

LEADERSHIP UPDATE

Volume 6

A publication for Alberta's school administrators

Number 1



LABOUR MOBILITY

This article is based on material from a report from the registrar, Alberta Education, to ATA's Teacher Education and Certification Committee. Minor changes have been made to conform to ATA style and provide clarification.

Alberta is committed to implementation of the Agreement on Internal Trade (AIT) and supports enhanced teacher labour mobility in Canada. This agreement demonstrates the commitment of governments and regulators to resolve differences in the way that workers move freely among provinces, while at the same time maintaining high standards.

The objective of the agreement is to allow teachers certificated in one jurisdiction to more efficiently receive a credential to teach in the other jurisdiction. Removing barriers to teacher mobility between Alberta and the rest of Canada will serve to support and strengthen Alberta's internationally recognized education system.

Alberta's strong growth is reflected in our student and teacher projections. We expect the number of Alberta students to grow over the next 10 years, resulting in an increased need for teachers. We need to work collaboratively to achieve our vision of having the right people with the right skills at the right times to meet the needs of Alberta's learners.

School boards will have a larger pool from which to choose candidates for teaching positions. Improving labour mobility will provide teachers with more career opportunities and will also bring new experience and perspective into Alberta classrooms.

Alberta Education is making changes to its certification processes due to labour mobility agreements and to reduce administrative requirements in the certification process.

Current State

Currently, across Canada, certification requirements vary with respect to scope of practice, currency of successful teaching experience and evidence of language proficiency.

In Alberta, certification is based upon the following principles:

- Alberta has had a competency profile, the Teaching Quality Standard, in place since 1997.
- Whenever appropriate, Alberta issues interim professional certificates to new teachers.
- Teaching authority in Alberta is systemwide with no restrictions on grade levels or subjects taught, allowing teachers and employers maximum flexibility in determining appropriate teaching assignments.
- For certificated teachers new to Alberta who do not qualify for an interim professional certificate, typically Alberta provides letters of authority, allowing them to teach in Alberta classrooms while completing additional teacher preparation courses to upgrade their credentials.

Applicants for teacher certification in Alberta must provide a minimum of sixteen years of schooling, inclusive of four years of university education, and a recognized degree, usually a bachelor of education, which includes or is supplemented by a teacher preparation program from an institution acceptable to the minister.

An acceptable teacher preparation program must include a minimum of 48 semester hour credits in professional teacher education coursework, inclusive of a minimum of 10 weeks in supervised student teaching at the elementary or secondary level. All Alberta teacher preparation programs now provide at least 60 semester hour credits of coursework, inclusive of 12 weeks of student teaching.

**Experience
is not what
happens to
a man.
It is what a
man does
with what
happens to
him.**

**—Aldous
Huxley**



Future Requirements

Alberta is establishing four avenues for certification of applicants from outside the province:

1. Certificated teachers from Canadian jurisdictions who are prepared in Canada and whose scope of practice as denoted on the teaching certificate is the same as in Alberta will be granted an Alberta interim professional certificate with no additional requirements.
2. Certificated teachers from Canadian jurisdictions who are prepared in Canada and whose scope of practice as denoted on a teaching certificate is different than Alberta's scope of practice will be required to provide evidence of their credentials for review. The registrar will grant those teacher applicants who meet the Alberta criteria an interim certificate. Those that don't will be issued a letter of authority, which will specify the requirements that need to be met to qualify for interim certification. There are some key changes to past practice. There will no longer be a "portability credential" issued, because these are being replaced by a letter of authority. The letter of authority will typically be granted for up to three years to allow the individual to complete the required upgrading. Any letters of authority granted will include the same conditions on scope of practice (grade levels and subject areas in which the individual may practise) as established by the certifying jurisdiction, and appropriate upgrading will be required. That means if, for example, an Ontario graduate has secondary science as his or her "teachable," he or she would have the same restriction here. However, the

teacher and the employing board can agree upon an assignment that goes beyond the restrictions indicated in the letter. This agreement must be in writing.

A caution: at the conclusion of the three-year term, if the teacher has not completed (or made significant progress towards completing) the requirements it would be highly unlikely that an extension would be granted. The teacher should not count on positive evaluations as an indication of competency; this will not cancel out the upgrading requirements.

3. A foreign-prepared teacher granted a teaching certificate by another Canadian jurisdiction will be given an Alberta teaching credential, similar to the teaching credential provided by the other Canadian jurisdiction, and in accordance with item 1 or 2 above.
4. A foreign-prepared teacher applying directly to Alberta will be granted teaching authority in accordance with evaluation of that person's credentials against the Alberta standard.

All teachers with a valid Canadian teaching certificate applying for Alberta certification will be required to provide the following to the registrar:

- A statement of professional standing from the current practice jurisdiction
- Evidence of fit and proper person
- Evidence of language proficiency
- Evidence of currency
- Evidence of identity
- Evidence of the right to work in Canada
- A completed application form
- Payment of applicable fees

Currency

Teachers who apply for certification from elsewhere who do not meet the currency requirement will receive a letter of authority specifying the amount of practicum they must complete before qualifying for interim certification.

You will notice below that those who hold permanent certification in the province of Alberta must also meet the currency requirement. Boards are expected to verify this in the hiring process. Seventy-five days of substitute teaching over one school year, or 100 within two school years, will fulfill the currency requirement.

In addition, Alberta is instituting a currency requirement for teachers who have not practised in the last ten

Table 1: Requirements of Teaching Quality Standard for Interim Certification

KSAs*	Alberta Prepared	Non-Alberta Prepared	Rationale
b, q		X	Provides teaching context in Alberta
c, d	X	X	Focus on subject matter -Elementary generalist -Secondary specialist

* *Members' Handbook* pp 45, 46

years. Currency is defined as practicum and/or acceptable teaching experience or equivalent within the past ten years that includes

- responsibility for the planning, delivery, and evaluation of an instructional program in which the curriculum reflects the educational system of the certifying jurisdiction, or
- experience for which a teaching certificate in the jurisdiction would be required.

All applicants for certification are required to have acceptable teaching experience, verified by employing officials, amounting to at least 75 days in one school year or 100 days in two consecutive school years in the 10 years prior to application.

Alberta certificated teachers applying for employment also need to be current. School authorities will be asked to review resumes for currency and, as needed, to refer teachers to Teacher Development and Certification Branch for an explanation of next steps required before eligibility for employment can be determined.

Currency requirements will apply only to teachers wishing to sign an employment contract with a school authority. Supply or substitute teachers are exempt from this requirement.

Teachers required to upgrade their credentials to be current will be asked to undertake coursework (9 credits if Alberta prepared, 12 credits if prepared elsewhere) and 9 weeks of supervised student teaching. Table 1, on page 2, explains the requirements of the Teaching Quality Standard to be addressed.

For more information, call Mark Yurick at 1-800-232-7208 or 780-447-9475.

Teacher Growth, Supervision and Evaluation

Teacher Growth Supervision and Evaluation Policy 2.1.5 reflected a major change in philosophy about supervision and evaluation. It now reflects a professional model based on teacher growth rather than teacher deficiency. The policy takes seriously the professionalization of teaching, in which all teachers are responsible for students' learning within a model of collegial collaborative work to share teaching practices in professional learning communities.

You are invited to attend a Teacher Growth, Supervision, Evaluation and Practice Review workshop, September 28–29, in Edmonton, at Barnett House.

If you are interested in attending, please e-mail Marilyn Terlaan, in Member Services, at marilyn.terlaan@ata.ab.ca.



Q & A

GORDON THOMAS,
Executive Secretary

Portfolios and student pictures

Q: I am developing my portfolio and would like to include pictures of my students doing projects/work in it.

Are there any FOIP issues that I should be aware of?

A: Photographs are considered “personal information” under both the FOIP and PIPA acts. It is recommended that you obtain written informed consent from the parents or guardians of the photo-subjects before including their photos in your portfolio.

For express consent to be informed consent, you must provide the parent(s) or guardian(s) with a form that includes the following information:

1. A description of the photo (when taken, during which activity, etc)
2. An explanation of how the photograph is to be used (ie, for inclusion in a professional portfolio)
3. A statement of whether the photograph will be placed online
4. A statement that they may withdraw or vary their consent at any time
5. The name and contact information for someone who can answer questions related to FOIP and PIPA

The parent(s) or guardian(s) must sign and date the consent form. You should keep these forms with the portfolio for as long as the portfolio is maintained.

To CSA Members From CSA Executive Re CALL FOR NOMINATIONS

Enclosed are nomination forms for positions that, by the constitution of the Council on School Administration, are open for election this year. The positions that are open are that of the treasurer and president-elect:

The treasurer shall

- be responsible for directing an ongoing program to encourage membership in the council;
- be responsible for the proper handling and accounting of all funds of the council and its committees;
- prepare a budget, in consultation with other executive members, for consideration of the executive, provide interim membership and financial statements for each executive committee meeting, and prepare the audited financial statement of the annual operation for presentation to the annual general meeting;
- scrutinize and pay all accounts and make necessary disbursements of funds as authorized by the executive;
- maintain liaison with the staff of the ATA to facilitate the administration of membership fees, subscriptions and the Association grant; and
- require an acceptable financial statement from the treasurers of each conference or committee operation

which receives or disburses funds on behalf of the council.

The president-elect shall

- assume duties and responsibilities as may be delegated by the president and shall assist the president as required, acting in that capacity when the president is absent;
- oversee the annual Banff Leadership Conference;
- as president-elect, prepare for the presidency by becoming thoroughly familiar with all operations, current issues and concerns of the council;
- as past president, serve as representative to the Canadian Association of Principals;
- be responsible for identifying and recommending additional services to be made available to members of the council;
- act as chair of the selection committee for the Dr Julius S Buski Leadership Grant;
- review and update the *CSA Handbook* as needed.

Any regular member of the CSA may be nominated for a vacant office. If you are interested in serving or know of someone who would be interested, please complete the enclosed form and forward the completed form to the ATA by November 16, 2009.

ELA— Educational Leadership Academy 2010

The 2010 Educational Leadership Academy (ELA) will be held in Banff, Alberta, at the Banff Park Lodge. The program will begin the afternoon of Monday, July 5 and conclude on Friday, July 9.

The 2010 keynote speaker is Dr Robert Marzano, presenting “The Art and Science of Teaching with School Leadership that Works.” The Educational Leadership Academy is sponsored by the Alberta Teachers’ Association and is supported by Morgex Insurance. The universities of Alberta and Calgary also play a part and offer graduate course credit for the program.

Watch the ATA website, this newsletter and/or the school mailings for more information.

If you have any questions or need further information, please contact the ELA director, Konni deGoeij, at 780-447-9472, or Leslie Kaun at 780-447-9410 (Edmonton and area) or 1-800-232-7208 (elsewhere in Alberta), or e-mail ELA@teachers.ab.ca.

COUNCIL ON SCHOOL ADMINISTRATION
The Alberta Teachers' Association

NOMINATION FORM
PRESIDENT-ELECT 2010/2012

Nominees must be regular members of the Council on School Administration.

We, the undersigned, wish to nominate

Name	
Home Address	Home Phone
Office Address	Bus Phone
Present Position	Employer

In support of this nomination, we wish to bring to the attention of all CSA members the following information, which will be distributed to members with the election ballots.

Nominators must be members of the Council on School Administration (three required).

We certify that our nominee has given consent to this nomination:

Name	Address	Telephone	Signature

Completed forms must be postmarked no later than November 16, 2009, and returned to

The Alberta Teachers' Association
 Council on School Administration
 11010 142 Street NW
 Edmonton Alberta T5N 2R1



The Alberta
 Teachers' Association