

Feature

Caring to the Core: Tending to others comes naturally for some, but it also comes at a cost.



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DIGITAL NEWS



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ATA NEWS

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News Publication of The Alberta Teachers' Association



CORY HARE

An estimated 5,000 people gathered to show their support for public education during a rally held at the Alberta legislature on Oct. 22. See pages 4, 5, 7, 9 and 16 for coverage.



Assessment stress

Elementary teachers grappling with increased demands for testing.

See Q&A on page 2.



Remembrance Day

How to make it meaningful for students more than 100 years after its inception.

See Viewpoints on page 3.



Party politics

UCP and NDP chart separate courses for the next year.

See story on page 9.



Support for school leaders

Despite challenges, it's okay to set a positive tone for school staff.

See editorial on page 2.

It's okay for school leaders to be happy



EDITORIAL

Tanya Thiessen
ATA Executive Staff
Officer



Chris Gonsalvez
ATA Executive Staff
Officer

Schools are busy. Everyone is tired and more is being piled onto plates that do not have a single iota of space remaining. Are you thriving? Has school start-up gone pretty well? Are you settling into the ebb and flow of the school year? If so, how could that be? It can feel like we must only focus on the stress, the exhaustion, the lack of support, and that we are not permitted to celebrate what is going well and the joy we have experienced thus far in the school year.

There are many articles out there that speak about "toxic positivity" and how it may hurt schools and may demoralize staff. I recognize that we should not be running around pretending everything is sunshine and roses, but what if it kind of is? Corny teacher appreciation does have a place in schools, and articles that try to dissuade leaders from doing

gestures of kindness for their staff are not helpful.

There is no denying that your day-to-day struggles are real due to a whole range of pressures that include testing, curriculum, classroom needs, classroom composition, funding, resources, sub shortages, EA shortages and so much more. A pulse survey that the ATA recently completed found that every single person who is part of a school community is giving more than they have ever given in the past. Survey respondents talk about leaving the profession, leaving the province and considering an earlier retirement than

We have endured so much these past few years that we are tired of focusing on it, yet those experiences play a part in our wellness today. It is okay to be angry, stressed, upset about testing, funding, Covid, resources, shortages and all the other things that make you feel as though you are being prevented from being the best instructional leader you can be. But you should also want to give yourself permission to be happy.

Cassandra Washington, a school leader from Chicago who will be joining us for our virtual Leadership Speaker Series on Jan. 24 and for uLead in April 2023, has authored a fabulous article on

- A struggle is when the parents and community members are not supportive of your decisions.

- A struggle is when you read negative and divisive posts on social media about you or the school.

- A struggle is when you wake up in the morning and have to talk yourself into going to work.

- A struggle is when you question your own decisions and morals.

Feeling muted to celebrate your school, celebrate your staff and celebrate your students should also be on the list of struggles.

Please know, whether you are in tragedy or triumph mode, the ATA is here to support you. You do not have to feel isolated if you are having a difficult start to the school year, and you do not have to feel isolated for having a wonderful start to the school year. We want you to feel honored for choosing school leadership and that you never have to be alone on your leadership journey.

In the end, the Oct. 22 Stand for Education rally helped to move the needle a little bit toward a spirit of standing up together for public education. After all, no one is supposed to be the other and the very nature of our work is relational. Be gentle with yourself, celebrate your school and know you have great value as an educator every day. ■

“ We have endured so much these past few years that we are tired of focusing on it ... ”

they had planned for. However, there are other respondents who remain hopeful, do not feel isolated and said they feel anywhere from "somewhat happy" to "very happy."

These results are an affirmation for those of you who may be feeling a little bit guilty about your joy, for those school leaders who are a little bit unsure if people want to hear about the pleasant day you had at school.

"leadership trauma." In her article she lists a series of struggles that impact our work as school leaders and can impact our overall health.

- A struggle is when you ask yourself why you took the principalship in the first place.

- A struggle is when your staff does not buy into your vision and necessary improvements.

Testing demands creating stress for elementary teachers



Q & A

Dennis Theobald
ATA Executive
Secretary

Question: I'm an elementary teacher. As the school year started it seemed that the first thing I had to do was give students standardized tests that had little to do with what they had learned or where they were developmentally — and I still have more tests to do. What's going on?

Answer: I regret that you are not alone. Teachers across the province are reporting that they are being directed by their employers to administer standardized tests to students, particularly in the early elementary grades. This is in accordance with a directive from Alberta Education that has mandated an expanded testing program:

"Beginning in September 2022, school authorities will be required to administer literacy and numeracy screening assessments, selected from an approved list on New.LearnAlberta.ca.

These mandatory screening assessments will be phased in at schools across the province for grades 2 and 3 students, followed by grade 1 students in January 2023. School authorities must re-assess all at-risk students again at the end of the school year to measure their progress. Results will be submitted to Alberta Education to help inform future policy and programming."

The government requires these assessments to be completed in the first six weeks of the school year. To make matters worse, school boards are also mandating that students in elementary grades be subjected to additional testing, either as a new local initiative or as part of an ongoing program of assessment.

The result is that young children are being subjected to a veritable alphabet soup of tests including, but not limited to

- MIPI (Math Intervention Programming Instrument)
- HLAT (Highest Level of Achievement Testing)
- GB+ (French language assessment)
- CAT4 (Canadian Achievement Tests)
- BAS (Fountas and Pinnell Benchmark Assessment System)

- LeNS (English Letter Name-Sound assessment)

- CC3 (Castles and Coltheart 3)

A recent pulse survey that the ATA conducted found that 79 per cent of Alberta teachers from grades 1 to 3 have seen an increase in new diagnostic testing this year. Classroom teachers, who may or may not have specific training in the administration and interpretation of such assessments, are being tasked with completing tests that take considerable amounts of time to prepare, complete, score and report upon. While some can be given in group settings, other assessments are designed to be administered to students one-on-one. All the time, energy and money devoted to this task is taken away from the meaningful instruction of students.

Sadly, though, the worst thing about this overtesting is its demoralising effect on students. Teachers have reported that the tests have diminished students' joy and enthusiasm for school and learning at the very outset of the year. One said, "The testing has created anxiety for students; they thought they were failing because they couldn't get through the questions." Another

teacher pointed out that "these timed tests require teachers to assess the students on material they had not yet learned, using a prescribed script." Perhaps the most disturbing report I have heard was from a teacher who observed that a consequence of having students do a test that they were not prepared for was that she had to "allow time for crying."

The Association is attempting to better understand the situation confronting teachers by including questions about the frequency and impact of diagnostic assessments on its recently completed Pulse Rapid Research survey. We have also engaged Prof. Richelle Marynowski of the University of Lethbridge to lead a research study that will explore the growth of diagnostic assessments across the province and their value and impact on teachers and students. The study will provide much needed insight into the government's standardized testing regime as it affects the entire Alberta K-12 system, including its impact on student learning and work intensification. ■

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



Make Nov. 11 meaningful



VIEWPOINTS

Darrell Paquette
Special to the ATA News

Today, as I write this article, I remember the Canadian soldiers who bravely fought over 70 years ago in the Korean War, specifically the Battle of Hill 355. By the morning of Oct. 24, 1952, soldiers of the Royal Canadian Regiment reoccupied positions previously seized by the Chinese army. The Canadian sacrifice was 18 killed, 25 wounded and 14 taken prisoner. I will remember them for their ultimate sacrifice. They gave their lives to maintain freedom for those who could not defend themselves.

On Nov. 6, 1919, King George V proclaimed that all countries who were members of the Commonwealth would mark the 11th hour of the 11th day of the 11th month with two minutes of silence to remember the fallen. This day would later become known as Remembrance Day in Canada. In Alberta, the *Remembrance Day Act* outlines the requirements for schools to observe two minutes of silence from 11:00 a.m. to 11:02 a.m. during the last instructional day before Nov. 11.

“There was no glory in his death, but there was glory in how he served and made the world a better place.”

So, how can teachers make Remembrance Day real and meaningful for students when the two world wars and even the Korean War are far removed from their lives? How can we as teachers make this day relevant to our students' understanding of war without glorifying the destructive and tragic effects of war?

As a current serving member of the Canadian Armed Forces and as a teacher in Alberta, I believe that we must continue to help our youth learn about the heroes from our past and keep their memories alive. We all should cherish the courage and sacrifice of those who have served Canada proudly and made it the great country it is. Without them, what would our world and nation look like today?

One person who, to me, exemplified sacrifice was Lieutenant Bill Turner, my friend, former university classmate and army buddy. He helped others

who needed our Canadian courage, compassion and generosity. Bill was killed in Gumbad, Afghanistan on April 22, 2006. He was serving as a civil-military co-operation officer, and his duties were focused on creating relationships with village elders, communities and civil organizations. As someone who knew Bill very well, I can tell you that he embodied kindness and compassion. During his time overseas, he helped many people. There was no glory in his death, but there was glory in how he served and made the world a better place. This is what students need to remember. *I will remember Bill.*

Help your students understand that the military is still relevant today. Unfortunately, world peace still seems to be a faraway accomplishment for humanity. With conflicts still raging in Ukraine, Haiti and throughout other places in the world, the Canadian Armed Forces must still ensure their readiness to respond and assist. In a world where conflict continues to grow, military service is more relevant than ever. We all have relatively safe lives in Canada with a vast amount of freedom and privilege that many humans in the world cannot experience. Canadians have a duty to help all citizens in the world; even though it can be dangerous, Canadian soldiers must be ready to assist.

As you plan your Remembrance Day activities in your classes, schools and communities, please involve your students in shaping why we must remember. Help them to understand that throughout time, no soldiers loved to go to war. War is terrifying, war leaves invisible scars and war takes away lives. Our soldiers have risked and continue to risk their lives to help others and to maintain our way of life. Please take the time to learn about heroes such as Lieutenant Turner, who served to help others. Remember our veterans of the past, present and future. They served and will serve for the benefit of all Canadians, and their stories and lives should be remembered. They never asked for much when they served. Two minutes of silence and recognition of their service is a small sacrifice compared to what many of them had to give up. When you thank a veteran or member of the Canadian Armed Forces for their service, you will also be thanking all who served before them.

As a member of the Canadian Army for more than 28 years, I would like to personally thank all educators for your commitment to recognizing the contributions of veterans and serving members of our military. Your sincere and considerate approach to teaching your students about the sacrifice of soldiers at home and away makes all of us proud to give our time to defend Canadian interests at home and abroad. Lest we forget. ■

Lieutenant-Colonel Darrell Paquette is an assistant principal at Svend Hansen School in Edmonton. After more than 28 years with the Canadian Army, he continues to serve as an officer.

Opinions expressed on this page represent the views of the individual writers and do not necessarily reflect the position of the Alberta Teachers' Association.

YOUR VIEWS

Stand For Education rally generates warmth

FACEBOOK FEEDBACK

Verna Ahner

Love my scarf. Will wear it everywhere.

Clinton Pollon

Thank you so much for help keeping us warm.

Carolyn Dyck

Those in charge of organizing the rally did a great job!

Candice Averill

A great day. Well organized, great messages. A scarf I will wear all winter!! Thank you.

Nicola Quigley

Thank you for the memento. I will be wearing it all winter!

Stacey Would

I wish we could have been there! The roads were just too yucky to drive up.

Kristan Noel Myers

We were there! Thank you for hosting! Whatever it takes!

Alysia Sharpe

Thank you to all who are there. I can't be there, but I'm wearing red!!

Shannon Garbutt-Steedman

Thank you all for going and representing those of us who couldn't make it!!

ON TWITTER

@MsOTweets77

A total six hours today in a car/bus. Worth it!! Loved being a part of this today!!!

@smerredew

Proud to stand with thousands of other public education supporters this afternoon at the #ableg—hope that all candidates and political parties are listening and ready to act to improve our #abed system.

@DrJykill

Great turnout at #rally4ed! Thank you colleagues of @albertateachers and Albertans!

@klmurphy21

Even the rain and cool temps can't dampen the spirits for the #rally4ed. What a turnout of concerned individuals gathered together to stand in solidarity and show support for public education.



FOR THE RECORD

I stand for a public education system that cherishes each person, relentlessly pursues equity for each experience and holds genuine significance in each stunningly unique identity.

— Diversity consultant Rin Lawrence speaking at the Stand For Education rally on Oct. 22.

Rally attracts thousands

Cory Hare
ATA News Managing Editor

The weather was cool and damp but the mood was warm and lively as an estimated 5,000-plus people descended on the Alberta legislature on Oct. 22 to express their support for public education.

In the hours leading up to the rally, a steady stream of buses dropped off teachers from all over the province, volunteers handed out scarves and the band Melafrigue created a lively vibe with its blend of R&B, reggae and soul. With the temperature hovering a few degrees above the freezing mark, poet Ahmed Ali Knowmadic energized the growing crowd through boisterous turns at the microphone.

By the time the 1 o'clock program began, the city block-sized plaza in front of the legislature steps was a sea of faces, signs and red scarves bearing the slogan Stand for Public Education.

What followed was an hour-long program featuring a variety of speakers advocating the importance of public education and the need to impress this importance on any and all candidates who run for office in the next election.

Each speech was interspersed with regular roars of approval and sign waving from the crowd, which embodied a blend of concern and enthusiasm.

ATA president Jason Schilling rounded out the lineup of speakers with an impassioned plea for

- smaller class sizes;
- modern, diverse, forward-thinking curriculum;
- comprehensive school plan that addresses complex needs of students;
- funding that supports students' needs;
- for teachers to be listened to; and
- for public education to be seen as an investment.

After the rally, Schilling said the event accomplished its mission.

"I am so pleased with the turnout, the positive messages delivered by all the speakers, and the energy embodied by the thousands who gathered," he said. "We wanted to create a sense of solidarity around the importance of public education and to generate momentum to ensure that education is a top issue leading into next spring's election." ■



Why did you attend the rally and what message do you hope it sends?

“It seems to be getting more and more challenging. We need to work together so that our kids have a good future.”

– **Angela Bell, Weinlos School, Edmonton**

“I like the fact that it's more than just educators here ... it's nice to come and be surrounded by people who actually care about what it is that you're doing ... and they do support you in your classroom and you know that you're not alone and your voice is being heard.”

– **Brennan Bell, Shauna May Seneca School, Edmonton**

“I just think that teachers are getting overworked, and it seems like we're moving away from a system that values education. It just seems like there's so much ignorance and so many people without a clue about what's going on, so I'm here. I care.”

– **Bruce Plante, retired teacher**

“We really need to look at class sizes and support within the schools, especially in the elementary schools for those kiddos who have those complex needs. I've noticed in the last five years or so, those complex needs kiddos, there's more of them coming through the elementary system and

we just don't have the support to give them what they need, and they're not entering a specialized program until they're in Grade 4.

“When you've got a class of 38 in Grade 1 and a child with severe needs ... I'm a special needs teacher so it's near and dear to my heart.”

– **Susie Baker, teacher, Ranchlands School, Calgary**

“I believe the current government has cut back way too much in the education funding. I think that educating our young ones is the best way to ensure that we have a prosperous future. I'm a big fan of educating everyone as much as possible.”

– **Charles Baker, Alberta resident (married to a teacher)**

“Just excited to be here to support public education.”

– **Michelle Wirstiuk, Aurora Elementary School, Drayton Valley**

“And excited to see the unity of people coming together to do this from all over the province.”

– **Tracy Solomon, Aurora Elementary School, Drayton Valley**

“We're seeing students who are academically further behind than they might have been a few years

prior to Covid. Without the funding and without the extra support in the classroom that we're not getting, that's a huge concern right now. There's only one of us in the classroom trying to help all of the students and logistically it's just not feasible.

– **Caitlin Campbell, Cooper's Crossing School, Airdrie**

“I want to raise awareness of everything that's been going on for us. The government's been really hard on us and I want them to be aware of that. The new curriculum was really hard on us. We didn't have any resources given to us – it's hard to develop that on our own – and they're cutting funding.”

– **Devon Tracey, École Routhier School, Falher**

“I came here today because I want to defend public education ... and the highest standards of education, an education system where teachers play a very important role, where teachers are taken care of, where the teaching conditions are good and up to date and a system where parents and teachers are involved in students' personal development.”

– **Georges Pigou, École de la Rose sauvage, Calgary**

Photos by Yuet Chan and Cory Hare.



Noah Simon, known as Chubby Cree, performs a traditional Indigenous song accompanied by his grandmother Carol Powder.



Rollie Pemberton recites his poem "The Garden," which he originally wrote as part of the ATA's 100th anniversary commemoration in 2018.

SPEAKERS' NOTES



Carla Peck
University of Alberta education professor, rally host

Citizens, in other words, all of you, public education has the potential to be the great equalizer in society. It can level the playing field to ensure all children, no matter what their circumstances, can thrive and create the future they want. But it can only do this if we stand for public education and tell whichever government is in power that it must properly fund it, and must protect it.

We also need you to protect public education by making it a priority in the next provincial election. We need you to get involved in the democratic process by asking every candidate that knocks on your door what, specifically, are they going to do to support public education?



Rin Lawrence
Gender consultant, lead organizer of the Alberta Teachers' Association Gender and Sexuality Alliance

Public education is a necessity to the student who did not take their own life, because they were truly seen and heard. I do not say this lightly. Inclusion, public education — saves lives.

Today I stand for a public education system that recognizes diversity. But more than that, I stand for a public education system that values each person *because* of the colour of their skin, *because* of their expression or their sexual orientation, *because* of their physical, neurological or cognitive disabilities or divergence, *because* of their relationships with the land and its history — *because* they are human.



Jason Schilling
President, Alberta Teachers' Association

I always say, you fight for what you believe in. I believe in public education. Together, we will advocate and fight for public education because it's worth fighting for. So we are here today, but what do we do tomorrow? We move forward, we make public education a top priority, we take our shared vision for education and make it a reality. Engage with political parties, ask candidates what they think about class size, curriculum, the supports needed for our students with special needs, and if they don't have a response, sit them down and have a conversation.



Brandi Rai
President, Alberta School Councils Association

If we want to maintain one of the best education systems in the world, then why are we not investing in it? What does it look like to invest in education? It means putting students first. What do students need in order to thrive? They need the funds put into their schools so that their schools are well maintained. They also need their educators to be well paid and well supported.



Etienne Girard
Education student

It's time for change, a change where we the teachers have a say in all the decisions made for us. Gone should be the days where we struggle to help all of those in our classrooms because of underfunding. Never again should a student be unable to ask for help in a classroom because there is not enough time for everyone.



Cecil Hall
Calgary teacher

As teachers, we see the potential in our students. Let us work at removing the stuff that often covers the beautiful gem below. Each day, as we go into our schools, we continue to work hard at unearthing the gems that are there before us. This is public education's superpower!



Sam Hammond
President, Canadian Teachers' Federation

Teachers across this country are looking to you and looking up to you as you send a clear message: no more cuts, no more excuses. Today and every day public education must be a priority in Alberta. The Canadian Teachers' Federation and our 365,000 members from coast to coast to coast stand with you and support you.

WHAT'S NEXT?

Now that the Oct. 22 Stand For Education rally is over, teachers and all residents are being asked to keep the momentum going by engaging in the political process in three ways:

- 1 Tell three people why it's important to stand for public education.
- 2 Participate in a series of public discussions that the ATA is organizing to identify a bold, hopeful vision for the future of public education.
- 3 Ask every candidate that knocks on their door what specifically they are going to do to support public education.

"The rally was just part of a larger campaign to engage the public and elected representatives in discussions around the importance of education and generating ideas for a bold future," said ATA president Jason Schilling.

"We want Albertans of all stripes to get involved and make their voices heard."

Stay current by signing up at standforeducation.ca



Ahmed Ali Knowmadic
Poet laureate, rally energizer

Ahmed:

My question to you is, who's here for the betterment of public education?
 Who's filled with love, patience and dedication?
 So who's going to work to make a difference?
 Who is?
 Who's here united for education?
 Who is here for the betterment of future generations?
 Who is here to support students and educators?
 Who's going to vote to make a difference?
 Who's going to [contact] their MLAs and be persistent?
 Trust me, you can make that difference.
 Let them know you believe in public education.
 You can make a difference. I believe in you.
 Let me hear one more time —
 who's going to make the change?

Crowd response:

WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!
 WE ARE!



MORE RALLY PHOTOS
on page 7

Discover diverse voices in STEAM learning



ROOT & STEM

Print & Digital Magazine | Podcast

pinnguaq.com/root-stem



The Alberta Teachers' Association

wîcihtotân Let's Help Each Other

Are you interested in connecting with Indigenous teachers and school leaders from across the province, sharing your learnings and experiences, and belonging to a circle of support?

The Alberta Teachers' Association is seeking First Nations, Métis and Inuit teachers and school leaders to **join wîcihtotân** and attend four gatherings throughout the school year:

December 2, 1:00 – 3:30 p.m., online via Zoom

January 27, 1:00 – 3:30 p.m., online via Zoom

April 21, 1:00 – 3:30 p.m., online via Zoom

May 26, 9:00 am – 3:30 p.m., Edmonton, location TBD

To Register go to <https://surveys.teachers.ab.ca/s3/w-cihtot-n-Gathering-Registration-2023>.

Registration Deadline: November 28, 2022

For More Information

Contact Melissa Purcell, Executive Staff Officer, Indigenous Education, at 780-447-9497 (in Edmonton), 1-800-232-7208 (toll free in Alberta) or melissa.purcell@ata.ab.ca.

PD-208-2022-10

Nomination Day
ATA 2021

PEC
election

**WANT TO RUN
FOR PROVINCIAL
EXECUTIVE
COUNCIL?**

Nomination Deadline is January 18, 2023.



NOUS RECHERCHONS :

FACILITATEUR OU FACILITATRICE

Créer et présenter un atelier sur les nouvelles perspectives francophones albertaines aux grands Congrès des enseignants (4 congrès)

PROFIL RECHERCHÉ:

- BILINGUE (UN ATOUT)
- RÉSIDENT DE L'ALBERTA
- BONNE CONNAISSANCE DU SYSTÈME SCOLAIRE FRANCOPHONE ALBERTAIN
- EXPÉRIENCE EN ENSEIGNEMENT
- FAIRE PARTIE DE LA « NOUVELLE FRANCOPHONIE » (UN ATOUT)
- APTITUDE À LA RECHERCHE ET À LA VULGARISATION
- COMPÉTENCES TECHNOLOGIQUES



POUR POSTULER JUSQU'AU 18 NOVEMBRE :
[HTTPS://FORMS.GLE/SKLYJEJCLPD4CQ6J8](https://forms.gle/SKLYJEJCLPD4CQ6J8)



Volunteer for Project Overseas WITH CTF IN THE SUMMER OF 2023

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

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

For more information and to apply, visit the ATA website: www.teachers.ab.ca.

If you have questions, contact **Andrea Berg**.

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

Email: andrea.berg@ata.ab.ca.

Application deadline:
November 18, 2022.



Follow us on Twitter: @albertateachers

Celebrated teacher and leader Myer Horowitz dies

ATA News Staff

Distinguished and much-loved teacher, academic and leader Myer Horowitz died on Oct. 24.

In his long career, Horowitz received many accolades, including the Order of Canada in 1990 and the Queen Elizabeth II Diamond Jubilee Medal in 2012. He was a fellow of the Canadian College of Teachers and a founding member and past advisory board chair of the University of Victoria's Centre for Youth and Society. Six honorary doctorates celebrated Horowitz's scholarship. The U of A named the campus' student union theatre complex for Horowitz, reflecting the warmth and esteem with which students held their former university president.



FILE
Myer Horowitz, a champion of early childhood education, received many awards and honours throughout his long career.

Born in 1932, Horowitz attended the McGill School for Teachers and taught for eight years in Montreal. He earned a BA from Sir George Williams College (later Concordia University) followed by an MEd from the University of Alberta. In 1965, Horowitz completed a PhD from Stanford University before being named a full professor at McGill. In 1969, he was appointed the chair of the U of A's department of elementary education. Horowitz then served as dean of education, vice-president and, finally, as U of A president from 1979 to 1989.

Horowitz recognized the importance of, and was active in, teachers' organizations, serving as president of the Alberta Teachers' Association's Early Childhood Education Council. He was honoured by the Canadian Teachers' Federation with a Special Recognition Award and by the Canadian College of Teachers with a fellowship and the George Croskery Memorial Award. In 1980, the ATA conveyed its highest honour upon Horowitz, naming him an honorary member.

Horowitz's advocacy continued until his death. In April of this year, he and former education minister David King editorialized against the Alberta Government's Bill 15, warning that the bill's "misguided public policy ... puts education in Alberta at risk."

Horowitz's advocacy continued until his death. In April of this year, he and former education minister David King editorialized against the Alberta Government's Bill 15, warning that the bill's "misguided public policy ... puts education in Alberta at risk."

ATA establishes new awards

ATA News Staff

The Alberta Teachers' Association has two new awards in its arsenal.

Earlier this fall, Provincial Executive Council approved the creation of the President's Award of Merit, which may be awarded to an individual, group of individuals or organization for meritorious service to public education. The award will be issued at the discretion of the Association's sitting president, who may propose the awarding of up to two awards at any time during the course of a single two-year term of office.

The Association has also created the new Association Award of Merit, also to be awarded to an individual, group of individuals or organization for meritorious service to public education. The granting of this award will be initiated by a motion of Provincial Executive Council.

The new awards do not affect the Association's criteria for its Public Education Award and honorary membership, which will continue as usual.



STAND FOR EDUCATION RALLY





Be ready for life's surprises

Some things will come into your life that you never even expected. Whatever life brings you next, it's always good to be prepared.

For a limited time, you and your spouse have the opportunity to apply for up to \$50,000 of Guaranteed Acceptance Term Life insurance coverage. No medical questions, acceptance is guaranteed regardless of your medical history – making it easy to protect what matters most in your life.

Apply by **November 30**.



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SEEKING FURRY SUBMISSIONS!

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

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

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

Also, please answer these two questions:

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

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

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

DEADLINE: DEC. 7, 2022

Bank of Canada / Musée de la Banque / Museum du Canada

The only museum in Canada devoted to economics and currency.

Check out our online educational resources!

@BOCMUSEUM
BANKOFCANADAMUSEUM.CA/LEARN

So what's new with you?

Did you know that the ATA Magazine has a section dedicated to sharing information about teachers' extracurricular endeavours and adventures?

Yes, it's true. It's called **Who's Out There?** and we're currently seeking submissions.

The section highlights new projects or accomplishments by Alberta teachers who are also

- authors
- musicians
- visual or performing artists
- podcasters
- athletes
- volunteers
- entrepreneurs

Teachers who wish to make a submission for Who's Out There? can email a short summary (75–100 words) to section editor Lindsay Yakimyshyn: lindsay.yakimyshyn@ata.ab.ca.





Alberta Premier Danielle Smith speaks to media after swearing in her new cabinet on Monday, Oct. 24.

THE CANADIAN PRESS/JASON FRANSON

Parties debate visions for the future

Adriana LaGrange still education minister after cabinet shuffle

Kim Clement
ATA News Staff

Education factored into the discussions that took place as delegates representing Alberta's two dominant political parties assembled from Oct. 21 to 23, with the NDP holding its convention in Calgary and the UCP holding its annual general meeting in Edmonton.

NDP update

Policy resolutions passed by the NDP included several that would impact students, teachers' and public education in general. An NDP government would rescind the new K-6 curriculum, increase public funding to public schools and introduce a timeline to phase out private school funding. The NDP would also reverse the UCP government's legislation (Bill 32) that affects the ability of unions and associations like the Alberta Teachers' Association to use member dues on political and advocacy functions. The party also voted to implement the class size guidelines and recommendations included in the 2003 Alberta's

Commission on Learning Report and build new schools in new and growing communities.

In creating a new curriculum, the NDP resolutions vowed to strike a curriculum advisory committee and pledged to evaluate and revise the curricula at least every 10 years; ensure the Truth and Reconciliation Commission calls to action on education are realized; and develop a social studies curriculum that includes the knowledge, perspectives and diverse identities of racialized Canadians.

UCP meets

The UCP AGM received attention for one particularly controversial resolution that aimed to ban teaching antiracism, diversity or critical race theory in Alberta schools. It stated "A public education system should not be ideological in its outlook or focused on promoting a political message to impressionable students. The aims of our education system should be focussed on teaching literacy, numeracy, and be skills and knowledge based." The resolution failed to get majority approval.

Another UCP resolution that drew notice focused

on parental choice, and called for the party to, among other things, "uphold the rights of parents and caregivers so as not to require them to affirm or socially condition a child in a gender identity that is incongruent with the child's birth sex." The resolution passed overwhelmingly; however, it's not guaranteed to become government policy.

Cabinet changes bypass education

Premier Danielle Smith's new cabinet was sworn in on Oct. 24, with Adriana LaGrange remaining the education minister. By that point, Smith had not indicated any specific directives for the education portfolio, but she indicated that she'd have a mandate letter for each of the ministers within about a week.

ATA president Jason Schilling said he'll be watching to see what's in the letter and will be reaching out to both Smith and LaGrange.

"We're always willing to work with the government to advance the principles of public education and ensure that teachers' experiences and wisdom are taken into account in decisions that affect them," Schilling said. ■

Off Script

with ATA President Jason Schilling



If we all tell three people ...

I am proud to be an Alberta teacher. Like many of you, I became a teacher because I wanted to make a difference and change the world. Now that's a pretty big task, changing the world, but I don't believe it stops people from trying.

As we heard from parents, students, teachers and education advocates at the Stand for Education rally on Oct. 22, a strong public education system is not something we can take for granted. Thousands of people gathered on an unseasonably cool Saturday, but what's next?

We move forward, we make public education a top priority for all political parties, we take our shared vision for education and make it a reality. The rally was a kick-off to a longer advocacy campaign that leads to next year's provincial election. Whether or not you attended the rally, your involvement doesn't stop. In fact, it's just getting started.

Over the next few months, the ATA, the Alberta School Councils' Association and ATA locals around the province will be hosting community roundtable

conversations with supporters of public education to capture your bold ideas and vision for the future of public education in Alberta. Make a plan to attend and bring a friend.

In the meantime, engage with political parties, ask candidates what they think about class size, curriculum and the supports needed for students with special needs. If they don't have a response, sit them down and have a conversation. Have the candidates you speak with explain one specific action they are going to take to support public education.

We need to speak up and advocate for the future of public education. At the rally on Oct. 22, we stood shoulder to shoulder because we believe in public education and organizers called on attendees to commit to telling three people why it's important to stand for public education. Please encourage people to stay up to date by signing up on the standforeducation.ca website.

To this day, I still believe I can change the world, stand for public education and make a difference. And guess what? You can as well, and we'll do it together. ■



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Amanda Kiat
Secondary Principal

Amanda started her teaching career here in 2010 as a homeroom teacher. Over the last twelve years she has served as a Division Coordinator, a Vice-Principal, and this year she is the Secondary School Principal.



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Nick Chignall
Elementary Vice-Principal

Nick joined TIS in 2012 as an Elementary teacher and began his duties as Elementary Vice-Principal in 2016.

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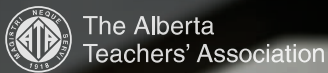
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Project Overseas ramps up for return



ATA News Staff

Project Overseas is back on. On hold since 2020 due to the pandemic, the international professional development initiative is set to run again in 2023. Operating in conjunction with the Canadian Teachers' Federation, the project typically sends Alberta teachers to various countries each summer to help deliver professional development and share ideas with teacher counterparts.

The ATA's CTF committee decided in June to invite the participants who'd been accepted to the program in 2020 to resume their participation in 2023. With one of the 10 participants unable to go, the committee has decided to seek applications so it can send one more teacher.

"It's great to see this program going ahead again, as it's very beneficial to our international partners. Teachers who've participated tell us that it's life-changing for them," said ATA president Jason Schilling. ■

WHAT IS PROJECT OVERSEAS?

Project Overseas is a joint endeavour by the Canadian Teachers' Federation (CTF) and its member organizations to give professional assistance to fellow teachers in developing countries. The project takes place during the months of July and August.

Started in 1962 with one program in Nigeria, Project Overseas has helped teacher organizations in more than 50 countries in Africa, Asia, the Caribbean and the South Pacific. Since its inception, more than 1,800 Canadian teachers have participated in the program. Currently, approximately 50 volunteers are sent each summer to about a dozen countries.

Application deadline: Nov 18

More information is available at www.teachers.ab.ca.

Council approves next phase of Election Readiness Plan

PEC POINTS

Audrey Dutka
ATA News Staff

Highlights of the Provincial Executive Council meeting held Oct. 20 to 22 at Barnett House in Edmonton

1. Approved in principle and referred to Finance Committee for costing a proposed list of programs on which the Association should focus in 2023/24.
2. Named Nancy Luyckfassel to the position of co-ordinator, professional development, with duties to commence on Dec. 1 or at a mutually agreeable time.
3. Approved the Association's 2022/23 budget for capital expenditures.
4. Amended administrative guidelines to include governing principles related to the administration of the Defence and Advocacy Fund.
5. Amended administrative guidelines to update procedures pertaining to expenses, travel, acquiring points on behalf of third parties, and receiving honorariums and gifts.
6. Authorized the Association to make an unconditional grant of \$100,000 from the Defence and Advocacy Fund to the Alberta School Councils' Association for the 2022/23 budget year to assist the organization to continue its operations and support to parents.
7. Authorized an expenditure of up to \$2,000 for the procurement of an Indigenous song for Association use.
8. Approved the implementation of phase two of the Election Readiness Plan, which includes a roundtable discussions proposal, and authorized costs of up to \$40,000 for this phase.
9. Authorized up to eight members of Council to attend the Parkland Institute Annual Fall Conference, taking place from Nov. 18 to 20 in Edmonton.
10. Named three members of Council to serve on a staff selection committee for the position of associate co-ordinator, professional development, selected

the proposed timeline for recruitment of the position and restricted the competition to current members of executive staff.

11. Named three members of Council to serve on a staff selection committee for two positions of executive staff officer, professional development, and selected the proposed timeline for recruitment of the two positions.

12. Authorized that candidate forums for district representative positions use a virtual meeting format for 2023, organized centrally by the returning officer.

13. Authorized that candidate forums for table officer positions use a virtual meeting format for 2023, organized centrally by the returning officer.

14. Authorized that candidate forums, virtual or in person, organized by locals for contested positions be in addition to the centrally organized, virtual forums.

15. Approved the following policy resolutions to be adopted as interim policy and recommended to the 2023 Annual Representative Assembly:

- Association representation of a member in proceedings concerning professional conduct and practice administered by the Alberta Teaching Profession Commission is determined on an individual case-by-case basis.
- The Association may represent members who are subject to regulatory processes concerning professional conduct and discipline administered by the Alberta Teaching Profession Commission, in accordance with the following provisions:
 - a. The member requesting representation must have held the highest level of membership at the time the events relevant to a proceeding took place and continued subsequently to maintain the highest level of membership available to them.
 - b. The nature and degree of representation provided reflects the seriousness of the potential outcomes, the resources required and associated costs to the Association, risk and opportunity

for the establishment of precedent, and the reputation and interests of the profession.

- c. The purpose of representation is to ensure that professional conduct and practice proceedings adhere to legislation and regulation, legal standards established for similar administrative proceedings, and requirements of fairness and natural justice.
 - The provision of representation does not constitute an endorsement of a member's conduct or practice.
 - Representation may be provided by the Association to a member who is subject to regulatory processes concerning professional conduct and practice administered by the Alberta Teaching Profession Commission, subject to the following:
 - a. Representation may consist of assistance provided by executive or professional staff of the Association and/or provided by legal counsel in the direct employ of the Association or by external legal counsel under contract to the Association.
 - b. Representation is provided at the discretion and under the direction of associate co-ordinator, regulatory affairs, in consultation with Association staff assisting the member.
 - c. Where a member undertakes to retain their own independent counsel, all associated costs are the sole responsibility of the member unless and except where a prior contractual agreement has been entered into between the Association, the member and the independent counsel for the provision of independent legal representation.
 - d. A member may appeal a decision not to provide representation or to limit the representation provided using a process established for this purpose.
 - Responsibility for upholding high standards of professional conduct and practice of teachers should be within the exclusive mandate of the Association as a professional regulatory authority (or entrusted to

a professional college, independent of government, governed by teachers appointed by the Association, and elected at large, with sufficient public representation to ensure transparency and legitimacy).

- Legislation, regulations, processes, structures and institutions intended to uphold high standards of professional conduct and practice of teachers should be established only with the advice and consent of the Association.
- Any costs associated with processes, structures and institutions established by the Government of Alberta without the consent of the Association for regulating the professional conduct and practice of teachers should be paid for by the Government of Alberta, with no fees, levies or charges being imposed upon teachers for this purpose.
- When possible, members should use informal and formal processes, including those established by the Association, to address and resolve conflicts with colleagues in a constructive, restorative manner.
- Teacher members of the Teacher Professional Conduct and Practice Panel should be populated from a list consisting of active members nominated by the Association.
- Effective Jan. 1, 2023, the Association's Code of Professional Conduct is in abeyance until the Association approves an alternative code of conduct for its members.
- 16. Named a field member to serve on the Campus Saint-Jean Area Field Experiences Committee.
- 17. Amended the Indigenous Education Committee frame of reference by changing the staff officer members from two to one; amended the Finance Committee frame of reference to update the language regarding periodical review of strike support; and amended the Benefits, Insurance and Pension Committee frame of reference to add the associate co-ordinator, collective bargaining, as a nonvoting member of the committee and include that members of the committee attend the collective bargaining conferences, when invited. ■



The Alberta Teachers' Association

Fall issue of ATA Magazine available in schools in early November.



IN THIS ISSUE:

Feature

Caring to the Core: Tending to others comes naturally to some, but it also comes at a cost.

Unsung Hero

Michelle Ranger: Creating space for Indigenous education

Wellness

Financial health is part of your overall well-being

Technology

Not all classroom tools need to be high tech

Diversity

Generational differences provide challenge and opportunity

In Profile

Principal Ian McLaren helps others through teaching and firefighting

Research Insights

Creating a hopeful future calls for visionary leadership

Most Memorable Lesson

History exercise becomes a key to the future



Read the digital version

COMM-475-2b-2022 10



The Alberta Teachers' Association

The Alberta Teachers' Association invites applications for the position of

EXECUTIVE STAFF OFFICER PROFESSIONAL DEVELOPMENT

Competition: ESO5/22 & ESO6/22 (two positions available)

Location: Edmonton (initially, with potential for later assignment to other ATA offices)

Commencement: January 1, 2023 or at a mutually agreeable time

Position Overview

This position will assist in the work of the professional development program area with duties that may include

- responsibilities in the areas of teacher education, curriculum, student evaluation and technology in education;
- working with specialist councils;
- supporting convention associations;
- assisting local professional development chairs;
- training and supervising Association instructors and Association administrator instructors;
- preparing policy and position papers;
- assisting with programs for beginning teachers;
- providing service and support to school leaders;
- assisting in the development and revision of workshops;
- planning and/or assisting with the planning of conferences;
- liaising with universities and other institutions; and
- serving as Association resource person in specific areas of expertise.

Qualifications

Candidates must demonstrate

- effective communication, including effective writing and presentation skills;
- strong organizational skills and attention to detail;
- superior leadership, interpersonal and collaboration skills; and
- ability to foster effective working relationships with both internal and external stakeholders.

In addition, the following are required:

- A valid teaching certificate and a minimum of five years of successful teaching experience in public education
- Proven commitment to public education
- Ability to undertake travel and evening/weekend work

Demonstrated commitment to the Alberta Teachers' Association (or another Canadian teachers' organization) will be considered an asset, as well as the ability to work in the French language.

The Association is committed to reconciliation, and a candidate's knowledge and experience of related issues and/or membership in an Indigenous community is considered an asset.

Who We Are

As a professional organization and the voice of the province's teachers, the Association is dedicated to advancing the cause of education and to building the teaching profession in Alberta. The Association represents all public, separate and francophone school teachers in the province of Alberta.

The provincial Association, its locals and subgroups perform both union and professional functions. As a union, the Association negotiates and monitors collective agreements and represents teachers in matters of employment. Effective January 1, 2023, the Association also will also represent members who may be subject to regulatory processes relating to professional conduct and practice administered by the Alberta Teaching Profession Commission.

In its professional role, the Association promotes and supports the preparation of candidates to the profession; provides ongoing professional development to members; makes representation to the government on matters of education policy; advocates for public education; and works with like-minded organizations provincially, nationally and internationally. To better achieve these ends, the Association actively promotes the representation and participation of member teachers in its governance and the delivery of its programs.

What This Position Offers

Total compensation for this position includes a starting salary of \$136,000, pensionable service under the Teachers' Pension Plan of the Alberta Teachers' Retirement Fund Board and employer-paid benefits as stipulated in a collective agreement. The initial location will be in Edmonton, but future assignments may be to any present or future Association office. Duties will commence on January 1, 2023 (negotiable).

Applicants should quote position ESO5/22 and ESO6/22 and include the names, phone numbers and email addresses of at least two references who are not Association employees or elected officials of its provincial executive. Applications must be received by 4 p.m. on Wednesday, November 16, 2022 and should be addressed to

Ms Kathryn Dick
Human Resources Director
The Alberta Teachers' Association
11010 142 Street NW
Edmonton T5N 2R1
Email: hr@ata.ab.ca

For more information, please see our website at www.teachers.ab.ca.

OP-HR-47d-2022 10

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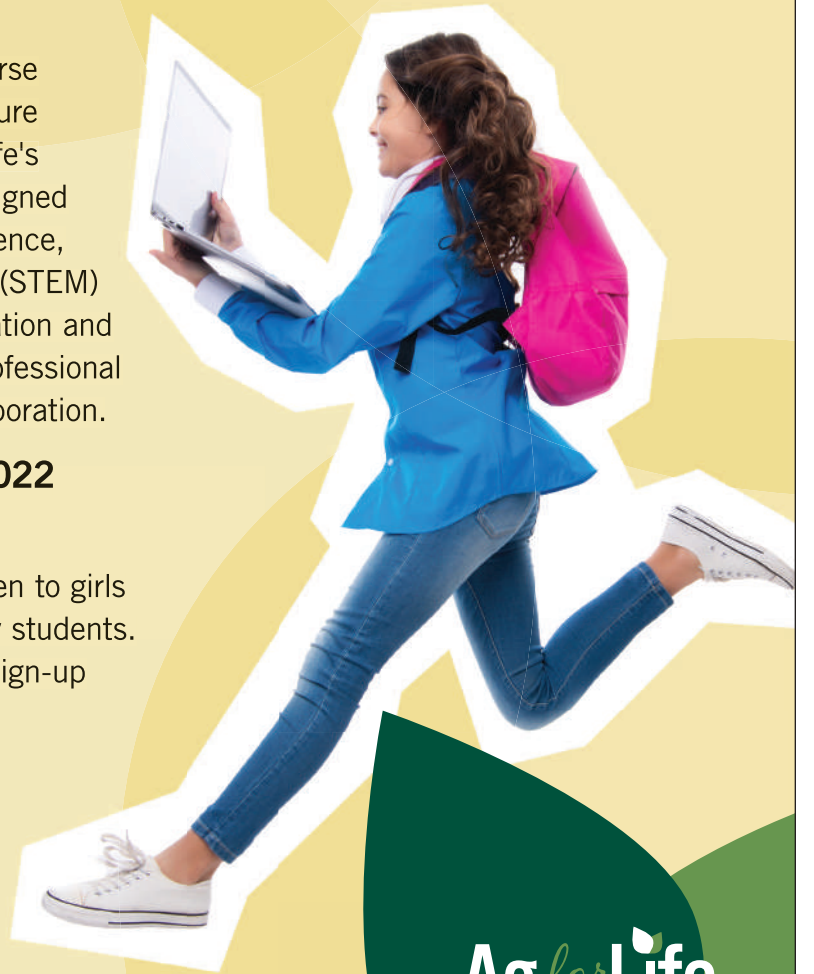
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The Alberta Teachers' Association

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The Alberta Teachers' Association

TALENT

November 1, 2022 | Volume 57, Number 4



PHOTOS BY YUET CHAN AND CORY HARE

STAND FOR EDUCATION

OCTOBER 22, 2022

Supporters of public education showed their creativity through sign-making on Oct. 22 as thousands gathered at the Alberta legislature in Edmonton for the Stand For Education rally.

