe reprimand and a fine of \$500 for charge one and a letter of severe reprimand and a fine of \$500 for charge two. For charge three it imposed suspension of membership in the Association until Aug. 31, 2020, effective immediately, a recommendation to the minister of education that the teacher's teaching certificate be suspended until Aug. 31, 2020 and a fine of \$3,000.

10. Received the report of a hearing committee that found a teacher guilty on two charges of unprofessional conduct. The committee found that the teacher, by telling inappropriate stories in class, failed to treat pupils with dignity and respect and be considerate of their circumstances and failed to act in a manner that maintains the honour and dignity of the profession.

The teacher pled guilty to both charges by written submission. The hearing committee imposed the penalty of a single letter of severe reprimand addressing both charges and a \$300 fine for each charge.

11. Approved 13 applications for Diversity, Equity and Human Rights grants, which support innovative projects that build inclusive learning communities to promote the principles of diversity, equity and human rights.

12. Approved a total of \$5,000 allocated from Contingency in 2019/20 to provide for a meeting of the Committee on Understanding Aggression(s) in Alberta Schools and School Communities in the fall of 2019.

13. Approved provision of notice of motion for the September Council meeting that Provincial Executive Council form an ad hoc committee to examine the structure of the Annual Representative Assembly and make recommendations to Council by January 2020.

14. Approved the name of one teacher for nomination to Alberta Education for curriculum work as the need arises.

15. Approved amendments to the frames of reference for the Edmonton School District No. 7 Teacher Welfare Committee and the Calgary Roman Catholic Separate School District No. 1 Teacher Welfare Committee.

16. Nominated a candidate to serve as the Association's representative to the Alberta Teachers' Retirement Fund Board for a term to June 30, 2023.

17. Appointed Association representatives to the Distributed Education Teachers' Conditions of Practice Committee and the Teachers with Designations: Allowances and Titles Committee.

18. Approved field member committee and representation assignments for 2019/20. ■

is currently unclear. Ultimately, the legal ability of a denominational school to discriminate on the basis of sexual or gender identity or practices involves an interplay between the equality rights and protections set out in the Canadian Charter of Rights and Freedoms and the protection provided by the Constitution of Canada.

I expect that it is only a matter of time before the Supreme Court will be required to settle this matter; until then, however, we must muddle through. Any teacher who is concerned that their employment situation or conditions are being affected by their sexual or gender identity should refrain from making precipitous decisions and contact the Association immediately for assistance. ■

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



## CTF CORNER

f CTF-FCE

@CanTeachersFed

[www.ctf-fce.ca](http://www.ctf-fce.ca)

## ATA maintains representation on CTF executive



Jenny Regal,  
ATA vice-  
president

OTTAWA — Alberta Teachers' Association vice-president Jenny Regal is the new vice-president for the Canadian Teachers' Federation (CTF), while Shelley Morse of the Nova Scotia Teachers Union (NSTU) is now president.

Regal is currently serving her second term as vice-president on the ATA's Provincial Executive Council and was acclaimed to her CTF role at the organization's annual general meeting in July.

Morse takes over the CTF presidency from former ATA president Mark Ramsankar.

In 2018–2019, Morse served as a CTF vice-president, chair of the Advisory Committee on Diversity and Human Rights and was a Trust Fund trustee. Her extensive executive history at the Federation includes acting as the NSTU delegate for several CTF AGMs and chairing the CTF/FCE Advisory Committee on the Status of Women in 2014 and 2016.

Passionate about advocating for gender parity in Canada and around the world, Morse attended the 2014 Education International World Women's Conference in Ireland and the United Nations Commission for the Status of Women in New York twice.

In addition to Morse and Regal, the following leaders in public education were named as vice-presidents to serve a one-year term on the CTF executive:

- Dean Ingram, vice-president (Newfoundland and Labrador Teachers' Association);
- Clint Johnston, vice-president (British Columbia Teachers' Federation);
- Liz Stuart, vice-president (Ontario English Catholic Teachers' Association);
- Paul Wozney, vice-president (Nova Scotia Teachers Union). ■

## CTF moves to improve education and equality for Ugandan girls

OTTAWA — Ugandan girls will soon enjoy greatly improved access to public education, thanks to a new international project initiated by CTF. The "Simameni Project" is set to launch after receiving much needed funding from Global Affairs Canada.

Through a partnership with the Uganda National Teachers' Union (UNATU), this project will work to improve learning conditions for girls in Ugandan secondary schools. *Simameni* is Swahili for "stand up" and is the perfect name for the project, which promises to increase access to participation in and completion of publicly funded education for Ugandan girls.

The Canadian Government has committed a total of \$1.9 million over five years to support the project.

"This funding announcement represents a true vote of confidence by the government in the work of the CTF/FCE," said H. Mark Ramsankar, president of the CTF/FCE. "The Simameni Project is the wonderful result of the partnership we have with our Ugandan colleagues and an example of a shared commitment between unions and government to invest in girls' education worldwide."

The project will be coordinated by the CTF/FCE in Ottawa, while the work in Uganda is to be carried out by UNATU. They will engage the teaching profession, families and the community to make education and schools better and safer places for girls.

Filbert Baguma, general secretary of UNATU, says the partnership with the CTF presents a unique and timely path toward achieving gender equity.

"We know that acquiring the skills to navigate life's challenges begins in the classroom," said Baguma. "School is the place where all children — both girls and boys — learn to face the day-to-day realities of their lives and begin to pursue their long-term goals and dreams. We want to see all Ugandan girls empowered and inspired to determine their own futures. Simameni is our opportunity to do just that."

This is the first time in eight years that the CTF has received support from Ottawa. In 2011 international project funding was cut by the Government of Canada. ■

## Q & A

continued from page 2

Education has summarized expectations around the creation and operation of GSAs/QSAs in a fact sheet that is available at <https://alberta.ca/assets/documents/education-GSA-fact-sheet.pdf>.

Perhaps the most significant change resulting from the replacement of the *School Act* with the *Education Act* is the loss of explicit protection in matters of employment for teachers and other staff who are LGTBQ. While teachers and staff employed by the province's public school authorities benefit from clear protections in provincial and federal law from discrimination on the basis of sexual or gender identity, the situation for those employed in Catholic jurisdictions

YouTube

Watch us on YouTube:

[www.youtube.com/albertateachers](http://www.youtube.com/albertateachers)



CALLING ALL SCHOOL LEADERS

**The School Leaders Issues and Concerns Committee**

*needs your voice.*

Apply online now! This committee has one vacancy for an in-school administrator. The complete application information is available in the Members Only section of the ATA website.

If you have any questions, please contact Lindsay Yakimyshyn at [lindsay.yakimyshyn@ata.ab.ca](mailto:lindsay.yakimyshyn@ata.ab.ca), 780-447-9425 or 1-800-232-7208.

**Application Deadline:**

**SEPT 16**



**The Alberta Teachers' Association**

The Alberta Teachers' Association invites applications for the position of

**EXECUTIVE STAFF OFFICER, PROFESSIONAL DEVELOPMENT**

**Competition: ESO3/19**

**Location: Edmonton**

**Commencement: To be negotiated**

This executive staff member will assist in the work of the Professional Development program area with duties that may include responsibilities in the areas of teacher education, curriculum, student evaluation; technology in education; working with specialist councils; assisting local professional development chairs; training and supervising Association instructors and Association administrator instructors; preparing policy and position papers; assisting with programs for beginning teachers; assisting in the development and revision of workshops; liaising with universities and other institutions; handling field service requests; serving as Association resource person in specific areas of expertise; and special assignments from other areas of Association operation. General information regarding the Professional Development program area and the services it provides is available in the Programs and Services section of the ATA website.

A proven commitment to public education, excellent skills in leadership and human relations, facility in oral and written communication, strong organizational skills, attention to detail, and the ability to listen, learn and work independently are all essential requirements of this position. In addition, travel and evening and weekend work will be necessary at certain times of the year. A valid teaching certificate and a minimum of five years of successful teaching experience in public education are also required. Demonstrated commitment to the Alberta Teachers' Association (or other Canadian teachers' organization) will be considered an asset, as well as the ability to work in the French language.

Total compensation for this position includes a starting salary of \$136,000, pensionable service under the Teachers' Pension Plan of the Alberta Teachers' Retirement Fund Board and employer-paid benefits as stipulated in a collective agreement. The initial location will be in Edmonton, but future assignments may be to any present or future Association office. Duties will commence at a time mutually agreeable to both the successful candidate and Executive Secretary.

Applicants should quote position ESO3/19 and include the names, phone numbers and email addresses of at least two references who are not Association employees or elected officials of its provincial executive. Applications must be received by 1700 on Friday, **September 27, 2019**, and should be addressed to

Ms Kathryn Dick  
Human Resources Manager  
The Alberta Teachers' Association  
11010 142 Street NW  
Edmonton T5N 2R1  
Email: [hr@ata.ab.ca](mailto:hr@ata.ab.ca)

For more information, please see our website at [www.teachers.ab.ca](http://www.teachers.ab.ca).

OP-HR-47b 2019.08

**CHANGES TO TEACHER SALARY QUALIFICATIONS PRINCIPLES**

Deadline for no-cost re-evaluations: January 31, 2020

Please note the following changes to the Teacher Salary Qualifications Board Principles for the Evaluation of Years of Teacher Education for Salary Purposes effective July 1, 2019:

Subsections c) and d) of Principle 2.01, which deals with recognized institutions, have been amended to read

*c) recognized by the Ministry of Education in the home country or is listed in the Association of Commonwealth Universities publications, or*

*d) recognized by the Ministry of Education in the home country or is listed in the International Association of Universities publications, or*

If you have been previously denied credit under Principle 2.01.c) or d), you may submit a TQS application for re-evaluation at no cost **until January 31, 2020**. Please make sure to indicate the reason for re-evaluation in section J. Review of the TQS Application Form. Applications for re-evaluation after January 31, 2020, will be accepted subject to the regular fee, as outlined in section F. Application Fee of the TQS Application Guide Book.

It is the responsibility of the teacher to ascertain if changes of principles and their application may affect the evaluation of qualifications for salary purposes.

For more information, please contact TQS at 1-800-232-7208.



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  - **AGR 3000:** Agriculture Safety
- Online, or class-led; the choice is yours.**

- **ProD Courses:** Educator seminars that cover course content.

[jsss.ca/register](http://jsss.ca/register)



Job Safety Skills Society





## Professional Learning Workshop

### PROJECT-BASED LEARNING AND CLIMATE CHANGE

Monday Sept 16th, 2019 (6-8pm)  
cSPACE King Edward, 260, 1721 29 Ave SW, Calgary

What makes project-based learning (PBL) a successful pedagogical approach in 21st century STEM education? Come find out in this professional learning workshop hosted by MindFuel, as a part of Science Literacy Week.

This workshop will demonstrate various stages of the PBL process through hands on activities. Teaching about the impacts of climate change on our ecosystems, particularly the ocean will be highlighted.

This professional learning workshop is open to Grade 5-10 educators. Please RS.V.P. no later than September 9th to guarantee your spot

SCAN ME



(403) 220-0077  
Email: KSandhu@MindFuel.ca  
Web: www.mindfuel.ca  
RSVP: mindfuel.ca/2019/08/08/pl\_project\_based\_learning



SCIENCE LITERACY WEEK

## ATA Promotional Materials

### Great Gifts

for students, parents and teachers

The ATA store is accessible at [www.teachers.ab.ca](http://www.teachers.ab.ca).  
Click on For Members, then ATA Store, then Promotional Materials.



## Leadership and Superintendent Leadership Certification In-Service Programs

### Final In-Service Sessions Now Available

Date	Location	LQS	SLQS
2019 10 17-18	Edmonton (French)—Barnett House	NQLS	
2019 10 17-18	Edmonton—Barnett House	•	
2019 11 06-07	Calgary—Deerfoot Inn and Convention Centre		•

Eligibility to attend is based upon one's leadership position in the 2018/19 school year.

Register online at: <https://abedleadershipcert.ca/register>.



Association of Independent Schools & Colleges in Alberta



The Alberta Teachers' Association



College of Alberta School Superintendents

## MATHS NO PROBLEM!

### 3-Day Essentials on Teaching Math for Mastery

October 21-23, 2019 | Calgary Zoo

#### Learn to become a more effective math teacher in this 3-day hands-on course.

With so many opinions on how to teach math, are you certain your efforts will produce the results you want? This 3-day course will equip teachers with the pedagogical skills and research used by the highest-performing education systems in the world, including Singapore.

This professional development course is designed to produce a deep understanding of:

- Key concepts in education including assessment and differentiated instruction
- The mindsets required for effective mathematics teaching and learning
- Relevant learning theories and research
- Lesson structure and learning experiences

#### Course Content

- 1. The key ideas of the four operations interspersed with practical advice**  
A deep look at the four mathematical operations (addition, subtraction, multiplication, division), their multiple iterations, and how to teach them so that students can apply what they know to complex situations.
- 2. Conceptual understanding behind common procedures**  
With a view that all students will learn common procedures in order to become both fluent and efficient, we look at how to teach them so that meaning can be derived from the algorithms.
- 3. Selected aspects of fractions, geometry, and measurements**  
Looking at these important aspects of elementary mathematics and how they can be taught to a high level.
- 4. Teaching word problems and bar models**  
We look at how the skills required to solve complex word problems can be taught so that pupils improve their ability to reason and apply what they know.
- 5. Key competencies**  
A look at the competencies that students must develop in order to be highly proficient at mathematics and how they can be developed on a daily basis.
- 6. Journal writing**  
How journaling can be used in the class to help students reflect and communicate their ideas while providing evidence of learning.

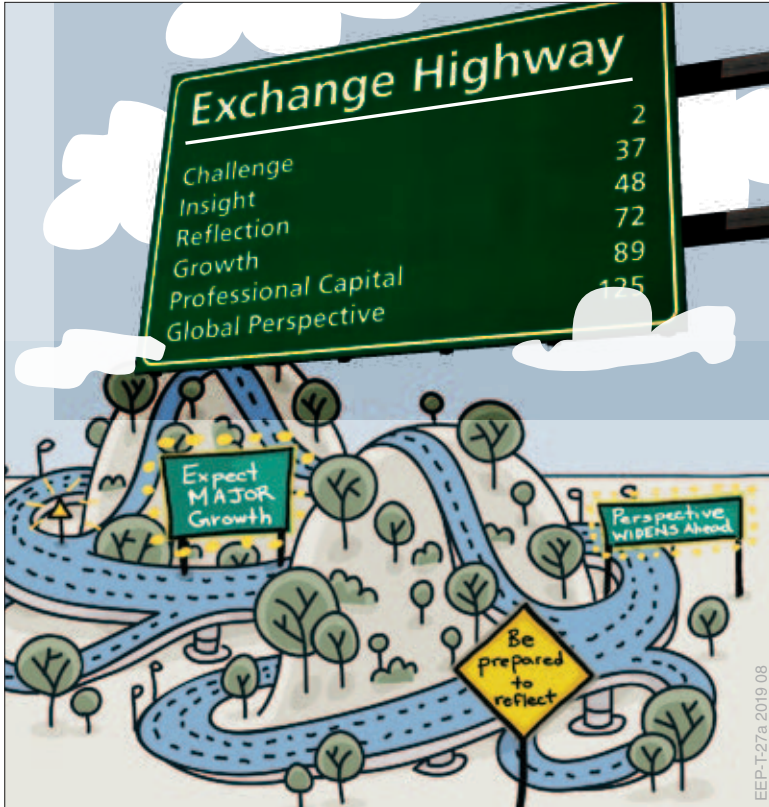
This course is intended for elementary school teachers who are looking to improve their practice of teaching mathematics.

"This was the most beneficial course I have attended in my 20+ years of teaching."

— Jeanne Hodgkins | Primary Learning Enrichment Year 3 & 4, Warwick Academy, Bermuda

**Book Now:** For more information contact [loren@mathsnoproblem.com](mailto:loren@mathsnoproblem.com) or save your spot here: [mathsnoproblem.com/3daymasterycalgary](http://mathsnoproblem.com/3daymasterycalgary)

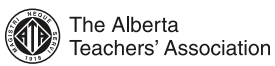




EEP-T-27/a 2019.08

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

Visit [teachers.ab.ca](http://teachers.ab.ca) for applications and details.



## Catering and room rentals at the Alberta Teachers' Association

We have conference rooms for groups ranging in size from 10 to 350 people, with a variety of catering options. Bar service is available.

In-house audiovisual equipment is also available for rent. Complimentary guest parking is available in visitor parking. The facility is smoke-free.

For more information please call 780-447-9400 or e-mail [meetingrooms@ata.ab.ca](mailto:meetingrooms@ata.ab.ca).



09-00-120-2019.06

## Pensions can be puzzling...



We're here to help you put the pieces together.

Personal pension interviews will be held across Alberta over the coming months. Book your session online at [www.atrf.com](http://www.atrf.com) by clicking on 'Meet With Us.'

One-on-one sessions are also available in our Edmonton office weekdays between 8:30 a.m. and 4:30 p.m. Call 780-451-4166 or toll-free at 1-800-661-9582 to book your appointment.



CHILDREN'S AUTISM SERVICES OF EDMONTON

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Practical classroom strategies, managing challenging behaviour, recent research topics and trends, neurodiversity, and parent led topics.

**JANUARY 23 - 24, 2020**  
RIVER CREE RESORT

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[www.childrensautism.ca](http://www.childrensautism.ca)

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## Autos for sale

### 2017 GMC Canyon Denali 4WD — Short Bed

**Features:** This truck has only one set of keys. It has leather heated and cooled front seats, backup camera, truck bed cover and heated steering wheel. Comes with a set of winter tires on rims and a new windshield.

**Colour:** Onyx Black

**Engine:** V6 3. 6L

**Transmission:** Automatic  
**Kilometres:** 46,500

### 2017 Volvo V60 Cross Country T5 AWD

**Features:** This car is fully loaded with options like heated and cooled leather front seats, heated steering wheel, navigation system, backup camera and parking sensors, and comes with winter tires on steel rims.

**Colour:** Black Solid Stone

**Engine:** 2.0L 4 cylinder Turbo

**Transmission:** Automatic  
**Kilometres:** 121,000

This is a **sealed bid auction**, so please mail your bid letter in a **sealed envelope marked "Attn: Tracy Pohl—Car Bid"**, Alberta Teachers' Association, 11010 142 Street, Edmonton, Alberta T5N 2R1. Bids will be accepted until 5 p.m., **October 11, 2019**.

For more information, contact Tracy Pohl at [tracy.pohl@ata.ab.ca](mailto:tracy.pohl@ata.ab.ca) or by telephone: 780-447-9482 or 1-800-232-7208 (toll free), ext. 482. The Alberta Teachers' Association reserves the right to refuse the highest bid if it is deemed to be inadequate.



## To Advertise

**For advertising information**, contact Trevor Battye  
Clevers Media  
1-778-773-9397  
[trevor@cleversmedia.com](mailto:trevor@cleversmedia.com)

**Next deadline**  
Thursday, Sept. 12, 2019, 4 p.m.  
(Publication date Sept. 24, 2019)

Advertisers are encouraged to book early — space is limited.

**Circulation:** 38,000

We accept Visa, Mastercard, cash or cheque.

**Disclaimer** The Alberta Teachers' Association does not necessarily endorse the products or services presented in paid advertisements.

## 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.





### Volunteer for Project Overseas with CTF in the summer of 2020

The Canadian Teachers' Federation (CTF) needs Canadian English- and French-speaking teachers to volunteer their services in Africa, Asia and the Caribbean. Teams are formed in January, with inservice projects taking place in July and August.

For more information and to apply, visit [www.teachers.ab.ca](http://www.teachers.ab.ca), under My ATA > Programs and Services > International Cooperation.

**Application deadline: November 1, 2019**

# STUDENT VOTE

Canada 2019

This October, join more than 9,000 schools in the federal parallel election.

**REGISTER YOUR SCHOOL TODAY**  
[studentvote.ca/canada](http://studentvote.ca/canada)  
 1-866-488-8775

## The ATA Educational Trust

Supporting teachers' professional learning

This year, the ATA Educational Trust will award over \$90,000 for

- \$600 grants to help teachers with attending a conference, workshop, seminar, institute or symposium.
- \$500 grants to help teachers attend an ATA specialist council conference or event. The names are chosen in a draw.

Grant application deadline: September 30

[www.teachers.ab.ca](http://www.teachers.ab.ca) > My ATA > Programs and Services > Grants, Awards and Scholarships > ATA Educational Trust

AR-ETF-25c 2019-09

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

**DEADLINE: OCTOBER 4 2019**

Applications available to download online on the Aspen Foundation website [www.afle.ca](http://www.afle.ca)

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**@albertateachers**

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# 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 Partner Support Team  
[info@adlc.ca](mailto:info@adlc.ca)  
 1-866-774-5333  
[adlc.ca](http://adlc.ca)

# ADLC

Alberta Distance Learning Centre





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## Congratulations to our contest winner **Lynn Walker!**

**A BIG THANK YOU TO EVERYONE WHO PARTICIPATED  
IN THE \$20,000 HOME RENOVATION CONTEST.**

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# TALENT

September 3, 2019 | Volume 54, Number 1

## Let's get 'teachie' this year!

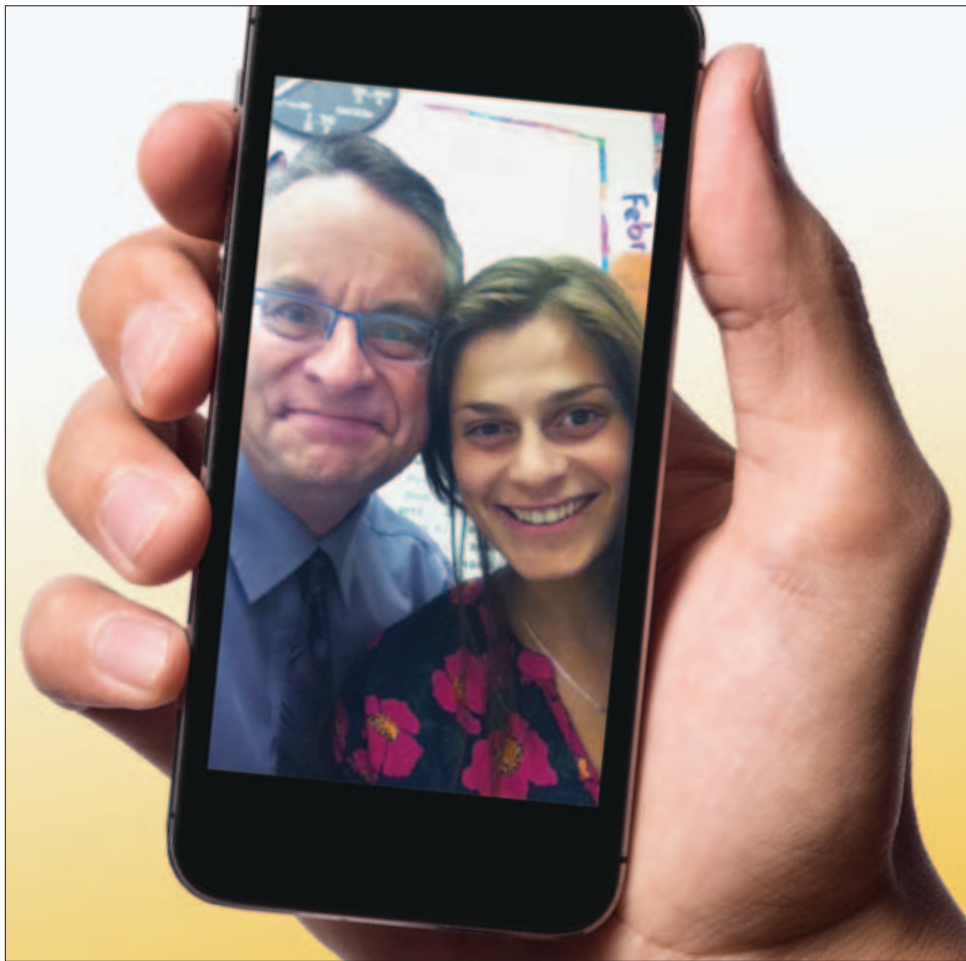
### MOOT POINTS

Ray Suchow  
Special to the ATA News

The first day of school! There are few things in a teacher's vocabulary, and in a teacher's reality, that bring such a breathless rush of excitement, anxiety, anticipation, and yes, perhaps even a bit of fear. On the one hand, you're out of time, since the past two weeks have been an ever-increasing fevered rush of meetings, planning, materials preparation and room decorating. Even the veterans, with their decades of experience, haven't been completely immune to the clock ticking away. They too have been seen walking with haste (but a confident and measured haste to be sure!) to the photocopier to pick up the latest version of their perfected lesson plans. On the other hand, though, you're also ready. It's time! For, in those first few golden hours, as an entire new year of learning and growth begins — whether with your homeroom or with the first of the half-dozen or more classes you'll be guiding — there's that indefinable eagerness and hunger inside of us that needs to be let out, so let's get this year going already!

I'd like to pass on a new first-day ritual that I happily discovered one day a few years ago and have repeated every year since. It takes just a few seconds, but the rewards are many.

On that day, my veteran confidence and assuredness included a dash of inspiration: why not take some first day pictures of my colleagues, especially those who were new to our school? Why not indeed! And so, 15 minutes before



PHOTOS: RAY SUCHOW / ISTOCK ILLUSTRATION: JOHN LABOTS  
Taken in 2016, this teacher selfie (or "teachie") of Ray Suchow and new teacher Katrina Bruin spawned an annual tradition that Suchow upholds on the first day of each school year. Bruin now teaches at Mary Butterworth School in Edmonton.

first-day classes started — yes, you can imagine how much free time most of us had at that point — I was able to visit and gather seven first-day selfies. Teachies, I call them.

The bright faces, resplendent with tans, replenishment and first-day eagerness, were so full of joy that it promised to be a great year. It also made a great post later in the day, since yes,

teachers can be happy and engage with social media too!

Perhaps the best teachie I've ever taken was the very first one. On that day, as inspiration struck, the first classroom I visited belonged to one of our new teachers. I thought it would be wonderful to capture a picture of a teacher new to our school on her "first day" with us. As she confidently moved

about her room preparing for class, she agreed to a quick picture, and onward I went to gather as many as I could.

Later in the day, to my surprise, I discovered that it wasn't just her first day with us. It was something far more special. I had captured not just the joy of her first day of teaching at a new school, but the delight of her first day of teaching — ever! I'm happy to say that priceless picture became a defining moment of her career, and the beginning of a wonderful friendship too.

So, on the first day of class this year, see if you can take a teachie, or as many as you can, of your dear friends and colleagues, and put them in a place where you can see them for inspiration and camaraderie throughout the year. Trust me, in the depths of November or February, or when you've had one of "those" days and are finding it hard to love your students and your marking like you did back in September, a quick glance at the happy, confident energy of those first-day images will lift you up, especially if they include a new friend too.

Also, after a few years, you'll realize you've captured priceless mementoes of the rarest and most fleeting of teaching moments: that swift, wonderful, breathless rush into the promise of a brand new school year.

I wish you all the best in 2019/20. Click! ■

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

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.

## ATA Magazine seeks submissions from teachers

Cory Hare  
ATA News Managing Editor

If you're a teacher with a published book, a podcast or a new music album, the ATA Magazine wants to hear from you.

The magazine's editorial team has spent the last several months overhauling the 100-year-old publication and has created several new sections designed to highlight the work that teachers do both within and beyond their teaching roles. "Who's Out There?" is the working title for a new section that will provide brief listings of teacher authors, podcasters and musicians among others. "The magazine has a long history and we're

trying to ensure it has a long future by making it as engaging as possible," said Joni Turville, who took over as the magazine's editor-in-chief last year.

A survey of magazine readers conducted a little more than a year ago revealed a desire for more content by and about teachers, Turville said, so staff have created several new sections aimed at ramping up teacher involvement. "We want teachers to see themselves and their colleagues reflected in the magazine's pages and feel like they are part of a community," Turville said.

Another change that is taking place with the ATA Magazine is the reduction of the number of issues published per year — from four to three. The first issue will be published in early November. ■



Are you out there?

Teachers wishing to make a submission for inclusion in "Who's Out There?" can email a short summary to ATA Magazine managing editor Cory Hare: cory.hare@ata.ab.ca.