

Index to Policy

2024

Index to Policy

councils; staffing, Association

A	Code of Professional Conduct, 21.3.9.1
	education objectives, 21.2.3.1, 21.2.3.3
absence, leaves of, 19.3.8.1, 20.2.1.6	education partners, representation and relations, 21.1.0.2,
abuse, see aggression, against teachers; child abuse	21.1.0.4, 21.2.4.1, 21.2.4.2
accident insurance, 19.3.7.3	flags displayed at Barnett House and Southern Alberta
accountability and monitoring	Regional Office, 1.3.6.3
aggression against teachers, 19.2.17.4, 19.2.17.7	function of, 21.1.0.1
class size, 19.2.9.2, 19.2.9.11, 19.3.10.3	Indigenous Peoples, role within, 7.1.0.2
educational accountability and student assessment, 14.2.1.2,	legal framework, 21.2.1.1
14.2.1.3	on new teaching profession act, 21.3.1.1
education finances, 13.2.3.5, 13.2.4.3	opposition to imposed change, 21.1.0.9
Indigenous students, funding for, 7.2.6.2	safety and inclusion for all members, 1.3.3.10
outreach schools, 9.2.10.1	structure and governance, 1.3.3.1, 21.1.0.8, 21.2.1.2
principles of, 14.2.1.1	teachers' role, promotion of, 21.2.3.2
public assurance, 14.1.0.1, 14.2.2.1	union functions, increased emphasis on, 19.4.0.2
societal right to, 14.1.0.2	Alberta Teachers' Retirement Fund, 20.2.2.2. See also pensions
student assessment, 3.2.1.13	Alberta Teaching Profession Commission, 21.3.2.6, 21.3.2.7,
students with exceptional learning needs, 6.2.10.1, 6.2.10.2,	21.3.2.9
6.2.10.3	Alberta Urban Municipalities Association, 24.2.8.5
teacher workforce trends, 16.2.2.8	allowances
addiction, student, 24.2.6.4	location allowance for remote areas or high cost of living,
administrators, see school and system leaders	19.2.6.1
adoption leave	allowances, collective agreement clauses
in collective agreements, 19.3.8.3	Leadership Quality Standard and, 19.3.12.1
pensionable service and, 20.2.1.5	location allowance, 19.3.6.5
adult education, as pensionable service, 20.2.1.2	long-service allowance, 19.3.6.1
advertisements, 11.2.1.2	moving allowance, 19.3.11.6
age	for professional tasks on non-teaching days, 19.3.6.2
for starting Grade 1, 2.2.6.1	travel allowance, for long-distance commuters, 19.3.6.4
minimum working age, 24.2.8.2	travel allowance, for school business, 19.3.6.3
ageism, 1.4.2.1	alternative public education programs, 9.2.2.1, 9.2.2.2
aggression, against teachers	Annual Representative Assembly
aggressive individuals, responsibility for, 19.2.17.3	assistance with delegate expenses, 1.3.2.2
freedom from, as right, 19.1.0.13	budget distribution prior to, 1.3.7.1
harassment, training on, for school and system leaders,	daily schedule, 1.3.2.5
19.2.17.8	Disposition of Immediate Directives, 1.4.3.1
legal support for injuries from, 21.3.2.4	executive staff and secretaries, attendance by, 1.3.2.3, 1.3.2.4
monitoring and reporting, 19.2.17.4, 19.2.17.7	representation by population principle, 1.3.2.1
occupational health and safety and, 19.2.17.5, 19.2.17.6	antioppression, see antiracism
policy criteria, 19.2.17.1	antiracism, 2.2.2.15, 6.2.2.6, 7.3.1.1(3), 16.2.4.6
student information, on current and past dangerous	arbitration, 19.1.0.10, 19.2.1.2, 19.3.16.2. <i>See also</i> collective
behaviours, 19.4.0.1	bargaining; dispute-resolution mechanisms
Alberta Distance Learning Centre, 4.2.4.6	Area Capacity and Utilization Guidelines, 12.2.2.3
Alberta Human Rights Act, 19.2.10.11	artificial intelligence, 4.2.9.1, 4.2.9.2, 4.2.9.3
Alberta Initiative for School Improvement Program, 2.2.4.3	assessment, see evaluation; student assessment
Alberta Library, 2.4.0.5	assistance programs, employee, 19.2.7.2
Alberta Occupational Health and Safety, 12.2.7.1(4), 12.2.7.1(5)	assistive technology, 6.2.5.1(7), 6.2.9.1(6), 6.2.9.9
Alberta School Boards Association, 4.2.2.6, 7.2.5.2, 16.2.5.1, 22.3.1.2	associate membership/members
	eligibility, 21.2.2.4
Alberta School Employee Benefit Plan, 22.3.1.2	legal support for, 21.3.2.5
Alberta Teachers' Association. <i>See also</i> Annual Representative	professional development, 17.3.1.1
Assembly; communications, Association; finances,	association, teachers' right of, 21.3.8.1
Association; locals; membership, Association; policy,	ATA Magazine, 1.3.4.11
Association; political engagement; professional conduct	ATA News, 1.3.1.14, 1.3.3.9, 1.3.4.7, 1.3.4.11
and practice; professional relationships; Provincial	athletic activities, 6.2.14.4, 19.2.16.1. See also physical
Executive Council; representation; resolutions; specialist	education

Authorized Novels and Nonfiction Annotated List, 2.2.2.16

В	pensionable service, for teachers, 20.2.1.1
D 44H 0 1 1 1 1 1 2 6 2	purpose of, 2.1.0.12
Barnett House, flags displayed at, 1.3.6.3 beginning teachers' network, 1.4.1.2. <i>See also</i> mentorship	responsibility for, 2.2.16.1 censorship, of instructional material, 2.2.1.14
programs	certification
behavioural challenges, students with	Association responsibility for, 16.2.6.5
behaviour support plans, monitoring and reporting,	Bridge to Teacher Certification programs, 16.2.2.5, 16.2.6.11
19.2.9.2(2)	for counsellors and librarians, 16.2.6.7
placement considerations, 6.2.11.3	interim certificate, criteria for, 16.2.6.3
program development and funding, 6.2.11.1, 6.2.11.2	letters of authority and, 16.2.6.9, 16.4.0.1
benefits. See also pensions	minimum standard, 16.2.6.10
disability benefits, extended, 19.2.7.3	permanent certificate, criteria for, 16.2.6.4, 16.2.6.6
employee assistance programs, 19.2.7.2	preservice teachers, 16.4.0.1
teacher wellness programs, 19.2.7.1	requirements, 16.2.6.1, 16.2.6.2
workers' compensation, 19.2.7.4	for school leaders and other non-teaching staff, 19.2.10.5
benefits, collective agreement clauses	for teachers returning from an absence, 16.2.6.8
accident insurance, 19.3.7.3	Charter of Rights and Freedoms, see Canadian Charter of Rights
early retirement incentive plan, 19.3.7.5	and Freedoms
group insurance program, 19.3.7.1	charter schools
liability insurance, 19.3.7.2	cyber-charter schools, 4.2.8.1
for part-time teachers, 19.3.13.3	opposition to, 10.2.2.1, 10.2.2.2
professional development funding, 19.3.7.6, 19.3.7.7	requirements, 10.1.0.3, 10.2.2.3
for substitute teachers, 19.3.14.2	rights and benefits of teachers, preservation of, 19.2.10.3
supplementary unemployment benefits program, 19.3.8.3	student assessment in, 3.2.3.1
for teachers on leave, 19.3.7.4	children. See also families
bilingual programs, 9.2.3.2, 9.2.3.6	health and medical services, 24.2.6.3, 24.2.6.6
Black, Indigenous and People of Colour, in curriculum, 2.2.2.15.	poverty alleviation, 24.2.4.1
See also Indigenous education; Indigenous Peoples	social supports and services, 24.2.5.1
breakfast programs, 2.2.13.2. See also food services, in schools	child abuse, 24.2.9.1
Bridge to Teacher Certification programs, 16.2.2.5, 16.2.6.11	child care
budget resolutions, see finances, Association	provision by government, 24.2.3.1, 24.2.5.6
businesses, see education-business partnerships	in school facilities, 12.2.2.2(2)
	subsidy program, 24.2.3.2, 24.2.3.3
	Children's Services department, 13.2.1.4, 24.2.5.1(13)
C	citizens, students' growth as, 6.2.1.2(6), 24.2.14.1
	citizenship, leave for acquisition of, 19.3.8.4
calendars, school and district	classroom intervisitations, 17.2.4.1, 18.2.8.1
collective agreements and, 19.3.15.1	classroom walk-throughs, 18.2.8.2
major disruptions, responding to, 12.2.2.7, 12.2.2.8	class size
year-round or other alternative calendars, 19.2.15.1	accountability and monitoring, 19.2.9.2, 19.2.9.11, 19.3.10.3
Canada Pension Plan, 20.4.0.2, 20.4.0.3	addressing challenges and class-size reduction, 19.2.9.3,
Canada Pension Plan Disability, 20.2.1.8	19.2.9.10(2)
Canadian Charter of Rights and Freedoms	Career and Technology Studies, 19.2.9.7
Government of Alberta and, 24.2.1.1	Career and Technology Studies and Career and Technology
hiring practices and, 19.2.10.11	Foundations, 19.2.9.8
notwithstanding clause, 19.1.0.16, 24.4.0.1	funding and, 19.2.9.1, 19.2.9.4
student protests and, 24.4.0.3	Knowledge and Employability courses, 19.2.9.6
Canadian studies, 2.2.2.3	laboratory courses, 19.2.9.5
Canadian Teachers' Federation	maximums, 19.2.9.1
English-as-an-additional-language (EAL) students, funding	optimal teaching and learning conditions and, 19.1.0.14
for, and, 6.4.0.1	student-teacher ratios, 19.2.9.4, 19.2.9.10(1), 19.3.10.1,
international pressure to privatize education and, 24.2.10.2	19.3.10.2
purpose and functions, 21.2.4.4	weighting considerations, 6.2.8.1
schools as sanctuary spaces, advocacy for, 24.4.0.4	class size, collective agreement clauses
Women's Symposium (2025), 1.4.1.8	student-teacher ratios, 19.3.10.1, 19.3.10.2
Career and Life Management, 2.2.2.8, 2.2.7.2	climate change, 2.2.2.13, 2.2.2.14, 24.2.12.3
Career and Technology Foundations, 12.2.3.6, 19.2.9.8	Code of Professional Conduct, 21.3.9.1
Career and Technology Studies	collective agreements. See also under allowances; benefits;
Bridge to Teacher Certification program, 16.2.2.5	calendars, school and district; class size; contracts;
class size, 19.2.9.7, 19.2.9.8	dispute-resolution mechanisms; leaves; membership,
funding for equipment and facilities, 12.2.3.6	Association; online, distance, distributed, and e-learning

programs; part-time teachers; salary and compensation;	convention associations (conventions)
school and system leaders; staffing practices; substitute	accumulated surplus, unencumbered, 1.3.8.1
teachers; workload	Association assistance to, 21.3.6.1
distribution by Association, 1.3.4.9, 1.3.4.10	constitutions, policies and procedures, availability to
fundamental beliefs, 19.1.0.3	members, 1.3.8.4
scope of, 19.2.3.1, 19.2.3.2, 19.3.3.2	conversion therapy, 6.2.14.11
teacherage clause, 19.3.17.1	copyright issues, 2.2.5.1, 2.2.5.2
collective bargaining. See also strikes	corporate presence, in schools. See also education-business
Association right to, 19.1.0.6	partnerships
criteria, 19.2.1.1	advertisements, 11.2.1.2
dispute resolution, 19.2.1.2	commercial exploitation, freedom from, 11.1.0.1
diversity, in bargaining units, 19.3.1.4	criteria, 11.2.1.1
effectiveness of, 19.1.0.5	media-literacy skills and, 11.2.1.3
eliminating disparities among bargaining units, 19.3.1.5	cost of living
government respect for, 19.1.0.16	disability benefits, extended, and, 19.2.7.3
local issues, support for, 19.2.1.3, 19.3.17.3	location allowance for, 19.2.6.1, 19.3.6.5
Provincial Executive Council guidelines, 19.3.1.1	salary adjustments for, 19.3.5.9
rights of, Association support for, 19.1.0.10	counselling services, for families, 24.2.5.6
school and system leaders and, 19.1.0.15	counselling services, for students
scope of, 19.1.0.8, 19.2.3.1	certification for counsellors, 16.2.6.7
strategies and sanctions, 19.3.1.2	"From Position to Program" resource, updates needed,
Teacher Employment Services and, 19.3.1.4	2.2.10.3
College of Alberta School Superintendents, 6.2.2.6, 19.2.10.18,	in outreach schools, 9.2.7.4
19.2.10.19	for sexuality and social health issues, 2.2.10.1
colony schools, 19.2.10.15, 19.3.9.10	staffing, 2.2.10.2
commercial exploitation, freedom from, 11.1.0.1	COVID-19 pandemic, 22.3.1.1. See also emergency situations
communications, Association	Criminal Code, 24.2.9.1
collective agreements, distribution of, 1.3.4.9, 1.3.4.10	cultural days of obligation, leave for, 19.3.8.5
critiques of Association, space for, 1.3.4.11	culture, see school culture
digital and paper distribution, 1.3.4.2, 1.3.4.3, 1.3.4.7	curriculum and resources. See also curriculum content;
distribution to locals and other chairs, 1.3.4.6	curriculum development
environmental considerations, 1.3.4.4	Alberta Library, working with, 2.4.0.5
inclusive language, 1.3.4.1	balance between academic and complementary courses,
on labour action, 19.3.2.5	2.2.2.7
with labour and societal allies, 21.2.4.3	book and resource challenges, responding to, 2.4.0.3
operation guidelines, to locals, 1.3.4.8	censorship, opposition to, 2.2.1.14
public engagement, 21.2.7.1, 21.2.7.2	controversial materials, 2.4.0.4
on research initiatives, 22.2.4.2	copyright issues, 2.2.5.1, 2.2.5.2
sign language interpretation, 1.3.4.5	functions of, 2.1.0.4, 2.1.0.5
communities of practice, 17.2.1.3	modification of digital material by teachers, 4.2.5.3
community engagement, see corporate presence, in schools;	ongoing support for, 2.2.1.8
education-business partnerships; parents; school councils	parental access, 2.2.14.1, 2.2.14.2
community schools, 11.2.3.1, 11.2.3.2	scope of, 2.2.2.12
compensation, see salary and compensation	teachers' professional judgment when selecting, 2.2.1.9,
Comprehensive School Health, 16.2.4.5	2.2.2.18, 2.4.0.2
conflict resolution, <i>see</i> professional relationships; representation	time, inservice, and resources for, prior to implementation,
consent, sexual, 2.2.2.8, 2.2.2.9	2.2.1.18
consultation processes, 19.3.16.1	curriculum content
continuing contracts, 19.2.4.3, 19.3.4.1	antiracism, 2.2.2.15
contracts	Authorized Novels and Nonfiction Annotated List, 2.2.2.16
continuing contracts, 19.2.4.3	Black, Indigenous and People of Colour, 2.2.2.15
driver's licence and, 19.2.4.6	climate change, 2.2.2.13, 2.2.2.14
faith-based or morality clauses, 19.2.4.7, 24.2.8.10	diversity, equity and human rights, 6.2.3.1
nondiscriminatory language in, 19.2.4.8	fine arts program, 2.2.1.15
probationary contracts, 19.2.4.1(2), 19.2.4.2, 19.2.4.4	global and environmental education, 2.2.2.5
temporary contracts, 19.2.4.1(1), 19.2.4.2	health and physical education, 2.2.2.6
contracts, collective agreement clauses	Indigenous language instruction, 7.2.2.3
continuing contracts, 19.3.4.1	Indigenous studies, 7.2.2.1, 7.2.2.2, 7.2.2.4
designations, 19.3.4.2	Knowledge and Employability courses, 2.2.2.10
part-time teachers, 19.3.13.4	labour studies, 2.2.2.4
controversial materials, 2.4.0.4	media and digital technology, 2.2.2.11

sexuality and gender, 2.2.2.8, 2.2.2.9, 2.2.2.17, 6.2.14.1 social science courses, high school, 2.2.2.2 social studies, 2.2.2.3, 2.4.0.8 speaking and writing skills, 2.2.2.1 curriculum development Association, engagement with, and, 2.1.0.7, 2.1.0.9 compensation for teachers, 19.3.5.12 funding, 2.2.1.11 for high school, 2.4.0.6 instructional material, selection of, 2.2.1.9 local autonomy and participation, 2.2.1.10 process of, 2.2.1.7 professional working group, 2.2.1.1 renewal process and principles, 2.2.1.2, 2.2.1.3 responsibility for, 2.1.0.6 sufficient time for teachers, 2.2.1.12, 2.2.1.13 teachers' role, 2.1.0.8, 2.1.0.9, 2.1.0.10, 2.1.0.11, 2.2.1.4, 2.2.1.5, 2.2.1.6, 2.2.1.21, 2.4.0.6 cyber-charter schools, 4.2.8.1	discriminatory practices. <i>See also</i> diversity; equity; human rights freedom from, 6.1.0.4 opposition to, 24.1.0.4, 24.2.1.4, 24.2.8.1 protection from, for sexual and gender minority staff, 19.2.11.8 Disposition of Immediate Directives, 1.4.3.1 dispute-resolution mechanisms, 19.1.0.10, 19.2.1.2, 19.3.16.2, 19.3.16.3. <i>See also</i> collective bargaining distance learning, <i>see</i> online, distance, distributed, and e-learning programs distributed learning. <i>See also</i> online, distance, distributed, and e-learning programs staffing and, 19.3.11.1 student-teacher ratios, 19.3.10.1 workload, 19.3.9.4 diversity. <i>See also</i> diversity, equity and human rights; exceptional learning needs, students with; inclusive education; sexual and gender minority staff; sexual and gender minority students
D	in bargaining units, 19.3.1.4 components of, 24.1.0.1
data, from educational research. <i>See also</i> research, educational contract clauses for, 22.2.1.7 paradata and process data, 22.2.1.4 secondary uses, 22.2.1.5(2), 22.2.1.6 days of obligation (holidays), religious and cultural, 19.3.8.5 day treatment programs, for children, 24.2.6.6 decision making, 8.2.1.1, 21.2.8.3 deferred salary leave plan, 19.3.5.11 defibrillators, 12.2.5.4 democracy, students' participation in, 24.2.14.1 denominational schools. <i>See also</i> Roman Catholic separate school authorities discrimination by, opposition to, 6.2.14.6(6) legitimacy of, 9.2.1.1, 9.2.1.2 dental care, 19.3.7.1 diagnostic assessments, 3.2.9.8 digital devices, personal, 4.2.7.1, 4.2.7.2 diploma examinations. <i>See also</i> student assessment biases in, elimination of, 3.2.1.11 changes to, proposed, 3.2.7.1	importance in school communities, 6.1.0.3 inclusive education and, 6.2.1.2(5) support for, 24.1.0.5 work environment and, 19.2.10.14 diversity, equity and human rights. See also diversity; diversity, equity and inclusion (DEI); equity; human rights in curriculum and resources, 6.2.3.1 diversity and equity networks, 1.4.1.7 locals and, 6.3.1.1, 6.3.1.2, 6.3.1.3 seminars for local chairs, 1.4.1.6 in teacher preparation, 6.2.4.2 diversity, equity and inclusion (DEI), 24.4.0.2. See also diversity, equity and human rights; inclusive education dress codes, 24.2.7.3 drinking water, clean, 24.2.5.12 driver's licence, 19.2.4.6 dual-credit education programs, 2.2.16.1
contents, 3.2.1.7 digitization, 3.4.0.1 educational technologies during, student use, 3.2.4.5 exam materials, making public, 3.2.1.9 language barriers, removal of, 3.4.0.2 release and use of results, 3.2.9.3, 3.2.9.4 remuneration and reimbursement, for exam markers, 19.2.5.3 student accommodations, 3.2.4.2, 3.2.4.4 teachers' role, 3.2.2.4 written-response component, 3.2.7.2 disability extended disability benefits, 19.2.7.3 in group insurance program, 19.3.7.1 pensionable service while on disability leave, 20.2.1.8 discipline, see professional conduct and practice	early childhood education. <i>See also</i> early intervention availability and access, 5.1.0.2 functions of, 5.1.0.3 funding, 5.2.4.1, 5.2.4.2, 5.2.4.3 program content and purpose, 5.2.2.1, 5.2.2.2, 5.2.2.3 responsibility for, 5.1.0.1 salary, in collective agreements, 19.3.5.4 teacher preparation, 5.2.5.1, 5.2.5.2 teachers' role, 5.2.3.1 volunteers' role, 5.2.3.2 early intervention. <i>See also</i> early childhood education availability and access, 5.2.1.1, 5.2.1.3 development and funding, 5.2.1.2 identification of children in need of, 6.2.8.1 for Indigenous students, 7.2.3.5 teachers' role, 5.2.1.4 economy, 24.2.11.1, 24.2.11.2

education, see public education	English-as-an-additional-language (EAL) students, see English
Education Act	language learners
aggression against teachers and, 19.2.17.1(4)	English Language Arts
collective bargaining and, 19.2.1.1(3)	access to program of studies, 9.2.3.3
contracts, temporary and probationary, and, 19.2.4.1, 19.2.4.2	Authorized Novels and Nonfiction Annotated List, 2.2.2.16
curriculum development and, 2.2.1.5	English language learners
human sexuality, notification and permission regarding,	funding, 6.2.13.1, 6.2.13.2, 6.2.13.3, 6.4.0.1
2.4.0.1	monitoring and reporting, 19.2.9.2(2)
right to education, extension of, 2.2.15.1	professional development, 6.2.13.4
student assessment and evaluation and, 3.2.2.4	provincial achievement tests, exemption from, 3.2.6.4
teacher personnel files and, 19.2.10.13	social supports and services for, 24.2.5.7
teacher transfers and, 19.2.10.1	student accommodation in diploma examinations, 3.2.4.4
work environment and, 19.2.10.14	teacher preparation, 6.2.4.8
workload and, 19.2.8.1	enrolment growth, funding for, 13.2.3.10
educational assistants. <i>See also</i> noncertificated personnel	environment
assignment and supervision, 15.2.2.1, 15.2.2.2, 15.2.2.4	Association communications and, 1.3.4.4
collective agreements on access to, 19.3.9.9	climate change, 2.2.2.13, 2.2.2.14, 24.2.12.3
definition, 15.1.0.1	in curriculum, 2.2.2.5
evaluation of, 15.2.2.3	development projects and, 24.2.12.2
staffing implications, 15.2.5.1, 15.2.5.2	protection of, 24.2.12.1
standards for, 15.2.4.1, 15.2.4.2	environmental, social and governance risks, and investments,
tasks not appropriate for, 15.2.1.1, 15.2.1.2	1.3.7.5, 24.3.1.1
training, 15.2.3.1, 15.2.3.2, 15.2.3.3	equity, 24.1.0.2. See also discriminatory practices; diversity,
Education (Reforming Teacher Profession Discipline)	equity and human rights; diversity, equity and inclusion
Amendment Act (Bill 15, 2022), 21.2.5.2	(DEI); employment equity and security; gender equity
education-business partnerships	evaluation. See also evaluation, of principals and system leaders
advertisements, 11.2.1.2	evaluation, of teachers; professional growth, supervision
commercial exploitation, freedom from, 11.1.0.1	and evaluation; student assessment
conditions for, 11.2.2.1, 11.2.2.2	educational assistants, 15.2.2.3
corporate presence, criteria for, 11.2.1.1	policy development, 18.2.1.1
endorsement by Association, 11.2.2.3	evaluation, of principals and system leaders
media-literacy skills and, 11.2.1.3	additional person, involvement of, 18.2.7.4
policy direction by Association, 11.2.2.4	criteria, 18.2.7.1, 18.2.7.2
public-private partnerships, for school facilities, 12.2.4.1	independent evaluators, 18.2.7.6
Education International, 24.4.0.4	process of, 18.2.7.3, 18.2.7.5
e-learning, <i>see</i> online, distance, distributed, and e-learning	evaluation, of teachers
programs	additional person, involvement of, 18.2.6.6
elected officials, 6.2.2.7	classroom intervisitations and walk-throughs, 18.2.8.1,
emergency situations	18.2.8.2
emergency readiness policies, 6.2.7.5	computer software for, 18.2.8.3
pandemic preparedness, 12.2.2.9	criteria, 18.2.6.2, 18.2.6.3, 18.2.6.4, 18.2.6.9
post-COVID-19 pandemic, research and consultation,	definition, 18.2.6.1
22.3.1.1	independent evaluators, 18.2.6.8
staffing during provincial health emergencies, 19.2.10.16,	process of, 18.2.6.5, 18.2.6.7
19.2.10.17	substitute teachers, 19.3.14.8
teacher recall, 12.4.0.1	exceptional learning needs, students with. See also exceptional
employment equity and security	learning needs, students with, funding; inclusive
Association staffing practices, 1.3.5.2	education
audit, Association, 6.4.0.3	adequate supports and resources, 6.1.0.6
discrimination, opposition to, 24.2.8.1	educational assistants, training, 15.2.3.2
employment equity policies and programs, 24.2.8.6, 24.2.8.7	educational assistant training, 15.2.3.3
faith-based or morality clauses, 19.2.4.7, 24.2.8.10	emergency readiness policies and, 6.2.7.5
job creation programs, 24.2.8.4	government support for, 6.2.6.8
minimum wage, 24.2.8.3, 24.2.8.5	identification and early intervention, 6.2.8.1
part-time, temporary and low-wage workers, 24.2.8.8	inclusion, conditions for, 6.2.5.1
school authorities and, 19.2.10.12	inclusive learning strategy, development of, 6.2.6.9
temporary foreign workers, 24.2.8.9	individualized program plans and supports, 6.2.7.2,
for women, 19.2.11.2, 19.2.11.3	6.2.9.1(10), 6.2.9.9, 6.2.10.3, 19.2.9.2(2)
working age, minimum, 24.2.8.2	multigrade classrooms and, 19.2.10.15
Employment Standards Code, 19.2.1.1(4)	in online and other nontraditional learning environments,
energy, renewable, 12.2.3.4	6.2.6.11, 6.2.7.3
	0.2.0.1., 0.2.7.0

placement considerations, 6.2.8.1, 6.2.8.2, 6.2.8.3	budget resolutions, 1.3.1.11
professional development, 6.2.4.7 program criteria, 6.2.6.5	diversity, equity and human rights chairs, seminar funding 1.4.1.6
program monitoring and accountability, 6.2.10.1, 6.2.10.2,	diversity and equity networks, 1.4.1.7
6.2.10.3	events, funding for increased capacity, 1.4.1.9
program planning, responsibility for, 6.2.6.1, 6.2.6.2, 6.2.6.3,	investments, decision-making, 1.3.7.5, 24.3.1.1
6.2.6.4	investments, transparency, 1.3.7.11
resource library, central, 6.2.7.1	Professional Development, executive staff, 1.4.1.1
scholarship program, for undergraduate and graduate students	Regulatory Affairs and Membership Support, 1.4.1.5
studying, 6.2.4.6	release money, for Provincial Executive Council members
school authorities' role, 6.2.6.4	1.3.7.6
teacher preparation, 6.2.4.4, 6.2.4.5 weighting considerations, 6.2.8.1	Special Emergency Fund, 1.3.7.4 substitute teachers, remuneration for Association business
exceptional learning needs, students with, funding	1.3.7.7
adequacy, 6.2.9.3, 6.2.9.4, 6.2.9.5, 6.2.9.6, 6.2.9.7, 6.2.9.8	Teacher Employment Services, executive staff, 1.4.1.4
assistive technology, 6.2.9.1(6), 6.2.9.9	Technology Project, 1.3.7.3
impact on other programs, 6.2.9.2	travel expenses, reimbursement of, 1.3.7.8
scope of, 6.2.9.1	finances, education. See also exceptional learning needs,
special education private schools, 6.2.9.11	students with, funding
extracurricular activities	accountability, 13.2.3.5, 13.2.4.3
funding, 13.2.6.1	Alberta Distance Learning Centre, 4.2.4.6
supervision of school-sponsored teams, 19.2.16.1	allocation principles, 13.1.0.4, 13.1.0.5, 13.2.3.1
teacher participation, in collective agreements, 19.3.9.6	appropriate funding levels, 13.4.0.1
transportation services, 19.2.16.2	budget planning and consultation, 13.2.1.1, 13.2.1.2, 13.2.1.3, 13.2.1.4
	distance learning, 4.2.4.5, 4.2.4.6
F	early childhood education, 5.2.4.1, 5.2.4.2, 5.2.4.3
facilities, see school facilities	educational research, 22.2.3.1 English language learners, 6.2.13.1, 6.2.13.2, 6.2.13.3,
faith-based clauses, 19.2.4.7, 24.2.8.10	6.4.0.1
families	enrolment growth and, 13.2.3.10
addiction and mental health issues, resources for, 24.2.6.4	extracurricular activities, 13.2.6.1
housing, 24.2.5.8	field experience program, 16.2.5.4, 16.2.5.5
income support, 24.2.5.5	French minority language education, 9.2.3.4, 9.2.3.6
in poverty, support for, 24.2.4.2(1)	functions of, 13.1.0.1, 13.1.0.2
rights of, 24.2.1.3	funding model for school authorities, review of, 13.2.3.9
service providers, improved communication between, and,	fundraising, 13.2.5.1, 13.2.5.2, 13.2.5.3
24.3.4.1	Geographic Grant, 13.2.3.8
social supports and services, 24.2.5.1, 24.2.5.6	grant system, 13.2.3.3, 13.2.4.1, 13.2.4.2
field experience program Association-recognized programs, 16.2.5.13	hiring new teachers, 13.2.3.6, 13.2.4.6 immigrant and refugee students, 6.2.12.1, 6.4.0.1
changes to, process for, 16.2.5.2	Indigenous Education Initiatives Grant program, 1.4.1.10
cooperating teachers, criteria and selection, 16.2.5.7, 16.2.5.9	Indigenous students, 7.2.3.8, 7.2.6.1, 7.2.6.2
cooperating teachers, honoraria, 16.2.5.6	inflation and specific costs, compensation for, 13.2.3.3
cooperating teachers, voluntary participation, 16.2.5.10	international students as revenue source, 13.2.2.3
criteria, 16.2.5.3	leaves and entitlements, fund for, 13.2.4.4
faculty involvement, teacher preparation institutions, 16.2.5.11	major disruptions to school calendars/operations and, 12.2.2.8
field experience associates, 16.2.5.12	medical services for students, 2.2.11.5
funding, 16.2.5.4, 16.2.5.5	mental health services for students, 2.2.11.3, 6.4.0.2
responsibility for, 16.2.5.1	off-campus education programs, 2.2.1.20
Rural Practicum Program, 16.4.0.2	Online Reference Centre, 2.2.1.22
secondment of teachers for, 16.2.5.8	outreach schools, 9.2.9.1, 9.2.9.2, 9.2.9.3, 9.2.9.4
field services, 21.3.3.1	outreach schools, per-site grant, 9.2.9.5
finances, Association	postsecondary education, 13.2.8.1, 13.2.8.2
accumulated surpluses, unencumbered, 1.3.8.1	private schools, 10.2.1.1
budget, membership education about, 1.3.7.9 budget distribution prior to Annual Representative Assembly,	professional conduct and practice, 21.2.5.8 professional development, 17.2.2.2, 17.2.2.14
1.3.7.1	Program Unit Funding, 5.2.1.1
budget format, 1.3.7.2	public emergencies and, 13.2.3.11
budgeting processes, review of, 1.3.7.10	Refugee Student Grant, 6.2.12.6

Regional Collaborative Service Delivery program, 6.2.6.10 revenue sources, 13.1.0.3, 13.2.2.1, 13.2.2.2, 13.2.2.3 school-based budgeting, 13.2.7.1, 13.2.7.2, 13.2.7.3, 13.2.7.4 school facilities, safety, 12.2.5.1 staffing during provincial health emergencies, 19.2.10.16 teacher preparation programs, 16.2.1.4 teachers absent to deliver professional development, costs from, 13.2.4.5 technology, 4.2.3.1 transitional funding for funding decreases, 13.2.3.7 transportation services, 2.2.12.1 voucher system, 13.2.3.2	Geographic Grant, 13.2.3.8 gifted and talented students, 6.2.6.7 global education, 2.2.2.5 global warming, <i>see</i> climate change Goals and Standards Applicable to the Provision of Basic Education in Alberta, 2.1.0.6 Grade 1, starting age, 2.2.6.1 Grade Level of Achievement reporting, 3.2.9.10 guidance services, <i>see</i> counselling services, for students <i>Guide to Education</i> , 2.4.0.4
wellness programs for students, 2.2.11.14	Н
fine arts program, 2.2.1.15 first responders, teachers qualified as, 19.2.5.6	harassment, see aggression, against teachers
flags, displayed at Barnett House and Southern Alberta Regional Office, 1.3.6.3 food services, in schools	Health and Life Skills, 2.2.2.8 health and wellness spending accounts, 19.3.7.1 health care, extended, 19.3.7.1
facilities for, 12.2.2.2(4)	health care services, see medical and health services, for
food quality, 2.2.13.1	students; medical and health services, for teachers;
provision by community-based agencies, 2.2.13.2	medical and health services, in society; mental health
school nutrition programs, 24.2.4.3	services, for students
foreign workers, temporary, 24.2.8.9	Health department, 13.2.1.4, 24.2.5.1(13)
freedoms of speech, teachers' right of, 21.3.8.1	health education, 2.2.2.6
French Language Arts, 9.2.3.3	health emergencies, provincial, 19.2.10.16, 19.2.10.17. See also
French language learners, 3.2.4.4	emergency situations
French minority language education. See also language education	high schools Certificate of High School Achievement requirements,
administration, 9.2.3.7, 9.2.3.8	2.2.7.4
funding, 9.2.3.4, 9.2.3.6	curriculum development, 2.4.0.6
support for, 9.2.3.5	funding review, 2.2.1.17
"From Position to Program" (school counselling resource), 2.2.10.3	graduation requirements, 2.2.7.1, 2.2.7.2, 2.2.7.3, 2.2.7.5 Indigenous students, assistance for, 7.2.3.6
funding, see finances, Association; finances, education	Indigenous studies, 7.2.2.4
fundraising political events, 23.2.2.3	Moving Forward with High School Redesign initiative, 2.2.4.1
by schools, 13.2.5.1, 13.2.5.2, 13.2.5.3	postsecondary courses in, 2.2.8.3
by schools, 13.2.3.1, 13.2.3.2, 13.2.3.3	postsecondary courses in, 2.2.8.5 postsecondary recruitment in, 2.2.8.6
	social science courses, review of, 2.2.2.2
G	transitions from to work, 2.2.8.1, 2.2.8.2
<u> </u>	work experience and special projects programs, grant for,
gambling revenue, 13.2.2.2	2.2.1.16
gay-straight/queer-straight alliance groups. See also sexual	hiring practices, 19.2.10.4, 19.2.10.18, 19.2.10.19
and gender minority staff; sexual and gender minority students	holidays (days of obligation), religious and cultural, 19.3.8.5 home schooling
for students, 6.2.14.2, 6.2.14.6, 6.2.14.10, 6.4.0.8	requirements, 10.1.0.3, 10.2.3.1
for teachers, 19.3.17.2	staffing practices and, 19.3.11.1
gender equity	student assessment in, 3.2.3.1
dress codes, 24.2.7.3	home–school liaison workers, 6.2.12.3
policy development, 24.2.7.1	honoraria. See also salary and compensation
promotion strategies, 24.2.7.2 in staffing, 19.2.11.1, 19.2.11.2, 19.2.11.3	for cooperating teachers in field experience program, 16.2.5.6 for professional services to government, 19.2.5.4
women in educational leadership committees, in locals,	for Provincial Executive Council members, 1.3.3.7, 1.3.3.8
24.3.2.1	honorary membership, 21.3.7.1
gender expression, see sexuality and gender	housing, 24.2.5.8
gender-fluid students, 6.2.14.4. See also sexual and gender	human rights. See also diversity, equity and human rights
minority students	Canadian Charter of Rights and Freedoms, 24.2.1.1
gender identity. See also sexuality and gender	components of, 24.1.0.3
record changes for alignment with, for staff, 19.2.11.5,	faith-based or morality clauses and, 19.2.4.7, 24.2.8.10
19.2.11.7 record changes for alignment with, for students, 6.2.14.7	families, rights of, 24.2.1.3 Quebec's Bill 21 (2019), 24.3.3.1
record changes for angument with, for students, 0.2.14.7	Queuce 8 Dill 21 (2017), 24.3.3.1

7.2.3.6, 7.2.3.7

in staffing practices, 19.2.10.10, 19.2.10.11 United Nations Declaration on the Rights of Indigenous Peoples, 7.1.0.4, 7.2.2.1(2), 7.3.1.1(2), 7.3.1.2, 7.3.1.3 United Nations Manifesto 2000 for a Culture of Peace and Non-Violence, 24.2.1.2 Hutterites, <i>see</i> colony schools hydrogen sulphide (sour gas), 12.2.5.3	in high schools, 7.2.2.4 inclusive education and, 6.2.1.2(7) Indigenous Education Initiatives Grant program, 1.4.1.10 Indigenous language instruction, 7.2.2.3 Indigenous staff, 7.2.3.4 Indigenous teachers, attracting and retaining, 7.2.5.1, 7.2.5.2 7.2.5.3 inservice opportunities, 7.2.4.2 school readiness and early intervention programs, 7.2.3.5 teacher preparation and reconciliation professional education 7.2.4.1, 7.2.4.3, 7.2.4.4, 7.2.4.5
<u>'</u>	Indigenous Peoples. See also Indigenous education
Immediate Directives, Disposition of, 1.4.3.1 immersion language programs, 9.2.3.2 immigrants and refugees recruitment and preparation for teaching, 16.2.2.2 social supports and services, 24.2.5.7, 24.2.5.11 immigrant and refugee students funding, 6.2.12.1, 6.4.0.1 home–school liaison workers for, 6.2.12.3	Association support for, 7.3.1.1, 7.3.1.2 contributions to education system, 7.1.0.3 locals and, 7.3.1.3 National Day for Truth and Reconciliation, 7.2.1.4, 7.2.1.5 recognition by Association, 1.3.6.1, 1.3.6.2 recognition by school authorities, 7.2.1.3 reconciliation with, 7.1.0.4, 7.2.1.1, 7.2.1.2, 7.3.1.2 rights of, 7.1.0.1
Refugee Student Grant, 6.2.12.6	role within Association, 7.1.0.2
right to public education, 6.2.12.4, 6.2.12.5 study on barriers to educational success, 6.2.12.2	social supports and services, 24.2.5.7 United Nations Declaration on the Rights of Indigenous
improvement plans, 17.2.2.3. <i>See also</i> school-improvement initiatives	Peoples, 7.1.0.4, 7.2.2.1(2), 7.3.1.1(2), 7.3.1.2, 7.3.1.3
inclusive education. See also behavioural challenges, students with; diversity; diversity, equity and human rights; English language learners; equity; exceptional learning needs, students with; gender equity; human rights; immigrant and refugee students; sexual and gender minority students	individualized program plans and supports, 6.2.7.2, 6.2.9.1(10), 6.2.9.9, 6.2.10.3, 19.2.9.2(2) induction and orientation programs, 21.3.4.1 inservice. <i>See also</i> professional development; professional growth, supervision and evaluation; teacher preparation cooperating teachers, field experience programs, 16.2.5.4(1)
Association's role, 6.2.2.2 curriculum and resources, 6.2.3.1 for elected officials, 6.2.2.7 functions of, 6.1.0.1 gifted and talented students, 6.2.6.7 governance and administrative structure, 6.2.1.4 Government of Alberta's role, 6.2.2.3 implementation of, 6.2.7.4	curriculum implementation, 2.2.1.7(5), 2.2.1.18 immersion and bilingual programs, 9.2.3.2(1) improvement plans and, 17.2.2.3 Indigenous education, 7.2.4.2 outreach schools, 9.2.7.3 responsibility for, 17.2.2.2(2) salary and compensation for, 19.3.5.10 students with exceptional learning needs, 6.2.9.1(1)
learning approach, 6.2.1.2 professional development, 6.2.1.3, 6.2.4.3 research on, funding for, 6.2.9.10 responsibility for, 6.2.2.1 right to, 6.1.0.2 school authorities' role, 6.2.2.3, 6.2.2.4, 6.2.2.5 school culture, 6.2.1.1 on sexuality and gender, for staff, 6.2.14.9 teacher preparation, 6.2.4.1, 6.2.4.2 teachers, adequate support for, 6.1.0.5 teachers' role, 6.2.6.6	transferred teachers, 17.2.2.6 instructional support plans, monitoring and reporting, 19.2.9.2(2) insurance. <i>See also</i> benefits accident insurance, 19.3.7.3 group insurance program, 19.3.7.1 liability insurance, 19.3.7.2 life insurance, 19.2.7.5, 19.3.7.1 International Computer and Information Literacy Study (2023), 3.2.8.1 international education/studies, 2.2.2.3, 24.2.10.1
inclusive language, 1.3.4.1	internationally educated teachers, 16.2.2.7
income support, 24.2.5.5 Income Tax Act, 19.2.5.1. See also taxation Indigenous education. See also Indigenous Peoples Association support for, 7.3.1.1 curriculum and resources, 2.2.2.15, 7.2.2.1, 7.2.2.2, 7.2.2.4 financial accountability, 7.2.6.2	international students, 13.2.2.3 international trade agreements, 24.2.10.3, 24.2.10.4 internet, 4.2.1.2, 4.2.6.1 interviews, parent-teacher, 19.2.8.7, 19.2.8.8, 19.3.9.8 investment portfolio, Association, 1.3.7.5, 1.3.7.11, 24.3.1.1
funding for education on reserves, 7.2.6.1 funding for Indigenous students, 7.2.3.8, 7.2.6.2 helping Indigenous students succeed, 7.2.3.1, 7.2.3.2, 7.2.3.3,	

J	liaison workers
	for immigrant and refugee students, 6.2.12.3
job action, see strikes	libraries and learning commons
job creation programs, 24.2.8.4	certification for librarians, 16.2.6.7
journeyman experience	operational decisions, 2.4.0.7
recognition by teacher preparation institutions, 16.2.2.3	responsibility for, 2.2.9.1
in salary considerations, 19.3.5.3, 19.3.5.8	services by external libraries and agencies, 2.2.9.3
judgment, see professional judgment	staffing, 2.2.9.2, 2.2.9.4
junior kindergarten, see early childhood education	life insurance, 19.2.7.5, 19.3.7.1
Justice and Solicitor General department, 24.2.5.1(13)	literacy and numeracy tests, 3.4.0.3
Justice department, 13.2.1.4	locals
	accumulated surpluses, unencumbered, 1.3.8.1
	Annual Representative Assembly, representation at, 1.3.2.1,
K	1.3.2.3
	Association communications, copies for, 1.3.4.6
kindergarten, see early childhood education	Association operation guidelines, access to, 1.3.4.8
Knowledge and Employability courses, 2.2.2.10, 19.2.9.6	diversity, equity and human rights and, 6.3.1.1, 6.3.1.2,
	6.3.1.3
	educational leadership committees, women in, 24.3.2.1
L	field services for, 21.3.3.1
11	gay–straight/queer–straight alliance groups for teachers,
laboratory courses, class size, 19.2.9.5	19.3.17.2
labour action, see strikes	Indigenous Peoples, reconciliation with, and, 7.3.1.3
Labour Relations Code, 19.2.1.1(4), 19.3.16.2	local council, school leader position in, 1.3.8.3
labour studies, 2.2.2.4	local issues in collective bargaining, 19.2.1.3, 19.3.17.3
language education. <i>See also</i> English language learners; French	orientation and induction programs by, 21.3.4.1
minority language education	political engagement by, 23.3.1.1, 23.3.1.2, 23.3.1.3
access to programs of study, 9.2.3.3	professional development role, 17.2.2.10
immersion, minority and bilingual programs, 9.2.3.2, 9.2.3.6	Provincial Executive Council, relationship with, 1.3.3.2,
Indigenous languages, 7.2.2.3	1.3.3.4, 1.3.3.5
official language rights, 9.2.3.4, 9.2.3.5, 9.2.3.7 student requirements, 9.2.3.1	resolutions, study and report committees, 1.3.1.15
leaders, educational, <i>see</i> evaluation, of principals and system	resolutions, submission of, 1.3.1.1
	resolutions, voting on, 1.3.1.6, 1.3.1.7
leaders; principals; school and system leaders	school and system leaders, relationship with, 19.3.12.5
leadership certification, Alberta, 8.2.4.4 Leadership Quality Standard	location allowance, 19.2.6.1, 19.3.6.5 long-service allowance, 19.3.6.1
allowances and, 19.3.12.1	lunch period, for teachers, 19.3.9.7
Association support for, 17.3.2.1	lunch programs, 2.2.13.2. <i>See also</i> food services, in schools
certification, equitable access to, 17.2.2.12	functi programs, 2.2.13.2. See also food services, in schools
certification, program development, 17.2.2.13	
learning commons, see libraries and learning commons	M
leaves	
central fund for, 13.2.4.4	maternity leave. See also parental leave
leaves, and pensionable service	in collective agreements, 19.3.8.3
leaves of absence, 20.2.1.6	pensionable service and, 20.2.1.5
maternity, adoption and parental leave, 20.2.1.5	Mathematics 30-1 and 30-2, 2.2.8.4
leaves, collective agreement clauses	media
benefit premiums payment while on leave, 19.3.7.4	curriculum on, 2.2.2.11
for citizenship acquisition, 19.3.8.4	media-literacy skills, 11.2.1.3
leaves of absence, 19.3.8.1	reportage of exam results by, 3.2.9.4
maternity, adoption and parental leave, 19.3.8.3	medical and health services, for students. See also mental health
for religious and cultural days of obligation, 19.3.8.5	services, for students
sick leave, 19.3.8.2, 19.3.14.4	alternative instruction arrangements and, 2.2.11.8
legal support, see representation	at-risk students, communication and provisions for, 2.2.11.9
lesson preparation and assessment, 19.3.9.11	funding, 2.2.11.5
letters of authority, 16.2.6.9, 16.4.0.1	for medically fragile students, 2.2.11.2
LGBTQ, see sexual and gender minority staff; sexual and	pandemic preparedness, 12.2.2.9
gender minority students; sexuality and gender	post-COVID-19 pandemic, research and consultation,
liability insurance, for teachers, 19.3.7.2	22.3.1.1

quality of care, 2.2.11.1, 2.2.11.6	N
responsibility for, 19.2.8.6	
staffing during provincial health emergencies, 19.2.10.16,	names and pronouns, preferred
19.2.10.17	students, 6.4.0.7
vaccination program, 2.2.11.10, 2.2.11.11	teachers, 19.2.11.5, 19.2.11.7, 19.4.0.3
medical and health services, for teachers	National Day for Truth and Reconciliation, 7.2.1.4, 7.2.1.5
mental health supports, 19.2.7.7	National Inquiry into Missing and Murdered Indigenous Women
vaccination program, 2.2.11.12	and Girls, Calls for Justice, 1.4.1.10, 7.1.0.4, 7.2.2.1(2),
medical and health services, in society	7.3.1.1(2), 7.3.1.3
addiction and mental health issues, resources for, 24.2.6.4	natural disasters, mental health assistance, 2.2.11.4
for children, 24.2.6.3	nonbinary students, 6.2.14.4. <i>See also</i> sexual and gender
education and health programs, support for, 24.2.6.5	minority students
privatization, opposition to, 24.2.6.2, 24.2.10.2	noncertificated personnel. See also educational assistants;
residential care and day treatment programs, for children,	volunteers
24.2.6.6	
	classroom supervision, opposition to, 15.2.1.2
universal accessibility, 24.2.6.1	staffing practices and, 8.2.5.3, 19.1.0.12
vaccination programs, 24.2.6.7	student supervision during teacher breaks, 19.2.8.4
membership, Association. See also associate membership/	northern living, see rural and remote communities
members	notwithstanding clause, 19.1.0.16, 24.4.0.1
associate membership, 21.2.2.4	nuclear disarmament, 24.2.13.1
in collective agreements, 19.3.3.1	numeracy and literacy tests, 3.4.0.3
fees, 1.4.1.11, 1.4.1.12	nutrition programs, school, 24.2.4.3. See also food services, in
honorary membership, 21.3.7.1	schools
people employed by outside agencies, 21.2.2.2	
principals and other teachers in leadership positions, 8.1.0.2,	
8.2.3.1	0
responsibility for, 21.1.0.5	
superintendents and chief deputy superintendents, 21.2.2.3	occupational health and safety, 12.2.2.5, 12.2.3.1(3), 19.2.17.5,
teachers, 10.1.0.2, 21.2.2.1	19.2.17.6. See also safety, school
membership, specialist councils, 1.3.8.2, 21.3.5.1	Occupational Health and Safety Act, 12.2.1.1(5)
menstrual products, for students, 24.2.4.4	Occupational Health and Safety Regulation, 12.2.1.1(5)
mental health services, for students. See also medical and health	off-campus education programs, 2.2.1.20, 2.2.16.1, 2.2.16.2
services, for students	online, distance, distributed, and e-learning programs. See also
24-hour emergency services, 2.2.11.13	technology
addiction and mental health issues, resources for, 24.2.6.4	Alberta Distance Learning Centre, funding for, 4.2.4.6
funding, 2.2.11.3, 6.4.0.2	criteria, 4.2.4.2
online, distance and digital learning courses, 4.2.4.3(5)	exploring options, 19.2.8.10
psychiatric care and assessment, 2.2.11.7	functions of, 4.2.4.1
social supports and services, 24.2.5.7	funding for distance learning, 4.2.4.5
teacher preparation, 16.2.4.5	internet access, equitable, 4.2.1.2
for trauma from natural disaster, 2.2.11.4	professional growth, supervision and evaluation, 18.2.1.2
mental health supports, for teachers, 19.2.7.7	research proposal, 4.2.4.4
mentorship programs, 1.4.1.3, 17.2.3.1. See also beginning	resources, central repository for, 2.2.1.19
teachers' network	student preparation and supports, 4.2.4.3
	student preparation and supports, 4.2.4.3 students with exceptional learning needs, 6.2.6.11, 6.2.7.3
military service, and pensions, 20.2.1.9	
minimum wage, 24.2.8.3, 24.2.8.5	teachers' role and resources, 4.2.5.1, 4.2.5.2
ministerial orders, 13.2.3.4	online, distance, distributed, and e-learning programs, collective
monitoring, see accountability and monitoring	agreement clauses
morality clauses, 19.2.4.7, 24.2.8.10	staffing, 19.3.11.1
moving allowance, 19.3.11.6	student-teacher ratio, 19.3.10.1
Moving Forward with High School Redesign initiative, 2.2.4.1	workload, 19.3.9.4, 19.3.9.10
multiculturalism, 24.2.2.1	Online Reference Centre, 2.2.1.22
multigrade classrooms	Open Data portal, 19.2.9.11
Geographic Grant and, 13.2.3.8	orientation and induction programs, 21.3.4.1
number of grades or courses in, appropriate, 19.2.10.15	outreach schools
teacher preparation, 16.2.4.3	accountability, 9.2.10.1
	community partnerships, 9.2.5.4
	counselling staff, 9.2.7.4
	facilities, 9.2.8.1, 9.2.8.2
	funding, 9.2.9.1, 9.2.9.2, 9.2.9.3, 9.2.9.4

inservice opportunities, 9.2.7.3

per-site grant, 9.2.9.5

principals, 9.2.7.1 program considerations, 9.2.5.2 purpose of, 9.2.5.1 staffing practices and, 19.3.11.1 student placements, 9.2.6.1 student records, 9.2.6.2 teacher assignments, 9.2.7.2 technology access, 9.2.5.3	political engagement advocacy during provincial elections, 23.3.2.1 Association's role, 23.1.0.1, 23.1.0.2 cooperation with other organizations, 23.2.3.2 financial contributions, 23.2.2.2 fundraising events, 23.2.2.3 inclusive education for elected officials, 6.2.2.7 with Legislature, 23.2.1.6 by locals, 23.3.1.1, 23.3.1.2, 23.3.1.3 nature of engagement, 23.2.1.1, 23.2.1.2, 23.2.1.3 political neutrality, 23.2.2.1, 23.2.2.2, 23.2.2.3
pandemic preparedness, 12.2.2.9. <i>See also</i> emergency situations paradata, 22.2.1.4. <i>See also</i> data, from educational research parental leave, 20.2.1.5, 24.2.5.9. <i>See also</i> maternity leave parents access to curriculum information, 2.2.14.1, 2.2.14.2, 9.2.3.3 access to student assessment results, 3.2.10.1 human sexuality, notification and permission regarding, 2.4.0.1 human sexuality instructional activities, right to exclude children from, 2.3.1.1 parent-teacher interviews, 19.2.8.7, 19.2.8.8, 19.3.9.8 parent-teacher relationships, 11.2.5.1, 19.2.17.2 as partners in public education, 11.1.0.2	with political parties and candidates, 23.2.1.4, 23.2.2.1, 23.2.3.1 on public institutions, 23.2.1.5 by students, 24.2.14.1, 24.4.0.3 by teachers, 23.1.0.3, 23.2.4.1, 23.2.4.2, 23.2.4.3 portable classrooms, <i>see</i> relocatable classrooms postsecondary education apprenticeship training and trades certification, 2.2.8.7 courses for high school students, 2.2.8.3 diversity, equity and inclusion (DEI), 24.4.0.2 funding, 13.2.8.1, 13.2.8.2 recognition of high school courses, 2.2.8.4 recruitment in high schools, 2.2.8.6 Rutherford Scholarships, 2.2.8.5
surveillance devices on students, disclosure of, 4.2.7.3 part-time teachers definition, 19.2.12.1	postsecondary education and careers barriers from student assessment, 3.2.1.5 transition to, 2.2.8.1, 2.2.8.2
employment rights, 19.2.12.2 part-time teachers, collective agreement clauses benefits, 19.3.13.3 contract continuity, 19.3.13.4 professional activities outside of usual assignable time, 19.3.13.2	poverty, 24.2.4.1, 24.2.4.2, 24.2.5.7 Practice Review of Teachers and Teacher Leaders Regulation, 21.3.2.2 preservice teachers, 16.4.0.1. <i>See also</i> teacher preparation; teacher preparation programs, institutions offering Pride materials, 6.4.0.9
salary and compensation, 19.3.13.1 pensions. <i>See also</i> pensionable service, accrual of 6/10 limit on re-employment, removal of, 20.2.2.1 administration of, 20.1.0.3, 20.2.2.2, 20.4.0.1 Canada Pension Plan, 20.4.0.2, 20.4.0.3 entitlement criteria, 20.1.0.1 Provincial Executive Council members and release money, 1.3.7.6 provisions, 20.1.0.4 reciprocal agreements, 20.2.3.1, 20.2.3.2	principals. See also evaluation, of principals and system leaders; school and system leaders assignments, 19.2.14.2, 19.2.14.3 Association membership, 8.1.0.2, 8.2.3.1 collective agreements, inclusion in, 19.2.3.2 in outreach schools, 9.2.7.1 professional preparation, 8.2.4.1, 8.2.4.2, 8.2.4.3 roles in school, 8.1.0.2, 8.2.2.1, 8.2.2.2, 8.2.2.3 staff assignments by, 8.2.5.2, 8.2.5.3 teachers and other staff, relationship with, 8.2.2.4, 8.2.2.5,
sufficiency, 20.1.0.2 pensionable service, accrual of adult education teachers, 20.2.1.2 Career and Technology Studies teachers, 20.2.1.1 disability, 20.2.1.8 leaves of absence, 20.2.1.6 maternity, parental and adoption leave, 20.2.1.5 military service, 20.2.1.9 from other jurisdictions, 20.2.1.3 substitute teachers, 20.2.1.7 teachers developing or marking exams, 20.2.1.4 personnel files, 19.2.10.13. See also gender identity physical education, 2.2.2.6, 6.2.14.4. See also sports	working conditions, 19.2.14.1, 19.3.9.10 Principles for Fair Student Assessment Practices For Education in Canada, 3.2.1.1(5) private schools conditions for incorporation into public school authority, 10.2.1.2 funding, 10.2.1.1 requirements, 10.1.0.3, 10.2.1.3 special education private schools, 6.2.9.11 student assessment in, 3.2.3.1 probationary contracts, 19.2.4.1(2), 19.2.4.2, 19.2.4.4 process data, 22.2.1.4. See also data, from educational research
playground equipment, 12.2.3.7	- · · · · · · · · · · · · · · · · · · ·

policy, Association

general review process, 1.3.1.13 reconciliation with resolutions, 1.3.1.12

professional conduct and practice. See also professional	professional judgment
relationships; representation	digital assessment and reporting programs, 3.2.2.6
Association's commitment, responsibility, and role, 21.1.0.6,	discrimination and oppression, using resources about,
21.1.0.7, 21.2.3.4, 21.2.5.6, 21.2.5.7	2.2.2.18
discipline process, 21.2.5.1, 21.2.5.3, 21.2.5.4, 21.2.5.5	evaluation of teachers and, 18.2.6.1
Education (Reforming Teacher Profession Discipline)	importance of, 21.2.8.5
Amendment Act (Bill 15, 2022), 21.2.5.2	learning resources selection and management, 2.2.1.9,
funding for, 21.2.5.8	2.2.2.18, 2.4.0.2
responsibility for, 21.2.5.6	religious instruction, in Roman Catholic schools, 19.2.10.9
review, amendment, or redevelopment of standards, 17.2.2.15	sexual and gender minority students and, 6.4.0.6, 6.4.0.8
Teacher Professional Conduct and Practice Panel, 21.2.5.9	smartphones and other smart devices, 4.4.0.1
professional development. <i>See also</i> inservice; professional	professional practice, <i>see</i> professional conduct and practice
growth, supervision and evaluation; specialist councils;	professional relationships, 21.2.6.1, 21.2.6.2, 21.2.6.3
teacher preparation	Programme for International Student Assessment, 22.2.5.1
access to, and associate and student members, 17.3.1.1	Program Unit Funding, 5.2.1.1
assessment of, 17.2.1.2	Progress in International Reading Literacy Study, 22.2.5.1
Association's role, 17.2.2.9	pronouns, see names and pronouns, preferred
beginning teachers' network, 1.4.1.2	protests, by students, 24.4.0.3
characteristics of, 17.2.1.1	provincial achievement tests. See also student assessment
classroom intervisitations, 17.2.4.1, 18.2.8.1	alternative proposals, 3.2.6.2, 3.2.6.3
in collective agreements, 19.3.7.6, 19.3.7.7	biases in, elimination of, 3.2.1.11
communities of practice, 17.2.1.3	contents, 3.2.1.7
definition, 17.1.0.1	English language learners, exemption from, 3.2.6.4
English language learners, 6.2.13.4	exam materials, making public, 3.2.1.9
funding, 17.2.2.2, 17.2.2.14	language barriers, removal of, 3.4.0.2
Government of Alberta's role, 17.2.2.2	marking, by teachers, 3.2.2.3
improvement plans and, 17.2.2.3	moratorium proposal, 3.2.6.1
inclusive education, 6.2.1.3, 6.2.4.3	release and use of results, 3.2.9.1, 3.2.9.3, 3.2.9.4
Leadership Quality Standard and Superintendent Leadership	remuneration and reimbursement, for exam markers, 19.2.5.3
Quality Standard certification, 17.2.2.12, 17.2.2.13	score assignments for exempt students, 3.2.9.9
locals' role, 17.2.2.10	student accommodations, 3.2.4.2
mentorship programs, 1.4.1.3, 17.2.3.1	student evaluations, use in, 3.2.9.2, 3.2.9.7
online, distance, distributed, and e-learning programs, 4.2.5.2	teachers' role, 3.2.2.4
school authorities' role, 17.2.2.4, 17.2.2.5, 17.2.2.6, 17.2.2.7	Provincial Executive Council
school communities' role, 17.2.2.8	in bargaining process, 19.3.1.1
self-directed, funding for, 17.2.2.14	election results, announcement of, 1.3.3.9
students with exceptional learning needs, 6.2.4.7	executive staff and, 1.3.5.3
substitute teachers, 17.2.2.7, 17.4.0.1, 19.2.13.6	honoraria, 1.3.3.7, 1.3.3.8
teacher preparation institutions' role, 17.2.2.11	honorary membership granted by, 21.3.7.1
teachers' responsibilities, 17.2.2.1	labour action financial assistance and, 19.3.2.1, 19.3.2.2,
time and resources for, 17.2.2.5	19.3.2.3
transferred teachers, support for, 17.2.2.6	locals, relationship with, 1.3.3.2, 1.3.3.4, 1.3.3.5
Professional Development, Association, 1.4.1.1	on new teaching profession act, 21.3.1.1
professional growth	release money for, 1.3.7.6
components, 18.2.3.1	resolutions and, 1.3.1.5, 1.3.1.6, 1.3.1.8
funding and resources, 18.2.2.1	Special Emergency Fund and, 1.3.7.4
responsibility for, 18.1.0.2	time, for fulfilling duties, 1.3.3.6
*	
professional growth, supervision and evaluation. <i>See also</i>	voting records, 1.3.3.3 public assurance, 14.1.0.1, 14.2.2.1. <i>See also</i> accountability and
evaluation, of principals and system leaders; evaluation, of teachers	· ·
	monitoring
basis of standard of practice, 18.1.0.1	public education. See also accountability and monitoring;
computer software for, 18.2.8.3	curriculum and resources; inclusive education; school
distance and online programs, 18.2.1.2	and system leaders; school facilities; student assessment;
funding and resources, 18.2.2.1, 18.2.2.2	teachers; working conditions
policy development, 18.2.1.1, 18.2.1.2	appropriate delivery, 10.1.0.1
professional growth, components, 18.2.3.1	Association's responsibility, 21.2.3.1, 21.2.3.3
professional growth, responsibility for, 18.2.3.2	criteria, 9.1.0.3
professional growth plans, 18.2.4.1, 18.2.4.2	definition, 9.1.0.4
supervision, purpose and components, 18.2.5.1, 18.2.5.2	functions of, 2.1.0.2, 2.1.0.3, 9.1.0.1
supervision, responsibility for 18 2 5 3	parents and community as partners 11 1 0 2

privatization, opposition to, 24.2.10.2	report cards, 3.2.2.5
responsibility for, 9.1.0.2, 14.1.0.3	representation
right to, 2.1.0.1, 6.1.0.2	Alberta Teaching Profession Commission and, 21.3.2.6,
right to access, extension of, 2.2.15.1 public education, types of. <i>See also</i> denominational schools;	21.3.2.7, 21.3.2.9 for associate members, 21.3.2.5
language education; outreach schools; Roman Catholic	endorsement, lack of, and, 21.3.2.8
separate school authorities	for injured members, 21.3.2.4
alternative public education programs, 9.2.2.1, 9.2.2.2	reimbursement of legal costs, 21.3.2.1
community schools, 11.2.3.1, 11.2.3.2	representation, provision of, 21.3.2.2, 21.3.2.3
summer school, 9.2.4.1	reprographic collectives, 2.2.5.1. <i>See also</i> copyright issues
Public Education Collective Bargaining Act, 19.2.1.3	research, educational
public-private partnerships, for school facilities, 12.2.4.1	application of findings, 22.2.4.3, 22.2.4.4
public-private particisinps, for school facilities, 12.2.4.1	Association's role, 22.2.2.1, 22.2.2.2, 22.2.2.5
	communication about, 22.2.4.2
0	community and participant involvement, 22.2.1.3
Q	data collection, contract clauses for, 22.2.1.7
Quebec	data collection, disclosures and consent, 22.2.1.5
Bill 21 (An Act respecting the laicity of the State, 2019),	data collection, paradata and process data, 22.2.1.4
24.3.3.1	data collection, secondary uses of, 22.2.1.5(2), 22.2.1.6
queer-straight/gay-straight alliance groups. See also sexual and	ethical conduct, 22.2.1.1
gender minority staff; sexual and gender minority	functions of, 22.1.0.1, 22.1.0.2
students	funding, 22.2.3.1
for students, 6.2.14.2, 6.2.14.6, 6.2.14.10, 6.4.0.8	teacher benefits from, 22.2.4.1
for teachers, 19.3.17.2	teacher participation, 22.2.1.2, 22.2.2.3, 22.2.2.4
	research, educational, specific studies
	on immigrant students, barriers to educational success,
R	6.2.12.2
	International Computer and Information Literacy Study
racism, anti-, 2.2.2.15, 6.2.2.6, 7.3.1.1(3), 16.2.4.6	(2023), 3.2.8.1
records, see gender identity; personnel files; student records	on online, distance, distributed, and e-learning programs,
recruitment, students	4.2.4.4
high school students by postsecondary institutions, 2.2.8.6	Programme for International Student Assessment, 22.2.5.1
international students, 13.2.2.3	Progress in International Reading Literacy Study, 22.2.5.1
recruitment, teachers and staff. See also teacher preparation	Teaching and Learning International Survey, 22.2.5.1
Association's role, 16.1.0.2	on teaching and learning in the middle years, 22.2.5.2
for field experience program, 16.2.5.7	Trends in International Mathematics and Science Study,
Indigenous teachers and liaison personnel, 7.2.5.3	22.2.5.1
Indigenous teachers and staff, 7.2.3.4	residential care, for children, 24.2.6.6
refugees, 16.2.2.2	resolutions
working conditions and, 19.1.0.7	budget resolutions, 1.3.1.11
Reform of Agencies, Boards and Commissions and Government	classification system, 1.3.1.3, 1.3.1.8
Enterprises Act (Bill 22, 2019), 20.2.2.2	distribution and publication, 1.3.1.4, 1.3.1.14
refugees, see immigrants and refugees; immigrant and refugee	locals, role of, 1.3.1.1, 1.3.1.6, 1.3.1.7, 1.3.1.15
students	for new programs, 1.3.1.10
Refugee Student Grant, 6.2.12.6 Regional Callaborative Service Policement are grown 6.2.6.10	Provincial Executive Council, role of, 1.3.1.5, 1.3.1.6, 1.3.1.8
Regional Collaborative Service Delivery program, 6.2.6.10 Regulatory Affairs and Membership Support, 1.4.1.5	reconciliation and integration with existing policy, 1.3.1.12
reinstatement, of teachers, 19.3.11.4	study and report committees, 1.3.1.15 submission format, 1.3.1.2
relationships	submission process, 1.3.1.1
parent-teacher, 11.2.5.1, 19.2.17.2	thresholds to remove from Block 1 and Block 2, 1.3.1.16
professional, 21.2.6.1, 21.2.6.2, 21.2.6.3	voting process, 1.3.1.6, 1.3.1.7, 1.3.1.9
student-teacher, 2.2.3.1, 2.2.3.2, 4.1.0.1	resources, see curriculum and resources
release money, 1.3.7.6	responsible government, 1.3.3.1
religious days of obligation, leave for, 19.3.8.5	responsiveness training, 6.2.2.7, 6.2.14.9. <i>See also</i> inclusive
religious instruction, 19.2.10.9	education
relocatable classrooms, 12.2.7.1	Restoring Balance in Alberta's Workplaces Act (Bill 32, 2020),
remote communities, <i>see</i> rural and remote communities	21.3.8.1
renewable energy, 12.2.3.4	

retention	collegial relationships, 8.1.0.1
Indigenous teachers, 7.2.5.2, 7.2.5.3	decision making, 8.2.1.1
working conditions and, 19.1.0.7	gender equity, 19.2.11.3
retirement, incentive plan, 19.3.7.5. See also pensions	harassment, training on, 19.2.17.8
Roman Catholic separate school authorities. See also	for inclusive education, 6.2.1.4
denominational schools	Leadership Quality Standard and Superintendent Leadership
employment rights, 19.2.10.8	Quality Standard certification, 17.2.2.12, 17.2.2.13
legitimacy of, 9.2.1.1	locals, relationship with, 19.3.12.5
religious instruction and professional judgment, 19.2.10.9	mentorship programs, 1.4.1.3
royalty collection, 24.2.11.2	professional preparation, 8.2.4.1, 8.2.4.2, 8.2.4.3
rural and remote communities	school culture, responsibility for, 8.2.2.8
location allowance, 19.2.6.1, 19.3.6.5	teachers' role, 8.2.2.6, 8.2.2.7
rural education strategy, development of, 9.2.11.1	school and system leaders, collective agreement clauses
Rural Practicum Program, 16.4.0.2	allowances, and Leadership Quality Standard, 19.3.12.1
social supports and services, 24.2.4.2	assignments, 19.3.12.2
Rural Municipalities of Alberta, 24.2.8.5	holiday time, 19.3.12.3
Rutherford Scholarships, 2.2.8.5	inclusion in, 19.2.3.2
I.,	school-based budgeting
	criteria for, 13.2.7.2, 13.2.7.3
S	purpose of, 13.2.7.1
	teachers' role, 13.2.7.4
safety, school	school board elections, 23.4.0.1
appropriate staffing for, 12.2.5.2	school councils, 11.2.4.1, 11.2.4.2
Association's role, 12.3.1.1	school culture
funding, 12.2.5.1	inclusive education and, 6.2.1.1, 6.2.2.4
hydrogen sulphide (sour gas), 12.2.5.3	responsibility for, 8.2.2.8
occupational health and safety, 12.2.2.5, 19.2.17.5, 19.2.17.6	school facilities
work site health and safety committee reports, sharing of,	accessibility, 6.2.9.1(7), 12.2.3.3
12.2.2.6	Area Capacity and Utilization Guidelines, 12.2.2.3
salary and compensation. See also allowances; benefits;	for Career and Technology Studies and Career and
honoraria	Technology Foundations programs, 12.2.3.6
appropriate, 19.1.0.9	closure considerations, 12.2.6.1
for exam markers, 19.2.5.3	criteria, 12.2.1.1
income tax, deduction of costs associated with professional	defibrillators, 12.2.5.4
duties, 19.2.5.1	hydrogen sulphide (sour gas) issues, 12.2.5.3
for injuries as a result of work duties, 19.2.5.5	maintenance, 12.2.2.2
merit systems, opposition to, 19.1.0.11	management, 12.2.2.1
for professional services for government, 19.2.5.2, 19.2.5.4	modernization, 12.2.3.1, 12.2.3.2
for teachers qualified as first responders, 19.2.5.6	new schools, 12.2.2.4
salary and compensation, collective agreement clauses	outreach schools, 9.2.8.1, 9.2.8.2
compressed workweeks, 19.3.5.5	pandemic preparedness, 12.2.2.9
cost of living adjustments, 19.3.5.9	playground equipment, 12.2.3.7
curriculum development, 19.3.5.12	public-private partnerships, 12.2.4.1
deferred salary leave plan, 19.3.5.11	relocatable classrooms, 12.2.7.1
early childhood instruction, 19.3.5.4	renewable energy, 12.2.3.4
inservice education, 19.3.5.10	safety considerations, 12.2.5.1, 12.2.5.2
journeyman experience, 19.3.5.3, 19.3.5.8	as sanctuary spaces, advocacy for, 24.4.0.4
part-time teachers, 19.3.13.1	washrooms, gender-neutral, 12.2.3.5, 12.2.3.8
salary reductions, 19.3.5.1	school-improvement initiatives
salary scale, 19.3.5.2	Alberta Initiative for School Improvement Program, 2.2.4.3
substitute teachers, 19.3.14.1, 19.3.14.10	Moving Forward with High School Redesign initiative,
teacher education, years of, 19.3.5.7	2.2.4.1
teaching experience, for maximum salary, 19.3.5.6 transferred teachers, 19.3.11.7	responsibility for, 2.2.4.2
	schools, <i>see</i> public education school year, 19.2.8.1(1)
school and system leaders. See also evaluation, of principals and	secondments
system leaders; principals; school and system leaders, collective agreement clauses	for field experience program, 16.2.5.4(8), 16.2.5.8
Association membership, for superintendents, 21.2.2.3	from teacher preparation institutions to public schools,
bargaining unit and, 19.1.0.15	16.2.3.5
certification, for teaching, and, 19.2.10.5	seniority, definition, 19.3.11.3
certification, leadership, 8.2.4.4	senior kindergarten, <i>see</i> early childhood education
·	<i>y</i> , <i>y</i> ,

separate school system, see denominational schools; Roman	privatization, opposition to, 24.2.10.2
Catholic separate school authorities	rural and remote communities, 24.2.4.2
sexual and gender minority staff. See also sexuality and gender	for students, 24.2.5.2, 24.2.5.4
contracts, nondiscriminatory language, and, 19.2.4.8	sour gas (hydrogen sulphide), 12.2.5.3
discrimination, protection from, 19.2.11.8	Southern Alberta Regional Office, flags displayed at, 1.3.6.3
gay-straight/queer-straight alliance groups, 19.3.17.2	speaking skills, 2.2.2.1
gender identity, record changes for alignment with, 19.2.11.5,	Special Emergency Fund (Association), 1.3.7.4
19.2.11.7	specialist councils
names and pronouns, preferred, 19.4.0.3	access to, by nonmembers and organizations, 17.3.1.2
policy development for, 19.2.11.4	accumulated surplus, unencumbered, 1.3.8.1
Pride materials, 6.4.0.9	funding for increased capacity, 1.4.1.9
unwanted disclosure, protection from, 19.2.11.5	membership, 1.3.8.2, 21.3.5.1
sexual and gender minority students. See also sexuality and	special projects program, 2.2.1.16
gender gender minority stadents. See also sexuality and	sponsorships, see education-business partnerships
athletic activities and physical education, 6.2.14.4	sports, 6.2.14.4, 19.2.16.1. See also physical education
conversion therapy, 6.2.14.11	staffing, Association. See also staffing practices
gay–straight/queer–straight alliance groups, 6.2.14.2,	employment equity, 1.3.5.2
6.2.14.6, 6.2.14.10, 6.4.0.8	executive staff, maintenance of, 1.3.5.3
gender identity, record changes for alignment with, 6.2.14.7	leadership-development opportunities, 1.3.5.1
information disclosure, 6.2.14.8, 6.4.0.5	staffing practices. See also certification; educational assistants;
names and pronouns, preferred, 6.4.0.7	noncertificated personnel; part-time teachers; principals;
policy development for, 6.2.14.3	school and system leaders; staffing, Association; staffing
Pride materials, 6.4.0.9	· · · · · · · · · · · · · · · · · · ·
•	practices, collective agreement clauses; substitute
safety and security, Association's prioritization of, 6.4.0.4	teachers; teachers
social supports and services for, 24.2.5.7	assignments, refusal of, 19.2.10.6
teachers' professional judgment and, 6.4.0.6	assignments by principals, 8.2.5.2, 8.2.5.3
sexual assault, exploitation, and harassment	counselling services for students, 2.2.10.2
Criminal Code and, 24.2.9.1	educational assistants, implications from, 15.2.5.1, 15.2.5.2
curriculum and resources, 2.2.2.8, 2.2.2.9	employment equity, 19.2.10.12
sexual consent, 2.2.2.8, 2.2.2.9	funding increases for hiring new teachers, 13.2.4.6
sexuality and gender. See also gender equity; gender identity;	goal of, 8.2.5.1
sexual and gender minority staff; sexual and gender	hiring practices, 19.2.10.4, 19.2.10.18, 19.2.10.19
minority students	home–school liaison workers, for immigrant and refugee
counselling services for students, 2.2.10.1	students, 6.2.12.3
curriculum and resources, 2.2.2.8, 2.2.2.9, 2.2.2.17, 6.2.14.1	human rights protection, 19.2.10.10, 19.2.10.11
inclusive education and responsiveness training, for staff,	Indigenous staff, 7.2.3.4
6.2.14.9	libraries, 2.2.9.2, 2.2.9.4
notification and permission, 2.4.0.1	noncertificated personnel and, 8.2.5.3, 19.1.0.12
parental access to curriculum, 2.2.14.1, 2.2.14.2	outreach schools, 9.2.7.1, 9.2.7.2, 9.2.7.3, 9.2.7.4
participation in instructional activities, parental right to	part-time teachers, 19.2.12.2
exclude, 2.3.1.1	personnel files, 19.2.10.13
"reparative" therapies, opposition to, 6.2.14.5	provincial health emergencies and, 19.2.10.16, 19.2.10.17
teacher preparation, 6.2.4.9	rights and benefits, preservation of, 19.2.10.3
sexual orientation, see sexuality and gender	Roman Catholic separate school authorities, employment
sick leave, 19.3.8.2, 19.3.14.4	rights, 19.2.10.8
sign language interpretation, 1.3.4.5	Roman Catholic separate school authorities, religious
social health, 2.2.10.1. See also sexuality and gender	instruction and professional judgment, 19.2.10.9
social science courses, 2.2.2.2, 2.2.7.3	school safety and, 12.2.5.2
social studies, 2.2.2.3, 2.2.7.5, 2.4.0.8	staff reductions, 19.2.10.2
social supports and services. See also medical and health	teacher workforce trends, collecting and sharing, 16.2.2.8
services, for students; medical and health services, in	transfers, 19.2.10.1, 19.2.10.19
society; mental health services, for students	upgrading, opportunities and resources for, 19.2.10.7
at-risk groups, types of, 24.2.5.7	work environment and, 19.2.10.14
communication between service providers, 24.3.4.1	staffing practices, collective agreement clauses
criteria, 24.2.5.1	district office certificated staff, days of service, 19.3.11.8
development and funding, 24.2.5.3	moving expenses, 19.3.11.6
for families, 24.2.5.1, 24.2.5.6	nontraditional learning environments, 19.3.11.1
housing, 24.2.5.8	reinstatement, of teachers, 19.3.11.4
for immigrants and refugees, 24.2.5.11	seniority, definition, 19.3.11.3
income support, 24.2.5.5	teacher reductions, 19.3.11.2
parental leave, 24.2.5.9	transfers, 19.3.11.5, 19.3.11.6, 19.3.11.7

standardized tests, 3.2.1.3, 3.2.1.13, 3.2.4.5	student-teacher relationship, 2.2.3.1, 2.2.3.2, 4.1.0.1
strikes. See also collective bargaining	substitute teachers
communication about, by Association, 19.3.2.5	affiliation with schools, 19.2.13.7
financial assistance (strike pay), from Association, 19.3.2.1,	consideration for teaching positions, 19.2.13.1
19.3.2.2, 19.3.2.3, 19.3.2.4	employment, 19.2.13.2
legislation, 19.2.2.1, 19.2.2.2	full-time interim contracts, 19.2.13.8
support, by Association, 19.3.2.6	pensionable service, 20.2.1.7
student assessment. See also diploma examinations; provincial	professional development, 17.2.2.7, 17.4.0.1, 19.2.13.6
achievement tests; Student Learning Assessment	remuneration for Association business, 1.3.7.7
program	roster issues, 19.2.13.3, 19.2.13.5
alterations to, 3.2.9.6	student supervision, 19.2.13.4
Association promotion of teachers' role, 21.2.3.2	substitute teachers, collective agreement clauses
awards for teachers based on, opposition to, 3.1.0.4	benefits package, 19.3.14.2
as barriers to postsecondary education or workforce, 3.2.1.5 biases in, elimination of, 3.2.1.11	duties of, 19.3.14.5
characteristics of, 3.2.1.11	employment, 19.3.14.6 evaluation process, 19.3.14.8
charter school, private school and home-schooled students,	position continuity, 19.3.14.3
3.2.3.1	roster issues, 19.3.14.7, 19.3.14.9
contents, 3.2.1.6, 3.2.1.7	salary and compensation, 19.3.14.1, 19.3.14.10
demonstrations of learning, diversity of, 3.2.1.4	sick leave, 19.3.14.4
development process, 3.2.1.2	Success in Schools for Children and Youth in Care Provincial
diagnostic assessments, 3.2.9.8	Protocol Framework, 24.2.5.10
digital programs and tools, 3.2.2.6	suicide, student, 16.2.4.5
educational accountability and, 14.2.1.2, 14.2.1.3	summer school, 9.2.4.1
educational technologies, usage during, 3.2.4.5	Superintendent Leadership Quality Standard
exam materials, making public, 3.2.1.9	Association support for, 17.3.2.1
exemptions from, 3.2.4.1	certification, equitable access to, 17.2.2.12
Grade Level of Achievement reporting, 3.2.9.10	certification, program development, 17.2.2.13
high-stakes testing programs for Division I students, 3.2.1.14	superintendents, 21.2.2.3. See also evaluation, of principals and
inclusive education, 6.2.6.6	system leaders; school and system leaders
literacy and numeracy tests, 3.4.0.3	supervision. See also professional growth, supervision and
marking, by teachers, 3.2.2.3	evaluation
monitoring and accountability, 3.2.1.13	computer software for, 18.2.8.3
parental access, 3.2.10.1	purpose and components, 18.2.5.1, 18.2.5.2
pensionable service, development and marking as, 20.2.1.4	responsibility for, 18.2.5.3
progress reports and appeal process, policy development,	surveillance devices (third-party tracking applications), 4.2.2.6,
3.2.1.8	4.2.7.3
purpose of, 3.1.0.1	system leaders, see principals; school and system leaders
release and use of results, 3.2.5.3, 3.2.9.1, 3.2.9.2, 3.2.9.3,	
3.2.9.4, 3.2.9.5	_
remuneration and reimbursement, for teachers, 19.2.5.3	Т
report cards, 3.2.2.5	taxation, 24.2.11.2. See also <i>Income Tax Act</i>
responsibility for, 3.1.0.2, 3.1.0.3 sample student responses, 3.2.1.12	teachers. See also aggression, against teachers; certification;
standardized tests, 3.2.1.3, 3.2.1.13	contracts; convention associations; evaluation, of
student accommodations, 3.2.4.2, 3.2.4.3, 3.2.4.4	teachers; field experience program; inservice; pensions;
teachers' role, 3.1.0.3, 3.2.2.2, 3.2.2.4, 3.2.2.6	professional conduct and practice; professional
test-preparation programs, 3.2.1.10	development; professional growth, supervision and
time and resources, for teachers, 3.2.2.1	evaluation; professional judgment; recruitment, teachers
Student Learning Assessment program	and staff; retention; sexual and gender minority staff;
criteria, 3.2.5.1, 3.2.5.2	staffing practices; teacher preparation; transfers, teacher;
moratorium proposal, 3.2.5.4	working conditions
release of results, 3.2.5.3	Association membership, 10.1.0.2, 21.2.2.1
as replacement for provincial achievement tests, 3.2.6.2	curriculum development, compensation, 19.3.5.12
student-led conferences, 19.2.8.8	curriculum development, sufficient time, 2.2.1.12, 2.2.1.13
student members, Association, 17.3.1.1	curriculum development role, 2.1.0.8, 2.1.0.9, 2.1.0.10,
student records	2.1.0.11, 2.2.1.4, 2.2.1.5, 2.2.1.6, 2.2.1.21, 2.4.0.6
gender identity changes, 6.2.14.7	decision making, participation in, 21.2.8.3
outreach schools, 9.2.6.2	early childhood education role, 5.2.3.1
report cards, 3.2.2.5	early intervention role, 5.2.1.4

educational assistants, supervision and evaluation of,	refugees, recruitment and preparation as teachers, 16.2.2.2
15.2.2.1, 15.2.2.2, 15.2.2.3, 15.2.2.4	responsibility for, 16.1.0.3
educational research, 22.2.1.2, 22.2.2.3	for salary purposes, in collective agreements, 19.3.5.7
emergency situations and, 12.4.0.1	sexuality and gender, 6.2.4.9
first responders, qualified as, 19.2.5.6	students with exceptional learning needs, 6.2.4.4, 6.2.4.5
fundraising activities, 13.2.5.2	teacher preparation programs, institutions offering
inclusive education role, 6.2.6.6	accreditation, 16.2.1.1, 16.2.1.2
independence of teaching force, 21.1.0.3	Association's role in program development, 16.2.1.3
Indigenous Peoples, reconciliation with, and, 7.1.0.4	contents, 16.2.3.3, 16.2.4.1, 16.2.4.2, 16.2.4.3, 16.2.4.5
Indigenous teachers, 7.2.5.1, 7.2.5.2, 7.2.5.3	faculty, 16.2.3.1, 16.2.3.2, 16.2.3.3, 16.2.3.4
instructional material, copyright, 2.2.5.2	faculty secondments, to public schools, 16.2.3.5
instructional material and activities, selection and	funding, 16.2.1.4
modification, 2.2.1.9, 2.2.2.18, 4.2.5.3, 21.2.8.4	graduate programs, 16.2.2.4
internationally educated teachers, 16.2.2.7	internationally educated teachers, 16.2.2.7
leadership certification, 8.2.4.4	professional development role, 17.2.2.11
parent-teacher relationships, 11.2.5.1, 19.2.17.2	programs and functions, 16.2.4.4
political engagement, 23.1.0.3, 23.2.4.1, 23.2.4.2, 23.2.4.3	scholarship program, for studying students with exceptional
prioritization of professional responsibilities, 21.2.8.6	learning needs, 6.2.4.6
professional judgment, importance of, 21.2.8.5	selection criteria for entry, 16.2.2.1
recruitment and retention of, and working conditions,	vocational preparation, recognition of, 16.2.2.3
19.1.0.7	Teacher Professional Conduct and Practice Panel, 21.2.5.9
report cards, 3.2.2.5	Teacher Qualifications Service, 19.3.5.7
responsibilities of, 2.2.1.3(10), 15.2.1.1, 21.2.8.1, 21.2.8.2	Teachers' Pension Plans Act, 20.2.1.7. See also pensions
school administration role, 8.2.2.6, 8.2.2.7	teacher welfare committees, 19.3.1.4, 19.3.12.4
school-based budgeting role, 13.2.7.4	Teaching and Learning International Survey, 22.2.5.1
sexual and gender minority students and, 6.4.0.6, 6.4.0.8,	Teaching Profession Act, 18.2.6.9, 21.2.1.1, 21.2.2.3, 21.2.3.3
6.4.0.9	Teaching Quality Standard
student assessment, awards based on, 3.1.0.4	Association support for, 17.3.2.1
student assessment, development, 3.2.2.4, 3.2.2.6	contracts and, 19.2.4.1(2)
student assessment, marking provincial tests, 3.2.2.3, 19.2.5.3	field experience and, 16.2.5.3(4)
student assessment, time and resources for, 3.2.2.1	teacher evaluation and, 18.2.6.9
student assessment exemptions, role in, 3.2.4.1	technology. See also online, distance, distributed, and e-learning
student assessment role, 3.1.0.3, 3.2.2.2	programs
students, relationship with, 2.2.3.1, 2.2.3.2, 4.1.0.1	artificial intelligence, 4.2.9.1, 4.2.9.2, 4.2.9.3
technology and, 4.1.0.3, 4.2.2.3, 4.2.5.1	assistive technology, 6.2.5.1(7), 6.2.9.1(6), 6.2.9.9
workforce trends, collecting and sharing, 16.2.2.8	computer software for supervision and evaluation of teachers
teacher ages, 19.3.17.1	18.2.8.3
Teacher and Teacher Leader Registry, 14.2.3.1	conditions for use, 4.2.1.1
teacher-board committees, 19.3.16.1	cyber-charter schools, 4.2.8.1
Teacher Employment Services, 1.4.1.4, 19.3.1.4	decision making and policy development, 4.2.2.1, 4.2.2.2,
Teacher Growth, Supervision and Evaluation Policy, 18.2.6.9	4.2.2.3, 4.2.2.4
teacher liability insurance, 19.3.7.2	diploma exams and other standardized assessments, student
teacher preparation. See also certification; field experience	use during, 3.2.4.5
program; inservice; professional development;	functions of, 4.1.0.2
professional growth, supervision and evaluation;	funding, 4.2.3.1
recruitment, teachers and staff; teacher preparation	internet access and usage, 4.2.1.2, 4.2.6.1
programs, institutions offering	licensing issues, 4.2.2.5
antiracism, 16.2.4.6	outreach education access, 9.2.5.3
Association's role, 16.1.0.2, 16.2.2.6	personal digital devices, 4.2.7.1, 4.2.7.2
Bridge to Teacher Certification programs, 16.2.2.5, 16.2.6.11	substitute teachers and, 19.2.13.6
criteria, 16.1.0.1	surveillance devices, 4.2.2.6
early childhood education, 5.2.5.1, 5.2.5.2	teachers' role in, 4.1.0.3, 4.2.2.3, 4.2.5.1
English language learners, 6.2.4.8	teacher-student relationship and, 4.1.0.1
inclusive education, 6.2.4.1, 6.2.4.2	Technology Project (Association), 1.3.7.3
Indigenous education and reconciliation professional	temporary contracts, 19.2.4.1(1), 19.2.4.2
education, 7.2.4.1, 7.2.4.3, 7.2.4.4, 7.2.4.5	temporary foreign workers, 24.2.8.9
internationally educated teachers, 16.2.2.7	test-preparation programs, 3.2.1.10
mental health, 16.2.4.5	time and resources
minimum standard, 16.2.6.10	for curriculum development, 2.2.1.12, 2.2.1.13
multigrade classrooms, 16.2.4.3	for lesson preparation and assessment, 19.3.9.11
orientation and induction programs, 21.3.4.1	for librarians, 2.2.9.4

for parent-teacher interviews, 19.2.8.7, 19.2.8.8, 19.3.9.8 for professional development, 17.2.2.5 for professional growth, supervision and evaluation, 18.2.2.2 for professional inquiry and research, 22.2.2.3 for Provincial Executive Council members, 1.3.3.6 for student assessment, 3.2.2.1 tracking applications, third-party (surveillance devices), 4.2.2.6, 4.2.7.3 trade agreements, international, 24.2.10.3, 24.2.10.4	weapons of mass destruction, 24.2.13.1 weekly instructional time, maximum, 19.2.8.1(2), 19.3.9.2 weighting considerations, 6.2.8.1 wellness programs health and wellness spending accounts, 19.3.7.1 for students, 2.2.11.14 for teachers, 19.2.7.1, 19.2.7.6, 19.2.8.11, 22.3.1.2 women, <i>see</i> gender equity work, <i>see</i> postsecondary education and careers
trades, skilled, 2.2.8.7 transfers, teacher collective agreements and, 19.3.11.5, 19.3.11.6, 19.3.11.7 inservice support, 17.2.2.6 moving expenses, 19.3.11.6 procedures and practices, 19.2.10.1, 19.2.10.19, 19.3.11.5 salary and compensation protections, 19.3.11.7 trans-identified students, 6.2.14.4. See also sexual and gender	workers' compensation, 19.2.7.4 work experience program, 2.2.1.16 working age, minimum, 24.2.8.2 working conditions. <i>See also</i> aggression, against teachers; allowances; benefits; calendars, school and district; class size; collective agreements; collective bargaining; contracts; dispute-resolution mechanisms; employment equity and security; extracurricular activities; gender
minority students transportation services age-appropriate limits, 2.2.12.2 extracurricular activities, 19.2.16.2 funding, 2.2.12.1 travel allowances and expenses	equity; leaves; part-time teachers; principals; salary and compensation; school and system leaders; sexual and gender minority staff; staffing practices; strikes; substitute teachers; time and resources; workload diversity and belonging, 19.2.10.14 economic status, appropriate, 19.1.0.2
for Association business, 1.3.7.8 for exam markers, 19.2.5.3 for long-distance commuters, 19.3.6.4 for school business, 19.3.6.3 Trends in International Mathematics and Science Study, 22.2.5.1 Truth and Reconciliation Commission of Canada, Calls to	teacher recruitment and retention and, 19.1.0.7 teachers, rights of, 19.1.0.4 teaching profession's role, 19.1.0.1 workload availability outside school hours, 19.2.8.9 funding, to ensure appropriate workloads, 19.2.8.2 initiatives, implementation expectations, 19.2.8.5
Action, 1.4.1.10, 7.1.0.4, 7.2.1.2, 7.2.2.1(2), 7.2.4.1(5), 7.2.4.2(5), 7.3.1.1(2), 7.3.1.3	maximum instructional time, 19.2.8.1 medical and nursing care, 19.2.8.6 non-teaching activities, 19.2.8.3 parent-teacher interviews, 19.2.8.7
union functions, 19.4.0.2 United Nations Declaration on the Rights of Indigenous Peoples, 7.1.0.4, 7.2.2.1(2), 7.3.1.1(2), 7.3.1.2, 7.3.1.3 Manifesto 2000 for a Culture of Peace and Non-Violence, 24.2.1.2 upgrading, by teachers, 19.2.10.7	teaching services outside of normal school day, 19.2.4.5 wellness strategies and, 19.2.8.11 workload, collective agreement clauses for colony schools and distance learning environments, 19.3.9.10 distributed learning program, 19.3.9.4 educational assistance and consultants, access to, 19.3.9.9 extracurricular activities, 19.3.9.6 instructional duties and other activities, limits on, 19.3.9.3
V	lunch period, for teachers, 19.3.9.7 maximum workload clauses, 19.3.9.1, 19.3.9.2
vaccination programs, 2.2.11.10, 2.2.11.11, 2.2.11.12, 24.2.6.7 violence, <i>see</i> aggression, against teachers vision care, 19.3.7.1 volunteers. <i>See also</i> noncertificated personnel in early childhood education, 5.2.3.2	non-teaching tasks, time and resources for, 19.3.9.5 parent-teacher interviews, 19.3.9.8 work site health and safety committees, joint, 12.2.2.5, 12.2.2.6 writing skills, 2.2.2.1
principal, relationship to, 8.2.2.9 standards of conduct, 15.2.4.2	Υ

W

voucher system, 13.2.3.2

wage, minimum, 24.2.8.3, 24.2.8.5 washrooms, gender-neutral, in school facilities, 12.2.3.5, 12.2.3.8 water, for drinking, 24.2.5.12

Υ

year, school, 19.2.8.1(1) year-round schooling, 19.2.15.1. See also calendars, school and