

RESOLUTION OUTCOMES
2026 ANNUAL REPRESENTATIVE ASSEMBLY

	Carried	Carried Unanimously	Carried as Amended	Carried Unanimously as Amended	Lost	Policy Exists	Referred for Study and Report	Action Taken	Not Moved	Total
Executive	156	3	2						2	163
Local	22		2	2	49	4	3	20	1	103
Assembly	1	2		1	1					5
Total	179	5	4	3	50	4	3			271

Note—Amendments shown in red were made during the debate of the resolution at the Assembly.

Distribution—Provincial Executive Council, Local Presidents, Local Secretaries, Executive Staff and Professional Staff

Resolutions Arising from the Six-Year Review of Policy

1-1/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.1 be reaffirmed.

CARRIED

*1.3.1.1 Locals may submit resolutions at any time, and the Association will place all resolutions received by the executive secretary on or before December 15, 1700 hours, before the Annual Representative Assembly in the next year.
[1965, 2025]*

1-2/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.2 be reaffirmed.

CARRIED

*1.3.1.2 Locals submit resolutions without preamble in the form, “Be it resolved that” Each resolution is accompanied by an explanatory statement of not more than 100 words and a declaration form signed by two executive officers of the local.
[1965, 2020]*

1-3/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.3 be reaffirmed.

CARRIED

*1.3.1.3 The Association classifies resolutions as “long-term policies,” which are intended to stand the test of time and which the Annual Representative Assembly will review periodically, and “immediate directives,” which deal with shorter term issues and which will be transferred to nonactive policy after one year unless they are reaffirmed or amended.
[1967, 2020]*

1-4/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.4 be reaffirmed.

CARRIED

1.3.1.4 Resolutions and their accompanying explanatory statements are published at least one month before the Annual Representative Assembly in an Association publication that is sent to all members and published on the Association's website.

[1965, 2020]

1-5/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.5 be reaffirmed.

CARRIED

1.3.1.5 Provincial Executive Council may

- 1. refer resolutions to appropriate committees for study and report,*
- 2. take action on them that is consistent with established policy or*
- 3. make recommendations about them that are communicated to the sponsoring local and reported to the Annual Representative Assembly.*

[1965, 2020]

1-6/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.6 be reaffirmed.

CARRIED

1.3.1.6 Provincial Executive Council's position on all local resolutions submitted by the December 15 deadline and on all available Council resolutions will be transmitted to locals, who will be entitled to vote on each of them at the same rate as for electoral ballots. When two-thirds of the vote favours Council's position, the resulting resolutions may, at the option of the Steering Committee, be moved in one or more blocks at the Annual Representative Assembly.

[2013, 2020]

1-7/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.7 be reaffirmed.

CARRIED

1.3.1.7 Locals will be provided with an opportunity to vote, at the same rate as for electoral ballots, on Provincial Executive Council's position on resolutions arising from the six-year review of policy. When two-thirds of the vote favours Council's position, the resulting resolutions will be moved in a block to be dealt with by the Annual Representative Assembly.

[2013, 2020]

1-8/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.8 be reaffirmed.

CARRIED

*1.3.1.8 Provincial Executive Council classifies resolutions dealing with the administration of the Association as administrative procedures.
[1965, 2020]*

1-9/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.9 be reaffirmed.

CARRIED

*1.3.1.9 The result of a prevote on a resolution is not announced before the resolution is moved at the Annual Representative Assembly.
[2018, 2020]*

1-10/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.10 be reaffirmed.

CARRIED

*1.3.1.10 All new programs proposed by Provincial Executive Council with budgetary implications of more than \$10,000 are presented in the form of a resolution to be discussed before the budget debate.
[1991, 2025]*

1-11/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.11 be reaffirmed.

CARRIED

*1.3.1.11 The Annual Representative Assembly considers all Provincial Executive Council resolutions dealing with the expenditure of funds over \$10,000 before adopting the budget.
[1970, 2025]*

1-12/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.1.12 be reaffirmed.

CARRIED

*1.3.1.12 Policies passed by an Annual Representative Assembly shall be referred to the Resolutions Committee for reconciliation and integration with existing policy. Provincial Executive Council shall approve a report on the proposed disposition of the policies, including proposed amendments, and submit it to the Annual Representative Assembly the following year for approval.
[2018, 2020]*

1-13/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.1.13 be reaffirmed.

CARRIED

1.3.1.13 An Annual Representative Assembly may authorize Provincial Executive Council to undertake a general review of some or all of the content, organization and structure of Association policy, including related administrative procedures and administrative guidelines. Such a general review will take place according to the following practices:

- 1. Provincial Executive Council shall approve a draft proposal for revised policy arising from a general review at or before its September meeting in the year before the Annual Representative Assembly at which the proposal is to be considered, and make the approved draft proposal available in print and/or digital format to members immediately thereafter.*
- 2. Provincial Executive Council may establish processes to bring the draft proposal arising from the general review to the attention of members to create awareness and solicit responses from members.*
- 3. Locals may suggest revisions to the approved draft proposal arising from the general review in the form of advice or as local resolutions submitted to the executive secretary on or before December 15 in the year before the Annual Representative Assembly at which the proposal is to be considered.*
- 4. After reviewing the general advice received and resolutions submitted, Provincial Executive Council will approve a final policy proposal arising from the general review for the Annual Representative Assembly to consider and make the final proposal available to members in print and/or digital format at least one month before the Annual Representative Assembly.*
- 5. The approved final policy proposal, together with Provincial Executive Council's position on related local resolutions, will be moved in one or more blocks at the option of the Steering Committee. Delegates may move to remove individual policies in the proposal from the block so that they can be amended.*

[2018, 2020]

1-14/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.1.14 be reaffirmed.

CARRIED

*1.3.1.14 The Association informs locals about the disposition of resolutions approved at the Annual Representative Assembly in the first issue of the ATA News following the meeting.
[2009, 2020]*

1-15/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.1.15 be reaffirmed.

CARRIED

*1.3.1.15 If the Annual Representative Assembly refers a resolution for study and report, the local that sponsored the resolution will be invited to name one member to any committee that may be created to study the resolution.
[2010, 2020]*

1-16/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.1.16 be reaffirmed.

CARRIED

*1.3.1.16 The threshold to remove resolutions from Block 1 (resolutions arising from the six-year review of policy) is two-thirds, and the threshold to remove resolutions from Block 2 (local resolutions and Provincial Executive Council resolutions) is a simple majority.
[2023, 2024]*

1-17/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.2.1 be reaffirmed.

CARRIED

*1.3.2.1 The Association applies the democratic principle of representation by population when determining the approximate number of delegates that each local is allowed to send.
[1969, 2020]*

1-18/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.2.2 be reaffirmed.

CARRIED

1.3.2.2 The Association assists locals with the cost of each representative that they send to a representative assembly in accordance with grant-in-aid rates that Provincial Executive Council establishes from time to time.

[2007, 2020]

1-19/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.2.3 be amended to read—
“Executive staff of locals are permitted to attend all sessions of the Annual Representative Assembly as nonvoting observers.”

CARRIED

*1.3.2.3 [~~Full-time, paid executive~~] **Executive** staff of locals are permitted to attend all sessions of the Annual Representative Assembly as nonvoting observers.*

[1967, 2020]

1-20/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.2.4 be reaffirmed.

CARRIED

1.3.2.4 All executive staff are expected to attend representative assemblies.

[2006, 2020]

1-21/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.2.5 be reaffirmed.

CARRIED

1.3.2.5 The business of the Annual Representative Assembly must conclude by 2100 hours on any given day that the Assembly is held.

[2020, 2024]

1-22/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.1 be reaffirmed.

CARRIED

1.3.3.1 The constitutional structure of the Association is based on the principle of responsible government.
[1965, 2020]

1-23/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.2 be reaffirmed.

CARRIED

1.3.3.2 District representatives seek the views of locals in their districts on matters that are of interest or importance to these locals and present these views at Provincial Executive Council meetings.
[1965, 2020]

1-24/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.3 be reaffirmed.

CARRIED

1.3.3.3 If a member of the Association so requests, individual members of Provincial Executive Council are obliged to reveal how they voted on any issue, except personnel matters, dealt with by Council.
[1981, 2020]

1-25/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.4 be reaffirmed.

CARRIED

1.3.3.4 When working in a local, members of Provincial Executive Council and Association staff respect the local's autonomy by involving the local president in all their activities.
[1970, 2020]

1-26/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.5 be reaffirmed.

CARRIED

1.3.3.5 When conducting business at the provincial level, local executive members and Association staff facilitate communication and acknowledge the unifying function of the

provincial Association by keeping the provincial president, the executive secretary and district representatives informed of their activities.
[1970, 2020]

1-27/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.6 be reaffirmed.

CARRIED

1.3.3.6 The associate executive secretary negotiates agreements, as needed, with school authorities to enable members of Council to take such time from their regular school duties as the functions of their offices require.
[1966, 2020]

1-28/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.7 be reaffirmed.

CARRIED

1.3.3.7 Each year, Provincial Executive Council establishes the honoraria for the president, vice-presidents, past president and district representatives and identifies these amounts in the budget.
[1966, 2020]

1-29/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.8 be reaffirmed.

CARRIED

1.3.3.8 Each year, the Association publishes on its members-only website the total increase in Provincial Executive Council honoraria approved in the budget.
[2010, 2020]

1-30/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.9 be reaffirmed.

CARRIED

1.3.3.9 When announcing the results of Provincial Executive Council elections, the Association publishes on its website and in the ATA News the following information: the total number of ballots cast, the number of votes that each candidate received and the number of spoiled ballots. [1974, 2020]

1-31/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.3.10 be reaffirmed.

CARRIED

1.3.3.10 The Association is committed to fostering a safe, inclusive and welcoming environment for all members. [2023, 2024]

1-32/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.1 be reaffirmed.

CARRIED

1.3.4.1 The Association uses inclusive language in all its communications. [1993, 2020]

1-33/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.2 be reaffirmed.

CARRIED

1.3.4.2 The Association strives to avoid communicating using paper when digital options are available and appropriate. [2017, 2020]

1-34/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.3 be reaffirmed.

CARRIED

1.3.4.3 The Association sends electronic rather than paper copies of Association mailouts to secondary recipients. [2018, 2020]

1-35/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.4 be reaffirmed.

CARRIED

*1.3.4.4 The Association strives to minimize the costs and the environmental impact of producing conference and meeting materials.
[2018, 2020]*

1-36/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.5 be reaffirmed.

CARRIED

1.3.4.5 The Association provides sign language interpretation at Association-sponsored events if an individual so requests in writing to the executive secretary or their designee at least seven calendar days before the event. If circumstances are such that seven days' notice could not reasonably have been provided, the Association either

- 1. provides the services of an interpreter or*
- 2. asks the requestor to arrange the interpretation service and then reimburses the individual for any reasonable costs incurred.*

[2005, 2020]

1-37/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.6 be reaffirmed.

CARRIED

*1.3.4.6 When appropriate, Association communications are copied to local presidents.
[2005, 2020]*

1-38/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.7 be reaffirmed.

CARRIED

*1.3.4.7 The Association publishes and distributes a print version of the ATA News and disseminates information and communicates with members using a variety of formats, including print, broadcast and electronic media.
[2009, 2020]*

1-39/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.8 be reaffirmed.

CARRIED

*1.3.4.8 The Association provides locals, upon request, with copies of all guidelines governing the operation of Provincial Executive Council, Association program areas, executive staff and elected officials of the Association.
[1981, 2020]*

1-40/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.9 be reaffirmed.

CARRIED

*1.3.4.9 The Association posts all collective agreements for members on its website.
[2006, 2020]*

1-41/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.10 be reaffirmed.

CARRIED

*1.3.4.10 The Association posts all collective agreements that it has entered into with executive staff, professional staff and support staff on the members-only area of its website.
[2006, 2020]*

1-42/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.4.11 be reaffirmed.

CARRIED

*1.3.4.11 The Association provides space in publications such as the ATA News and the ATA Magazine for letters critical of the Association submitted by members.
[1974, 2020]*

1-43/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.5.1 be reaffirmed.

CARRIED

*1.3.5.1 The Association offers leadership-development opportunities to encourage members of all gender identities and expressions and from diverse backgrounds to apply for senior staff positions or to run for office at the local level or on Provincial Executive Council.
[2009, 2020]*

1-44/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.5.2 be reaffirmed.

CARRIED

*1.3.5.2 The Association believes that employment equity is a positive process leading to equal opportunities in education and employment, so it endorses the concept of equity in employment for all people without discrimination.
[2006, 2020]*

1-45/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.5.3 be reaffirmed.

CARRIED

*1.3.5.3 Provincial Executive Council takes all steps necessary, within the limits of the approved budget, to maintain a full complement of active executive staff.
[2008, 2020]*

1-46/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.6.1 be reaffirmed.

CARRIED

*1.3.6.1 The Association begins general meetings and special events by acknowledging the traditional Indigenous Peoples' territory on which the meeting or event is being held.
[2013, 2020]*

1-47/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 1.3.6.2 be reaffirmed.

CARRIED

1.3.6.2 Wherever possible, the Association and its subgroups include meaningful and relevant Indigenous programming in their conferences, seminars and other professional development initiatives.

[2013, 2020]

1-48/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.6.3 be reaffirmed.

CARRIED

1.3.6.3 The Association displays the Canadian flag, Alberta flag, Treaty flag and Métis flag at Barnett House and the Southern Alberta Regional Office.

[2019, 2022]

1-49/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.1 be reaffirmed.

CARRIED

1.3.7.1 The Association sends the proposed budget to Annual Representative Assembly (ARA) representatives at least 15 days before ARA.

[1965, 2020]

1-50/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.2 be reaffirmed.

CARRIED

1.3.7.2 The format of the proposed budget is consistent with that of the previous year.

[1965, 2020]

1-51/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.3 be reaffirmed.

CARRIED

1.3.7.3 Funding for the Association's information technology project development appears in the budget not subject to local rebate.

[2003, 2020]

1-52/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.4 be reaffirmed.

CARRIED

1.3.7.4 The Special Emergency Fund operates according to the following principles:

1. Provincial Executive Council recommends in the proposed budget each year an allocation to the Special Emergency Fund based on (a) the anticipated balance of the fund at the end of the current year, (b) the anticipated use of the fund during the budget year, (c) the effect of inflation on the fund and (d) the desired balance of the fund at the end of the budget year.

2. Provincial Executive Council indicates in the detailed budget document the sources of funding for the proposed allocation to the Special Emergency Fund using the following criteria:

(a) Investment income earned by the Special Emergency Fund will be applied first to the proposed allocation. If the investment income will exceed the proposed allocation, the excess investment income will be transferred to the General Fund. (b) If the investment income earned by the Special Emergency Fund will not be sufficient to fund the proposed allocation, Provincial Executive Council will recommend another source of revenue to fund the balance of the proposed allocation. If the other source of revenue is part of the membership fee, it shall be determined as the nearest low multiple of \$3 required to fund the balance of the proposed allocation.

[2006, 2020]

1-53/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.5 be reaffirmed.

CARRIED

1.3.7.5 The Association, in coordination with the investment manager, oversees the Association's investment portfolio and continues to consider environmental, social and governance risk factors when evaluating potential investment decisions.

[2017, 2020]

1-54/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.6 be reaffirmed.

CARRIED

1.3.7.6 Members of Provincial Executive Council receiving an Alberta Teachers' Retirement Fund pension are not eligible to accept release money from the Association as compensation for their service on Council.

[2000, 2020]

1-55/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.7 be reaffirmed.

CARRIED

*1.3.7.7 When a substitute teacher is required to spend a school day on Association business, the Association pays for their time at the highest daily rate for substitute teachers in the province.
[1986, 2022]*

1-56/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.8 be reaffirmed.

CARRIED

*1.3.7.8 The Association reimburses, at a standard rate per kilometre, members who travel by automobile on Association business and who are not otherwise compensated for these expenses.
[2007, 2020]*

1-57/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.9 be reaffirmed.

CARRIED

*1.3.7.9 The Association explores ways to educate members about the budget and budget processes.
[2019, 2020]*

1-58/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.10 be transferred to policy achieved.

CARRIED

*1.3.7.10 The Association should engage in a full review of budgeting processes.
[2019, 2020]*

1-59/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.7.11 be reaffirmed.

CARRIED

*1.3.7.11 All administrators of funds held in trust for the benefit of Alberta teachers should post an annual statement of all investments.
[2021, 2022]*

1-60/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.8.1 be reaffirmed.

CARRIED

*1.3.8.1 Unless there is a sound reason to do otherwise, each subgroup maintains an unencumbered accumulated surplus that does not exceed 50 per cent of its annual fee revenue in the case of locals or 50 per cent of its annual expenditures for the previous fiscal year in the case of specialist councils and convention associations.
[2010, 2021]*

1-61/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.8.2 be amended to read—

“The Association provides a single, no-cost specialist council membership to all active members and to associate members who hold the highest level of membership available to them.”

CARRIED

*1.3.8.2 The Association provides [~~automatic~~] **a single, no-cost specialist council** membership [~~in a specialist council~~] to all active members **and to associate members who hold the highest level of membership available to them.**
[2007, 2020]*

1-62/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.8.3 be reaffirmed.

CARRIED

*1.3.8.3 The Association encourages each of its locals to have a designated position on its local council for a school leader.
[2021, 2022]*

1-63/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 1.3.8.4 be reaffirmed.

CARRIED

1.3.8.4 Convention associations should make their constitutions and policy and procedure handbooks available to members on their websites.
[2022, 2023]

1-64/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.1.0.1 be reaffirmed.
CARRIED

9.1.0.1 The primary purpose of schools is to educate students.
[1976, 2020]

1-65/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.1.0.2 be reaffirmed.
CARRIED

9.1.0.2 Publicly elected school authorities should continue to be responsible for governing education in Alberta.
[1994, 2020]

1-66/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.1.0.3 be reaffirmed.
CARRIED

9.1.0.3 All schools in Alberta should be open to inspection by qualified personnel, teach approved curriculum, employ certificated teachers and meet safety regulations.
[1977, 2020]

1-67/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.1.0.4 be reaffirmed.
CARRIED

9.1.0.4 In Alberta, public education refers to public, separate and francophone education.
[2020, 2021]

1-68/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.1.1 be amended to read—
“Providing that Roman Catholic separate school authorities abide by human rights legislation, the Association recognizes the historical and constitutional legitimacy of the denominational education they provide and considers it [~~a vital~~] **an integral** component of Alberta’s public education system.”

CARRIED AS AMENDED

*9.2.1.1 Providing that Roman Catholic separate school authorities abide by human rights legislation, the Association recognizes the historical and constitutional legitimacy of the denominational education they provide and considers it [~~a vital~~] **an integral** component of Alberta’s public education system.
[2017, 2020]*

1-69/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.1.2 be amended to read—
“The public, separate and francophone school systems are publicly funded, are governed by publicly elected bodies and have historical and constitutional legitimacy.”

CARRIED

*9.2.1.2 The public, separate and francophone school systems are publicly funded, **are governed by publicly elected bodies** and have historical and constitutional legitimacy.
[1985, 2020]*

1-70/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.2.1 be amended to read—
“The Government of Alberta should adequately fund alternative public education programs for students who are not succeeding in regular school programs.”

CARRIED

*9.2.2.1 The Government of Alberta should [~~develop and~~] adequately fund alternative public education programs for students who are not succeeding in regular school programs.
[1978, 2020]*

1-71/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.2.2 be amended to read—
“Alternative programs within the public education system should meet the following criteria:
1. Be designed to meet learning needs and address learning differences

2. Demonstrate, on balance, a net educational benefit to students
3. Be financially and administratively feasible without the imposition of additional fees
4. Avoid extending privileges or benefits to one segment of society that could not feasibly be extended to all similar segments of society, based on similar educational learning needs and/or requirements
5. Adhere to the basic principles of public education by (a) being publicly funded and universally accessible to all students; (b) being directed toward developing the potential of every student; (c) being accountable, through government and publicly elected school authorities, to society; and (d) fostering the development of a democratic citizenry and society.”

CARRIED

9.2.2.2 Alternative [~~schools and alternative~~] programs within the public education system should meet the following criteria:

1. *Be designed to meet learning needs and address learning differences [~~rather than to cater to the needs of religious, ethnic or socioeconomic subgroups~~]*
 2. *Demonstrate, on balance, a net educational benefit to students*
 3. *Be financially and administratively feasible without the imposition of additional fees*
 4. *Avoid extending privileges or benefits to one segment of society that could not feasibly be extended to all similar segments of society, **based on similar educational learning needs and/or requirements***
 5. *Adhere to the basic principles of public education by (a) being publicly funded and universally accessible to all students; (b) being directed toward developing the potential of every student; (c) being accountable, through government and publicly elected school authorities, to society; and (d) fostering the development of a democratic citizenry and society.*
- [1985, 2020]*

1-72/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.3.1 be reaffirmed.

CARRIED

9.2.3.1 The Government of Alberta should require, and provide funding for, students in Grades 4 to 9 to study at least one language in addition to their primary language of instruction.

[2002, 2020]

1-73/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.3.2 be reaffirmed.

CARRIED

9.2.3.2 School authorities offering immersion or bilingual programs in languages other than English should employ, at the school and system level,

1. personnel fluent in the targeted language who can provide inservice and assistance to the teachers delivering the instruction;
 2. at least one teacher with a principal designation or system leader who is sufficiently fluent in the targeted language to convey the school's objectives, instructional expectations and evaluation practices to students and their families; and
 3. a school leader who is fluent in the languages to provide professional development, supervision and evaluation to certificated staff as required by policy on growth, supervision and evaluation.
- [1992, 2020]

1-74/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.3.3 be amended to read—

“The Government of Alberta should make available to parents and other education partners

1. an English translation of the French Language Arts program of studies and curriculum and
2. a French translation of the English Language Arts program of studies and curriculum.”

CARRIED

9.2.3.3 The Government of Alberta should make available to parents and other education partners

1. an English translation of the French Language Arts program of studies and curriculum and
 2. a French translation of the English Language Arts program of studies and curriculum.
- [2017, 2020]

1-75/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.3.4 be reaffirmed.

CARRIED

9.2.3.4 The Government of Alberta must appropriately fund all students who are entitled under section 23 of the Canadian Charter of Rights and Freedoms to receive French first-language instruction and who, in accordance with the remedial nature of section 23, require additional assistance to learn that language.

[2017, 2023]

1-76/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.3.5 be amended to read—

“The Government of Alberta should

1. support Alberta parents in ~~[educating their children in both official languages and]~~ accessing their section 23 rights under the Canadian Charter of Rights and Freedoms,

2. support parents in accessing opportunities to have their children educated in both official languages and

[2-] 3. ensure that Alberta children have equal opportunities to become fluent in both official languages.”

CARRIED AS AMENDED

9.2.3.5 The Government of Alberta should

*1. support Alberta parents in [~~exercising their right to have their children educated~~] **educating their children** in both official languages and*

2. ensure that Alberta children have equal opportunities to become fluent in both official languages.

[1979, 2020]

1-77/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.3.6 be reaffirmed.

CARRIED

9.2.3.6 The Government of Alberta should ensure that provincial and federal grants for minority language and bilingual education are used only for the benefit of students enrolled in those programs.

[1991, 2020]

1-78/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.3.7 be reaffirmed.

CARRIED

9.2.3.7 The francophone official language minority has the right to manage its own school authorities in the publicly funded system.

[1990, 2020]

1-79/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.3.8 be reaffirmed.

CARRIED

9.2.3.8 The Association must be a partner in the development of legislation and regulations governing the management and control of French minority language education by francophones.

[1990, 2020]

1-80/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.4.1 be amended to read—

“The Government of Alberta should ensure that the requirements for earning credits in summer school courses are the same as the requirements for earning credits in the regular programs of study and curriculum.”

CARRIED

*9.2.4.1 The Government of Alberta should ensure that the requirements for earning credits in summer school courses are the same as the requirements for earning credits in the regular programs of study **and curriculum.***
[1997, 2020]

1-81/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.5.1 be reaffirmed.

CARRIED

9.2.5.1 Outreach education is an important way of providing educational opportunities to students whose needs are not met in traditional school environments.
[2009, 2020]

1-82/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.5.2 be reaffirmed.

CARRIED

9.2.5.2 The Government of Alberta and school authorities should ensure that outreach schools offer educational programs that are sufficiently flexible to meet the diverse needs of the students attending them.
[2009, 2020]

1-83/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.5.3 be reaffirmed.

CARRIED

9.2.5.3 The Government of Alberta should ensure that outreach students have equitable access to the technology needed to take full advantage of distance learning resources.
[2009, 2020]

1-84/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.5.4 be reaffirmed.

CARRIED

*9.2.5.4 The Government of Alberta and school authorities should encourage outreach schools to establish partnerships with the wider community to ensure that the educational and other needs of each student are being met.
[2009, 2020]*

1-85/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.6.1 be reaffirmed.

CARRIED

*9.2.6.1 The Government of Alberta should require school authorities to develop criteria and protocols for placing students in outreach schools.
[2009, 2020]*

1-86/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.6.2 be reaffirmed.

CARRIED

*9.2.6.2 School authorities should ensure that, when students are transferred to an outreach school, their records are forwarded to the receiving school in a timely manner.
[2009, 2020]*

1-87/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.7.1 be reaffirmed.

CARRIED

*9.2.7.1 The Government of Alberta should ensure that each outreach school has a full-time, onsite teacher with a principal designation.
[2009, 2020]*

1-88/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.7.2 be reaffirmed.

CARRIED

9.2.7.2 School authorities should assign teachers to outreach schools on a long-term basis to ensure that the program has continuity.

[2011, 2020]

1-89/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.7.3 be reaffirmed.

CARRIED

9.2.7.3 School authorities should, upon request, provide teachers in outreach schools with inservice on such topics as first aid, mental health, emergency management and conflict management.

[2009, 2020]

1-90/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.7.4 be reaffirmed.

CARRIED

9.2.7.4 Given the diversity and unique needs of students who attend them, outreach schools should have one formally trained full-time teacher–counsellor available for every 150 students.

[1982, 2020]

1-91/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.8.1 be reaffirmed.

CARRIED

9.2.8.1 The Government of Alberta and school authorities should ensure that, whenever possible, outreach programs are offered in a stand-alone facility rather than in a traditional school.

[2015, 2020]

1-92/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 9.2.8.2 be reaffirmed.

CARRIED

*9.2.8.2 School authorities should ensure that the facilities from which outreach schools operate are safe for staff and students.
[2009, 2020]*

1-93/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.9.1 be reaffirmed.

CARRIED

*9.2.9.1 To succeed, outreach education must be sufficiently funded to meet the individual needs of the students served.
[2009, 2020]*

1-94/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.9.2 be reaffirmed.

CARRIED

*9.2.9.2 The Government of Alberta should develop and implement a per-capita funding formula for outreach schools whereby each school receives enough money to cover the cost of developing and delivering the program and operating and maintaining the facility.
[2009, 2020]*

1-95/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.9.3 be reaffirmed.

CARRIED

*9.2.9.3 School authorities that operate outreach schools should ensure instructional grants received from the government to deliver the program are not used to operate and maintain school facilities.
[2009, 2020]*

1-96/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.9.4 be reaffirmed.

CARRIED

9.2.9.4 The Government of Alberta should direct that, when a student is transferred to an outreach school, the funding and resources allocated to that student be assigned, on a prorated basis, to the receiving school.

[2009, 2020]

1-97/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.9.5 be reaffirmed.

CARRIED

9.2.9.5 The Government of Alberta should reinstate the per-site grant for outreach schools.
[2020, 2021]

1-98/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.10.1 be reaffirmed.

CARRIED

9.2.10.1 The Government of Alberta should report annually on these aspects of outreach programs:

- 1. The names of the credit courses that they offer*
 - 2. The number of credits generated by each course per year*
 - 3. The average number of credits that students earn per year*
 - 4. The number of credits generated by each full-time–equivalent teacher in outreach schools per year*
 - 5. The revenue generated by each outreach program per school authority*
 - 6. The percentage of students in outreach programs who are coded compared with the percentage of students in the total school population who are coded*
 - 7. The percentage of students in outreach programs who complete high school*
- [1998, 2020]*

1-99/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 9.2.11.1 be amended to read—

“The Government of Alberta should engage the Association, school authorities, superintendents, parents and the public in developing a rural education strategy to ensure that students in rural areas continue to have access to high-quality education opportunities, including outreach programs, provided by public, separate and francophone school authorities.”

CARRIED

*9.2.11.1 The Government of Alberta should engage the Association, school authorities, superintendents, parents and the public in [~~the development of~~] **developing** a rural education strategy to ensure that students in rural areas continue to have access to high-quality education opportunities, **including outreach programs**, provided by public, separate and francophone school authorities.*
[2019, 2020]

1-100/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.1.0.1 be reaffirmed.

CARRIED

18.1.0.1 The professional growth, supervision and evaluation process should be based on a standard of practice established by the Association.
[2000, 2020]

1-101/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.1.1 be reaffirmed.

CARRIED

18.2.1.1 Teachers and teachers with principal designations should be involved in developing a school authority's evaluation policy and procedure.
[1980, 2020]

1-102/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.1.2 be reaffirmed.

CARRIED

18.2.1.2 School authorities, in consultation with the Association, should develop processes for the growth, supervision and evaluation of teachers in distance and online learning settings that take into account the unique circumstances of these environments.
[2007, 2020]

1-103/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.2.1 be reaffirmed.

CARRIED

18.2.2.1 Resources earmarked for professional growth, supervision and evaluation programs should be used to facilitate professional growth.
[1980, 2020]

1-104/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.2.2 be reaffirmed.

CARRIED

18.2.2.2 School authorities should provide the time and resources necessary to implement programs of professional growth, supervision and evaluation.
[1990, 2020]

1-105/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.3.1 be reaffirmed.

CARRIED

18.2.3.1 Professional growth is a career-long learning process that requires
1. self-reflection and a willingness to discuss professional practice with colleagues;
2. the development and implementation of a written professional growth plan that (a) outlines goals that are consistent with professional practice standards, (b) focuses on the unique learning needs identified by the individual and (c) evolves over the school year; and
3. the establishment of clear expectations, processes and timelines.
[1980, 2020]

1-106/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.4.1 be reaffirmed.

CARRIED

18.2.4.1 Professional growth plans should be written by the teacher undertaking them, focus on growth and reflect the teacher's assessment of their own professional learning needs.
[1970, 2020]

1-107/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.4.2 be reaffirmed.

CARRIED

18.2.4.2 Although a teacher with a principal designation may keep a copy of a teacher's professional growth plan on file throughout the year, the plan belongs to the teacher who wrote it and should, by the end of the school year, be either returned to that teacher or, if it exists in digital form, deleted.

[2000, 2020]

1-108/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.5.1 be reaffirmed.

CARRIED

18.2.5.1 The purpose of supervision is to promote professional learning, staff development and school improvement by

1. observing the professional practice of a teacher or teacher with a principal designation and providing the person with expert, constructive feedback on those of their behaviours and practices that are exemplary and those that may require evaluation; and

2. offering a teacher or teacher with a principal designation support, guidance and professional development opportunities.

[1980, 2020]

1-109/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.5.2 be reaffirmed.

CARRIED

18.2.5.2 The process of supervision should

1. take place in a climate of trust and support;

2. be a shared responsibility between the supervisor and the person being supervised;

3. be collegial and collaborative;

4. be adapted to the needs of the person being supervised;

5. provide the person being supervised with input into the methods and process to be used; and

6. provide the person being supervised with feedback on an ongoing basis, including access to any notes taken during the supervision process.

[1980, 2020]

1-110/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.5.3 be reaffirmed.

CARRIED

18.2.5.3 Teachers with principal designations are responsible for supervising teachers; teachers designated as assistant superintendents, associate superintendents, deputy superintendents or superintendents are responsible for supervising teachers with principal designations and system leaders.

[1980, 2020]

1-111/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.1 be reaffirmed.

CARRIED

18.2.6.1 Evaluation is a formal process whereby information that a supervisor gathered and recorded over a specified period of time and subjected to reasoned professional judgment (including a consideration of the context) is ultimately used to make a judgment about a teacher's ability to meet the appropriate professional practice standard.

[1990, 2020]

1-112/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.2 be amended to read—

“To be effective, an evaluation process for teachers should

1. adhere to the principles of natural justice;
2. ensure that the teacher being evaluated receives written communication about why the evaluation is taking place and what procedure, criteria and standards will be used;
3. be based only on evidence gathered during the evaluation, including observations of the teacher's teaching practice;
4. include pre- and post-visitation conferences;
5. be conducted in a reasonable time period;
6. provide the teacher with ongoing feedback;
7. culminate in a formal written report;
8. ensure that the teacher has an opportunity to discuss the report and append a written response before the report is placed in the teacher's personnel file and
9. include an appeal process.”

CARRIED

18.2.6.2 To be effective, an evaluation process for teachers should

1. *adhere to the ~~[rules]~~ **principles** of natural justice;*
2. *ensure that the teacher being evaluated receives written communication about why the evaluation is taking place and what procedure, criteria and standards will be used;*
3. *be based only on evidence gathered during the evaluation, including observations of the teacher's teaching practice;*
4. *include pre- and post-visitation conferences;*

5. *be conducted in a reasonable time period;*
 6. *provide the teacher with ongoing feedback;*
 7. *culminate in a formal written report;*
 8. *ensure that the teacher has an opportunity to discuss the report and append a written response before the report is placed in the teacher's personnel file and*
 9. *include an appeal process.*
- [1968, 2023]

1-113/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.3 be reaffirmed.

CARRIED

- 18.2.6.3** *A teacher with a principal designation should evaluate a teacher who*
1. *so requests in writing (the evaluation to take place within 60 calendar days of the request);*
 2. *does not hold a continuing contract or a permanent teaching certificate (for the purposes of gathering information and making an employment decision about the teacher); or*
 3. *does not appear, as a result of supervision, to be meeting the established professional practice standard.*
- [1976, 2020]

1-114/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.4 be amended to read—

“Teachers should not be evaluated on the basis of

1. their involvement in extracurricular activities,
2. an assessment provided by parents or students,
3. the achievement results of their students,
4. their involvement in the school community,
5. the teacher's own self-reflection and identified areas of growth, or
6. any elements outside of the Teaching Quality Standard.”

CARRIED

- 18.2.6.4** *Teachers should not be evaluated on the basis of*
1. *their involvement in extracurricular activities,*
 2. *an assessment provided by parents or students,*
 3. *the achievement results of their students,*
 4. *their involvement in the school community [Ø],*
 5. ~~*[written assessments that they have made of their own teaching practice]*~~ ***the teacher's own self-reflection and identified areas of growth, or***
 6. ***any elements outside of the Teaching Quality Standard.***
- [1985, 2020]

1-115/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.5 be amended to read—

“A teacher with a principal designation who, as a result of supervision, has reason to believe that a teacher’s practice may not meet the established standard, should initiate an evaluation that adheres to the following process:

1. The teacher with a principal designation meets with the teacher to discuss the concerns identified during supervision.
2. On the basis of the meeting, the teacher with a principal designation determines that the teacher should either (a) continue to be supervised on an ongoing basis or (b) receive a notice of evaluation.
3. If an evaluation is deemed necessary, the teacher with a principal designation issues a notice of evaluation that (a) states the reasons for the evaluation; (b) outlines the process, criteria and standards to be used; (c) proposes a reasonable timeline; and (d) describes the possible outcomes.
4. The teacher with a principal designation issues an evaluation report that contains one of three possible findings: (a) that the teacher meets the established standard and should continue with the ongoing growth and supervision process, (b) that the teacher does not meet the established standard and must be evaluated for an additional period or (c) that the teacher does not meet the established standard and should be issued a notice of remediation.
5. If the teacher with a principal designation issues a notice of remediation, the teacher may be removed from the growth plan requirement and is (a) advised that they must improve, (b) offered support and assistance, (c) given adequate time and resources to meet expectations and (d) notified that a subsequent evaluation will take place within 100 school days.
6. Following the second evaluation, the teacher with a principal designation issues a report that contains one of four possible findings: (a) that the teacher may return to the ongoing growth and supervision process, (b) that an additional period of remediation is necessary, (c) that the teacher’s assignment should be changed or (d) that a recommendation be made to the superintendent to terminate the teacher’s contract of employment.”

CARRIED

18.2.6.5 A teacher with a principal designation who, as a result of supervision, has reason to believe that a teacher’s practice may not meet the established standard, should initiate an evaluation that adheres to the following process:

- 1. The teacher with a principal designation meets with the teacher to discuss the concerns identified during supervision.*
- 2. On the basis of the meeting, the teacher with a principal designation determines that the teacher should either (a) continue to be supervised on an ongoing basis or (b) receive a notice of evaluation.*
- 3. If an evaluation is deemed necessary, the teacher with a principal designation issues a notice of evaluation that (a) states the reasons for the evaluation; (b) outlines the process, criteria and standards to be used; (c) proposes a reasonable timeline; and (d) describes the possible outcomes.*

4. The teacher with a principal designation issues an evaluation report that contains one of three possible findings: (a) that the teacher meets the established standard and should continue with the ongoing growth and supervision process, (b) that the teacher does not meet the established standard and must be evaluated for an additional period or (c) that the teacher does not meet the established standard and should be issued a notice of remediation.

5. If the teacher with a principal designation issues a notice of remediation, the teacher may be removed from the growth plan requirement and is (a) advised that they must improve, (b) offered support and assistance, (c) given adequate time and resources to meet expectations and (d) notified that a subsequent evaluation will take place within 100 school days.

6. Following the second evaluation, the teacher with a principal designation issues a report that contains one of four possible findings: (a) that the teacher may return to the ongoing growth and supervision process, (b) that an additional period of remediation is necessary, (c) that the teacher's assignment should be changed or (d) that **a recommendation be made to** the superintendent [~~should be asked~~] to terminate the teacher's contract of employment.

[1980, 2023]

1-116/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.6.6 be reaffirmed.

CARRIED

18.2.6.6 *If a teacher with a principal designation finds it necessary to include a second member of the administration team in the evaluation of a teacher, the teacher should have an opportunity to provide input into the role of the additional person, and their role must be outlined in writing to the teacher before the evaluation begins.*

[1980, 2020]

1-117/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.6.7 be reaffirmed.

CARRIED

18.2.6.7 *School authorities should not require or request a teacher to disclose weaknesses about their professional practice during an evaluation.*

[2002, 2020]

1-118/26 (Long-Term Policy)

Provincial Executive Council

Be it resolved that policy 18.2.6.8 be reaffirmed.

CARRIED

18.2.6.8 Teachers should have the right to have an independent evaluator assigned to evaluate their professional practice, if they so request.
[1980, 2020]

1-119/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.6.9 be reaffirmed.

CARRIED

18.2.6.9 Any new policy implemented by the Government of Alberta concerning teacher evaluation should respect teacher professionalism and comport with the philosophy and direction of the Teaching Quality Standard; the Teacher Growth, Supervision and Evaluation Policy; and section 4(b)(vii) of the Teaching Profession Act.
[2019, 2020]

1-120/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.1 be amended to read—

“An evaluation policy for teachers with principal designations should

1. be reasonable and based on the rules of procedural fairness and principles of natural justice;
2. ensure that the teacher with a principal designation is notified in writing that an evaluation will take place and the reasons for it;
3. ensure that the teacher with a principal designation is aware of the evaluation process and the criteria, standards, timelines and possible outcomes to be used;
4. ensure that the teacher with a principal designation is a full participant in the process;
5. be based on identifiable data to which the teacher with a principal designation has access;
6. reference the criteria outlined in the Leadership Quality Standard;
7. advise the teacher with a principal designation if they are not meeting expectations for the position;
8. provide the teacher with a principal designation with assistance and time to address deficiencies in their performance; and
9. ensure that the teacher with a principal designation is aware of what might happen if their performance does not improve.”

CARRIED

18.2.7.1 An evaluation policy for teachers with principal designations should
*1. be reasonable and based on the rules of procedural fairness and **principles of** natural justice;*
2. ensure that the teacher with a principal designation is notified in writing that an evaluation will take place and the reasons for it;
3. ensure that the teacher with a principal designation is aware of the evaluation process and the criteria, standards, timelines and possible outcomes to be used;
4. ensure that the teacher with a principal designation is a full participant in the process;

5. be based on identifiable data to which the teacher with a principal designation has access;
 6. reference the criteria outlined in the Leadership Quality Standard;
 7. advise the teacher with a principal designation if they are not meeting expectations for the position;
 8. provide the teacher with a principal designation with assistance and time to address deficiencies in their performance; and
 9. ensure that the teacher with a principal designation is aware of what might happen if their performance does not improve.
- [2004, 2020]

1-121/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.2 be reaffirmed.

CARRIED

18.2.7.2 *A superintendent may evaluate a teacher with a principal designation or system leader who*

1. *so requests in writing (the evaluation to begin within 60 calendar days of the request);*
2. *does not hold a continuing designation (up to twice in a five-year period); or*
3. *does not appear, as a result of supervision, to be meeting the established standard of professional practice.*

[2004, 2020]

1-122/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.3 be reaffirmed.

CARRIED

18.2.7.3 *A superintendent who, as a result of supervision, has reason to believe that the practice of a teacher with a principal designation may not meet the established standard should initiate an evaluation that adheres to the following process:*

1. *The superintendent meets with the teacher with a principal designation to discuss the concerns identified through supervision.*
2. *On the basis of this meeting, the superintendent determines that the teacher with a principal designation should either (a) continue to be supervised on an ongoing basis or (b) receive a notice of evaluation.*
3. *If an evaluation is deemed necessary, the superintendent issues a notice of evaluation that (a) states the reasons for the evaluation; (b) outlines the process, criteria and standards to be used; (c) proposes a reasonable timeline; and (d) describes the possible outcomes.*
4. *The superintendent issues an evaluation report that contains one of three possible findings: (a) that the teacher with a principal designation meets the established standard and should continue with the ongoing growth and supervision process, (b) that the teacher with a principal*

designation does not meet the established standard and must be evaluated for an additional period or (c) that the teacher with a principal designation does not meet the established standard and should be issued a notice of remediation.

5. If the superintendent issues a notice of remediation, the teacher with a principal designation may be removed from the growth plan requirement and (a) advised that they must improve, (b) offered support and assistance, (c) given adequate time and resources to meet expectations and (d) notified that a subsequent evaluation will take place within 100 school days.

6. Following the second evaluation, the superintendent issues a report that contains one of four possible findings: (a) that the teacher with a principal designation may return to the ongoing growth and supervision process, (b) that an additional period of remediation is necessary, (c) that the assignment of the teacher with a principal designation should be changed or (d) that the board should be asked to terminate the designation of the teacher with a principal designation.

[2004, 2023]

1-123/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.4 be reaffirmed.

CARRIED

18.2.7.4 If a superintendent finds it necessary to involve an additional certificated member of the district's administration team in the evaluation of a teacher with a principal designation, the teacher with a principal designation should have an opportunity to provide input into the role of the additional person and their role must be outlined in writing to the teacher with a principal designation before the evaluation begins.

[2004, 2020]

1-124/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.5 be reaffirmed.

CARRIED

18.2.7.5 School authorities should not require or request a teacher with a principal designation to disclose weaknesses about their professional practice during an evaluation.

[2004, 2020]

1-125/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.7.6 be reaffirmed.

CARRIED

18.2.7.6 A teacher with a principal designation has the right to have an independent evaluator assigned to evaluate their professional practice, if they so request.
[2004, 2020]

1-126/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.8.1 be reaffirmed.

CARRIED

18.2.8.1 Classroom intervisitations should not be used to gather data for the purpose of supervising or evaluating a teacher.
[2006, 2020]

1-127/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.8.2 be reaffirmed.

CARRIED

18.2.8.2 Classroom walk-throughs should not constitute part of the process used to evaluate teachers.
[2007, 2020]

1-128/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 18.2.8.3 be reaffirmed.

CARRIED

18.2.8.3 The use of computer software to facilitate the supervision and evaluation of teachers is not appropriate.
[2006, 2020]

1-129/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.1.0.1 be reaffirmed.

CARRIED

20.1.0.1 A teacher's pension is an earned right to be exercised after specified conditions of length of service and age are met.
[1970, 2020]

1-130/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.1.0.2 be reaffirmed.

CARRIED

*20.1.0.2 A teacher's pension after 30 years of service should be sufficient to allow the teacher to live throughout retirement in dignity and in a manner that approximates that to which the teacher was accustomed while an active teacher.
[1970, 2020]*

1-131/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.1.0.3 be reaffirmed.

CARRIED

20.1.0.3 Teachers' pensions should be provided through a fully funded compulsory defined benefit plan that is

- 1. open only to individuals holding a valid Alberta teaching certificate,*
- 2. established by an act of the Legislative Assembly of Alberta and*
- 3. administered by a board appointed in equal number by the Association and the Government of Alberta.*

[1970, 2020]

1-132/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.1.0.4 be reaffirmed.

CARRIED

20.1.0.4 A pension plan for Alberta teachers should have these provisions:

- 1. Be funded by contributions from both the government and teachers*
- 2. Treat all genders identically with respect to benefits*
- 3. Pay a pension without actuarial reduction at or after age 55*
- 4. Result in a pension of approximately 75 per cent of salary after 30 years of service*
- 5. Base pension benefits on the highest three years of salary, which, for the purpose of calculating pension, should be annualized*
- 6. Provide a variety of pension options*
- 7. Waive contributions during periods of disability*
- 8. Pay a pension earned to a surviving spouse or other dependent*
- 9. Automatically adjust pension benefits by 100 per cent of any increase in the cost of living*
- 10. Vest after two years of pensionable service*
- 11. Refund contributions plus interest or at full commuted value*

12. Allow reinstatement of service into the plan, on application, at no cost to the plan
 13. Lock in contributions to provide future pension benefits
 14. Allow reciprocal agreements with other approved pension plans
 15. Give members the option of contributing to the fund for any period of contributory service lost due to involvement, as a member of a teacher bargaining unit, in a strike or lockout permitted under the Labour Relations Code
 16. Index the salary used to calculate a disabled teacher's pension at retirement to a salary paid to active teachers
 17. Provide benefits that are added to, rather than integrated with, those of the Canada Pension Plan
- [1970, 2020]

1-133/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.1 be reaffirmed.

CARRIED

20.2.1.1 Career and Technology Studies teachers who require trade or technical experience should be able to purchase pensionable service, at no cost to the fund, for years of trade or technical experience recognized as teaching experience for salary purposes.

[1987, 2020]

1-134/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.2 be amended to read—

“Teachers employed by a school authority to teach high school credit courses to adults or to deliver other provincially approved programs of study and curriculum should be credited with pensionable service for this employment, and school authorities should be required, at the option of the teacher, to deduct and remit the required pension contributions to the fund, provided that the teacher is not credited for more than one year of service in any period from September 1 to August 31 of the following year.”

CARRIED

*20.2.1.2 Teachers employed by a school authority to teach high school credit courses to adults or to deliver other provincially approved programs of study **and curriculum** should be credited with pensionable service for this employment, and school authorities should be required, at the option of the teacher, to deduct and remit the required pension contributions to the fund, provided that the teacher is not credited for more than one year of service in any period from September 1 to August 31 of the following year.*

[1990, 2020]

1-135/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.3 be reaffirmed.

CARRIED

*20.2.1.3 Teachers who have taught, either inside or outside of Canada, for jurisdictions not covered by reciprocal agreements should be able to purchase pensionable service at no cost to the fund for those years of service.
[1981, 2020]*

1-136/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.4 be reaffirmed.

CARRIED

*20.2.1.4 Teachers who develop or mark examinations for the Government of Alberta during nonteaching periods should be credited with pensionable service for this employment, and school authorities should be required, at the option of the teacher, to deduct and remit the required pension contributions to the fund, provided that the teacher is not credited for more than one year of service in any period from September 1 to August 31 of the following year.
[1989, 2020]*

1-137/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.5 be reaffirmed.

CARRIED

*20.2.1.5 Teachers who have taken maternity, parenting or adoption leave or who have taught part-time during their child-rearing years should be able to contribute to the plan and accrue pensionable service at the same rate as full-time, active members.
[1989, 2020]*

1-138/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.6 be reaffirmed.

CARRIED

*20.2.1.6 The Government of Alberta should negotiate with the Association for the purpose of amending the Alberta Teachers' Pension Plan to give teachers on leave of absence the option of
1. contributing to the plan during the leave as if they were still teaching and*

2. having their contributions matched by the government according to the sharing arrangement in the plan.
[2009, 2020]

1-139/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.7 be reaffirmed.

CARRIED

20.2.1.7 The Government of Alberta should immediately negotiate with the Association for the purpose of amending the Teachers' Pension Plans Act to give substitute teachers the option of
1. contributing to the plan as if they were active members of the plan and
2. having their contributions matched by the government according to the sharing arrangement in the plan.
[1984, 2020]

1-140/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.8 be reaffirmed.

CARRIED

20.2.1.8 The Alberta Teachers' Retirement Fund should accept Canada Pension Plan Disability as a disability carrier for the accrual of disability service under the Teachers' Pension Plans Act and regulations.
[1999, 2020]

1-141/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.1.9 be reaffirmed.

CARRIED

20.2.1.9 The Teachers' Pension Plan should allow teachers to contribute to the plan for periods of Canadian, allied or other approved military service not covered by another plan.
[2020, 2021]

1-142/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.2.1 be reaffirmed.

CARRIED

*20.2.2.1 The Government of Alberta should amend schedule 1 of the Teachers' and Private School Teachers' Pension Plans Regulation to remove the 6/10 limit on re-employment when receiving an Alberta Teachers' Retirement Fund pension.
[2019, 2020]*

1-143/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.2.2 be reaffirmed.

CARRIED

*20.2.2.2 The Government of Alberta must repeal Bill 22 of 2019, Reform of Agencies, Boards and Commissions and Government Enterprises Act, thus allowing the Alberta Teachers' Retirement Fund (ATRF) full control over choosing investment managers, including the use of internal ATRF investment management.
[2020, 2021]*

1-144/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.3.1 be reaffirmed.

CARRIED

*20.2.3.1 Reciprocal pension agreements should not set time limits on the transfer of service.
[1977, 2020]*

1-145/26 (Long-Term Policy)
Provincial Executive Council

Be it resolved that policy 20.2.3.2 be reaffirmed.

CARRIED

*20.2.3.2 For the purpose of transferring funds through reciprocal pension agreements, teachers should be able to reinstate years of service in plans provided by former employers without returning to work for those employers.
[1985, 2020]*

Local Resolutions

2-1/26 (Administrative Procedure)

Rocky View

Be it resolved that the Association create and moderate an interactive message board (or similar technological solution) that is hosted behind the website firewall to allow teachers to receive timely, accurate and authentic answers to questions, to work in tandem with the current call-in system.

REFERRED FOR STUDY AND REPORT

2-2/26 (Administrative Procedure)

Rocky View

Be it resolved that the Association create, or outsource the creation and management of, a system that members can individually access on an ongoing basis to input data related to class size, complexity and teacher safety. The Association can then utilize this time-sensitive information to analyze trends across the province.

ACTION TAKEN

2-3/26 (Administrative Procedure)

Rocky View

Be it resolved that the Association no longer rely on the Government of Alberta to solely collect and house data related to class size, complexity and issues related to teacher safety. The Association shall urge the Government of Alberta to create and work collaboratively with the Association to create a system that members can individually access and input related data. This data must be shared in real time with both the Government of Alberta and the Association.

POLICY EXISTS

2-4/26 (Administrative Procedure)

Rocky View

Be it resolved that the Association complete and publish a full independent audit of the bargaining process to include, but not be limited to, member communication, initial proposal construction, counterproposal construction, the role of the Central Table Bargaining Committee and its members, and the role of Provincial Executive Council, after every other round of central-table bargaining is completed (starting with the current 2024 bargaining).

ACTION TAKEN

2-5/26 (Administrative Procedure)

Rocky View

Be it resolved that the Association release a detailed report that provides reasons that led to the loss of individual items from the initial proposal for every round of central bargaining after a memorandum of agreement is reached or a new agreement is imposed and/or embargoes have been lifted.

LOST

2-6/26 (Administrative Procedure)
Calgary Public Teachers

Be it resolved that the Association eliminate all evaluation fees and duplicate request fees of the Teacher Qualifications Service effective 2026 07 01.

LOST

2-7/26 (Administrative Procedure)
Calgary Public Teachers

Be it resolved that the Association post its ~~[final detailed budget document each year on the Members Only site no later than one month after]~~ **approved budget documents no later than August 31, following** the Annual Representative Assembly.

CARRIED

2-8/26 (Administrative Procedure)
Calgary Public Teachers

Be it resolved that the Association transition the publication of the *ATA News* to a digital-only format as soon as reasonably practicable.

LOST

2-9/26 (Immediate Directive)
Calgary Public Teachers

Be it resolved that the Government of Alberta ~~[increase supports available to teachers from outside the province seeking certification and employment as teachers in Alberta]~~ **provide supports to teachers trained outside Alberta, including internationally educated teachers, to navigate the certification process in Alberta, including guidance on certification requirements, application procedures, documentation and timelines.**

CARRIED

2-10/26 (Administrative Procedure)
Calgary Public Teachers

Be it resolved that the Association ~~[conduct a study]~~ **survey teachers** for the purpose of determining the extent to which scope creep impacts current teacher workloads~~[, with results to~~

be published no later than eight months prior to the end of the current central table collective bargaining agreement's term].

CARRIED

2-11/26 (Long-Term Policy)

Calgary Public Teachers

Be it resolved that policy 19.3.1.5 be amended to read—

“Without jeopardizing gains already achieved, collective bargaining in Alberta should strive to eliminate large disparities among bargaining units with respect to salaries and other working conditions.”

LOST

19.3.1.5 Without jeopardizing gains already achieved, collective bargaining in Alberta should strive to eliminate large disparities among bargaining units with respect to salaries [~~benefits~~] and other working conditions.

[1975, 2021]

2-12/26 (Immediate Directive)

Calgary Public Teachers

Be it resolved that notwithstanding policy 19.3.1.5, collective bargaining in Alberta should strive to achieve benefit equality among bargaining units without jeopardizing gains already achieved and without members experiencing a loss in coverage for any covered item or service.

LOST

2-13/26 (Immediate Directive)

Calgary Public Teachers

Be it resolved that school authorities reassign administrative tasks that do not require pedagogical insight or supervision to other nonteaching staff at the school division.

LOST

2-14/26 (Administrative Procedure)

Calgary Public Teachers

Be it resolved that the Association survey teachers on an annual basis to collect class size data.

CARRIED

2-15/26 (Administrative Procedure)

Calgary Public Teachers

Be it resolved that the Association direct Finance Committee to conduct a review of discretionary and operational spending, reporting to the next Annual Representative Assembly, with an aim to develop recommendations in the following areas:

1. Reduce nonessential discretionary spending
2. Increase contributions to and replenish the Special Emergency Fund
3. Increase long-term savings and other reserves in anticipation of future job action

LOST

2-16/26 (Administrative Procedure)

Calgary Public Teachers

Be it resolved that the Association ensure that meetings, conferences and professional events meet accessibility standards to the maximum extent practicable, including accessible routes and facilities (elevators, ramps, power-assisted/openable doors and inclusive washrooms), inclusive seating layouts and communication access (sign-language interpretation and closed captioning, as required).

CARRIED

2-17/26 (Administrative Procedure)

Calgary Public Teachers

Be it resolved that the Association develop and implement a long-term accessibility improvement plan to progressively remove barriers in its own facilities and event venues, prioritizing high-impact changes and alignment with recognized accessibility standards, with practices and progress on the plan reviewed annually by [~~Provincial Executive Council~~] **staff**.

CARRIED

2-18/26 (Long-Term Policy)

Calgary Public Teachers

Be it resolved that policy 6.2.5.1 be amended by substitution to read—

“Students with disabilities and diverse learning profiles are entitled to participate in regular classrooms as the first and preferred placement, consistent with the *Alberta Human Rights Act*, which protects individuals from discrimination because of race, religious beliefs, colour, gender, gender identity, gender expression, physical or mental disability, age, ancestry, place of origin, marital status, source of income, family status or sexual orientation. To uphold this right, schools and authorities should ensure that

1. adequate, sustained and transparent funding supports inclusive staffing, assistive technologies, accessible materials and professional learning;
2. all students have access to universally designed learning environments and flexible programming that meet individual needs without segregation;
3. the provincial program of studies and associated curriculum resources are designed, maintained and provided in accessible, flexible and universally designed formats, with adaptable materials, multiple assessment options and content that reflects Alberta’s diversity consistent

- with the *Alberta Human Rights Act* and includes Indigenous perspectives, languages and knowledge systems developed in partnership with Elders and Indigenous educators;
4. teachers and school staff receive collaborative planning time and relevant information to support each learner effectively;
 5. inclusive preparation emphasizes classroom community building and relational learning, rather than “preparing” students for inclusion;
 6. teachers receive ongoing professional learning in Universal Design for Learning, human rights-based inclusion and collaborative problem solving;
 7. schools have equitable access to multidisciplinary teams, inclusive education consultants, health services, Elders, Knowledge Keepers and community partnerships that strengthen support networks for students and staff;
 8. educational assistants and support staff receive appropriate training and are deployed as part of a collaborative teaching team;
 9. assistive technologies, accessible materials and adaptive resources are available to all students who require them;
 10. class sizes and staffing levels are determined by the supports needed to sustain equitable, inclusive environments rather than categorical weighting; and
 11. teachers are provided sufficient release time and administrative support to design, implement and review inclusive learning plans in partnership with students and families.”

CARRIED

6.2.5.1 Students with exceptional learning needs should be included in regular classrooms provided that the following conditions are met:

1. *Students are placed in programs that meet their learning needs.*
2. *All teachers and staff responsible for the students receive information about their individual needs.*
3. *The student with exceptional learning needs and the students in the class have been prepared for inclusion.*
4. *The teacher in the inclusive classroom receives ongoing professional development.*
5. *The teacher has access to such services as inclusive education consultants, and the student has access to health services and other supports.*
6. *Appropriately trained educational assistants are provided, as required.*
7. *Assistive technology and other resources are provided.*
8. *The size of the class is reduced to ensure that the needs of all students are met effectively.*
9. *The teacher’s regular instructional time is reduced to allow the teacher to develop, implement and monitor plans that are required for individual students.*

[1982, 2022]

2-19/26 (Immediate Directive)
Calgary Public Teachers

Be it resolved that school authorities ensure that all emergency preparedness and response plans are accessible and inclusive and uphold the dignity and safety of every person. Plans should

1. include accessible evacuation routes, safe refuge areas and clearly identified procedures for students, staff and visitors with disabilities or mobility, sensory or health-related needs;
2. provide visual, auditory and tactile alarms and ensure emergency communications are available in multiple, accessible formats;
3. designate and train staff members with specific support roles, ensuring that responsibilities are clearly defined and rehearsed;
4. require the conduct of emergency drills that allow full participation of persons with disabilities and do not isolate or stigmatize them;
5. **when requested**, establish individualized emergency response and evacuation plans, developed collaboratively with the person, their family (where appropriate) and relevant staff; and
6. be reviewed annually and after each drill to assess accessibility, safety and respect for all participants.

CARRIED

2-20/26 (Long-Term Policy)
Calgary Public Teachers

Be it resolved that policy 2.1.0.3 be amended by substitution to read—

“The mission of public education is to foster curiosity, critical thinking, ethical responsibility and civic engagement through inclusive learning environments that remove barriers to participation; to collaborate with students, families and communities to create responsive learning experiences; to respect and reflect the cultural, linguistic and historical diversity of its communities; and to prepare learners to contribute positively to sustainable, inclusive and democratic societies.”

LOST

2.1.0.3 The mission of public education is to

- 1. develop the potential and gifts of each child;*
 - 2. instill an enthusiasm for learning that equips students to function effectively in work and life and to pursue further learning; and*
 - 3. prepare students to become active, contributing citizens in a democratic society.*
- [1998, 2025]*

2-21/26 (Long-Term Policy)
Calgary Public Teachers

Be it resolved that policy 6.1.0.2 be amended by substitution to read—

“All students, regardless of language, culture, **religious beliefs, place of origin**, race, disability, gender identity, gender expression, **sexual orientation** or socioeconomic background, should have equitable opportunities to thrive, with schools providing accessible, universally designed environments that honour diverse identities and learning pathways.”

CARRIED

*6.1.0.2 All students, regardless of their linguistic, ethnic or cultural background, should have equitable opportunities to achieve their educational potential.
[1991, 2022]*

2-22/26 (Long-Term Policy)
Calgary Public Teachers

Be it resolved that policy 6.1.0.5 be amended by substitution to read—
“Achieving inclusion requires that teachers and school staff receive ongoing professional learning, planning time, collaboration opportunities and access to specialists and assistive technologies to meet diverse student needs.”

CARRIED

*6.1.0.5 To achieve the goal of inclusion, teachers require adequate supports.
[2019, 2022]*

2-23/26 (Long-Term Policy)
Calgary Public Teachers

Be it resolved that policy 6.1.0.6 be amended by substitution to read—
“School authorities should ensure that adequate and predictable resources are provided so that all students and teachers have the supports required to succeed in inclusive environments, including funding for universal design, accessibility, mental health **supports** and ~~[family]~~ engagement **with students’ families.**”

CARRIED

*6.1.0.6 School authorities should ensure that students with exceptional learning needs and their teachers receive the supports and resources they need to make sure that students succeed.
[2012, 2022]*

2-24/26 (Long-Term Policy)
Calgary Public Teachers

Be it resolved that policy 6.2.1.1 be amended by substitution to read—
“An inclusive school has a culture that
1. is safe, caring and welcoming, **in accordance with the *Education Act***, and proactively identifies and removes physical, attitudinal and systemic barriers to participation and belonging;
2. respects and upholds equity, human rights and diversity for students and staff, consistent with the *Alberta Human Rights Act* **and the Canadian Charter of Rights and Freedoms**, including (but not limited to) race, religious beliefs, colour, gender, gender identity, gender expression, physical or mental disability, age, ancestry, place of origin, **immigration and refugee status**, marital **relationship** or family status, source of income, **socioeconomic status** and sexual orientation;
3. Adheres to the Truth and Reconciliation Commission of Canada’s Calls to Action;
[3-] **4.** embodies cooperation, trust, care, mutual accountability and restorative relationship within the school community; and

[4-] 5. promotes equitable participation and shared decision making, addresses discrimination and bias through fair policies and practices, and supports representation from the school community in decision processes.”

CARRIED

6.2.1.1 An inclusive school has a culture that

- 1. is safe and caring;*
- 2. welcomes and respects the diversity, equity and human rights of all students and teachers;*
- 3. exhibits the values of cooperation, trust, sharing, respect, responsibility and acceptance; and*
- 4. is committed to achieving racial harmony, gender equity, the eradication of poverty, peace, the prevention of violence and a respect for differences.*

[2003, 2022]

2-25/26 (Administrative Procedure)

Battle River

Be it resolved that the Association explore opportunities to enhance supports for locals in the development of Annual Representative Assembly resolutions, including providing guidance on compliance with Association bylaws and policy.

CARRIED

2-26/26 (Administrative Procedure)

Battle River

Be it resolved that the Association explore opportunities to establish a structured online collaborative support model, where draft resolutions are uploaded for review by locals, to provide guidance and collaborative support among locals in the development of Annual Representative Assembly resolutions, including assistance with compliance with Association bylaws and policy, and report findings back to the Assembly.

LOST

2-27/26 (Administrative Procedure)

Battle River

Be it resolved that the Association examine models for enhancing the capacity of the Communications, Advocacy and Political Engagement Committee for consistent, year-round public engagement about public education, teacher work and student learning [~~and report recommendations to the Annual Representative Assembly~~].

CARRIED

2-28/26 (Administrative Procedure)

Battle River

Be it resolved that the Association explore new ways to enhance coordinated government-relations support for locals, including strategies for MLA engagement, the development of shared communication resources and opportunities for school-based advocacy initiatives, that

recognizes both urban and rural realities [~~and report recommendations to the Annual Representative Assembly~~].

CARRIED

2-29/26 (Administrative Procedure)

Battle River

Be it resolved that the Association review training provided through the Collective Bargaining Conference to identify opportunities to strengthen advocacy, government relations and member engagement skills during the period between central bargaining cycles and report recommendations to the Annual Representative Assembly.

LOST

2-30/26 (Administrative Procedure)

Battle River

Be it resolved that the Association study effective bargaining models and practices used by successful public-sector unions and report on how comparable strategies may strengthen the Association's bargaining structures and processes and report recommendations to the Annual Representative Assembly.

ACTION TAKEN

2-31/26 (Administrative Procedure)

Battle River

Be it resolved that the Association examine the potential benefits, risks and resource implications of engaging external professional bargaining expertise to support the Central Table Bargaining Committee and report recommendations to the Annual Representative Assembly.

ACTION TAKEN

2-32/26 (Administrative Procedure)

Battle River

Be it resolved that the Association review its access to labour-law expertise in support of central-table bargaining and identify opportunities to enhance this capacity if needed and report recommendations to the Annual Representative Assembly.

ACTION TAKEN

2-33/26 (Administrative Procedure)

Battle River

Be it resolved that the Association study the feasibility, costs and potential benefits of establishing a full-time legal position (general counsel) to support Association governance, bargaining and member services and report findings to the Annual Representative Assembly.

LOST

2-34/26 (Administrative Procedure)

Battle River

Be it resolved that the Association undertake a review of its organizational functions and service delivery following the transfer of professional discipline and report on how resources may be best aligned to support members' needs and report, as appropriate, on recommended adjustments to the Annual Representative Assembly.

LOST

2-35/26 (Administrative Procedure)

Battle River

Be it resolved that the Association review its communication practices with members during collective bargaining, including the clarity, timeliness and consistency of updates, and report recommendations for improvement to the Annual Representative Assembly.

ACTION TAKEN

2-36/26 (Administrative Procedure)

Battle River

Be it resolved that the Association study equitable models for allocating professional development funding across the province, with particular attention to barriers faced by rural teachers, and report recommendations to the Annual Representative Assembly.

LOST

2-37/26 (Administrative Procedure)

Battle River

Be it resolved that the Association undertake a review of the structure and order of business of the Annual Representative Assembly to ensure adequate time is prioritized for debating long-term policy, local resolutions and emergent resolutions and report proposed changes to the next Annual Representative Assembly.

LOST

2-38/26 (Administrative Procedure)

Battle River

Be it resolved that the Association implement a pilot project at the 2027 Annual Representative Assembly to hold awards, recognition and courtesy resolutions as a nonmandatory evening event, separate from the core business of the Assembly, and gather member feedback to inform future decisions.

LOST

2-39/26 (Administrative Procedure)

Battle River

Be it resolved that the Association undertake a comprehensive review of the benefits and value proposition derived from its annual financial contribution to the Canadian Teachers' Federation relative to the cost and report on options for maximizing the strategic value of the contribution, including potential models for reducing the annual financial contribution, to the next Annual Representative Assembly.

LOST

2-40/26 (Administrative Procedure)
Battle River

Be it resolved that the Association study the feasibility, implications and potential models for supporting teachers who serve as trained first responders and military reserve during emergencies and report findings to the Annual Representative Assembly.

LOST

2-41/26 (Immediate Directive)
Edmonton Catholic Teachers

Be it resolved that the Association strongly oppose the Government of Alberta's ~~[repeated and excessive]~~ use of section 33 of the Canadian Charter of Rights and Freedoms (the notwithstanding clause) to override fundamental rights and freedoms, ~~[particularly in legislation affecting teachers' collective bargaining and labour rights]~~ including teachers' freedom of expression and association.

CARRIED UNANIMOUSLY AS AMENDED

2-42/26 (Immediate Directive)
Edmonton Catholic Teachers

Be it resolved that the Association strongly oppose the Government of Alberta's ~~[repeated and excessive]~~ use of section 33 of the Canadian Charter of Rights and Freedoms (the notwithstanding clause) to override ~~[fundamental rights and freedoms]~~ Charter rights and fundamental freedoms, particularly in legislation affecting the rights, dignity and safety of transgender and gender-diverse youth in Alberta schools.

CARRIED UNANIMOUSLY AS AMENDED

2-43/26 (Administrative Procedure)
Edmonton Catholic Teachers

Be it resolved that Provincial Executive Council voting records be maintained and released for member information.

ACTION TAKEN

2-44/26 (Administrative Procedure)
Edmonton Catholic Teachers

Be it resolved that upon review of the bargaining process, Provincial Executive Council examine and implement effective methods to gather teacher input and incorporate their feedback into bargaining strategies and decisions, ensuring that teacher perspectives are meaningfully considered throughout the process.

ACTION TAKEN

2-45/26 (Administrative Procedure)
Edmonton Catholic Teachers

Be it resolved that the Special Emergency Fund be replenished within a term of three years or longer, based on financial capacity and strategic priorities.

ACTION TAKEN

2-46/26 (Administrative Procedure)
Edmonton Catholic Teachers

Be it resolved that the Association collect class size and complexity data annually through locals.

POLICY EXISTS

2-47/26 (Administrative Procedure)
Parkland Teachers'

Be it resolved that the Association ensure accessibility for delegates at all Association events by providing adequate spacing between seating and closed captioning on screens in all spaces being utilized.

CARRIED

2-48/26 (Administrative Procedure)
Parkland Teachers'

Be it resolved that the Association **require convention boards to conduct a** survey **of** members on their satisfaction with the location, delivery and diversity of programming after all **[Association events, including]** teachers' conventions **and report the results to their members.**

CARRIED AS AMENDED

2-49/26 (Immediate Directive)
Parkland Teachers'

Be it resolved that the Association urge the Government of Alberta to repeal the *Fairness and Safety in Sport Act*.

CARRIED

2-50/26 (Immediate Directive)
Parkland Teachers'

Be it resolved that the Association urge school authorities to provide all teachers with disabilities, including substitute teachers, the necessary accommodations to ensure equitable access to all open postings, daily substitute positions and professional opportunities and to ensure that teachers with disabilities are not involuntarily reassigned to alternative roles in lieu of receiving appropriate accommodations.

CARRIED

2-51/26 (Administrative Procedure)
Parkland Teachers'

Be it resolved that surplus funds for each fiscal year be allocated to the Special Emergency Fund.
LOST

2-52/26 (Electoral Ballot)
Fort Vermilion

Be it resolved that bylaws 9(2)(a) and 9(2)(b) be amended to read—
“9(2) Until varied pursuant to bylaws 9(1) or 11, the fees shall be
(a) for an active member employed full-time, 1.7 per cent of salary per annum;
(b) for an active member on leave of absence, 0.75 per cent of salary per annum.”
LOST

2-53/26 (Administrative Procedure)
Fort Vermilion

Be it resolved that Provincial Executive Council create a mandatory, ongoing Committee for Strike Action, with the focus of mobilizing all teachers for future strike action, consisting of all local negotiation leaders for the sake of transparency, solidarity, coordination of actions and increased awareness in regard to future strike action.
ACTION TAKEN

2-54/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that the Association resume the distribution of *PRECIS* by a dedicated e-mail to local presidents, local council representatives and any other interested members following each meeting of Provincial Executive Council.
CARRIED

2-55/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that before the next round of bargaining, the Association strike an ad hoc committee (consisting of members from Provincial Executive Council, local presidents and field members) tasked with developing a “Code of Collective Interests” that would allow the

Association to levy penalties on members who are found to be contravening the legal directives of the Association during job action.

REFERRED FOR STUDY AND REPORT

2-56/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that in the event that the chair of the Central Table Bargaining Committee (CTBC) [~~is not, or~~] ceases to be⁵] a member of Provincial Executive Council [~~(PEC)~~], the chair [~~be invited to~~] attend [~~and participate in all meetings of PEC or~~] meetings concerning CTBC and/or negotiations.

CARRIED

2-57/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that if the Central Table Bargaining Committee (CTBC) chair is no longer an elected member of Provincial Executive Council (PEC), all tied votes in PEC relating to central table bargaining be broken by the CTBC chair.

LOST

2-58/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that Provincial Executive Council be directed to prepare an electoral ballot to amend Bylaw 111(2) to read—
“An amendment proposed by a local shall be delivered to the executive secretary not later than the last day of June.”

LOST

*111(2) An amendment proposed by a local shall be delivered to the executive secretary not later than the last day of [~~May~~] **June**.*

2-59/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that the Association not support or participate in any program, contract or initiative that requires educators to train, fine-tune or otherwise contribute their labour, materials or intellectual property to the development of artificial intelligence systems.

LOST

2-60/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that the Association work to ensure that no artificial intelligence (AI) systems are implemented without the Association having the opportunity to bargain over its effects, establish

enforceable contract language governing its use and work to affirm that AI employment in schools must be subject to collective bargaining.

LOST

2-61/26 (Administrative Procedure)

Edmonton Public Teachers

Be it resolved that the Association allocate additional funds to invest in the collection and publication of citable data on issues related to the state of public education in Alberta. The Association should use this data to publish and share a quarterly report with the public and other advocacy networks.

LOST

2-62/26 (Administrative Procedure)

Edmonton Public Teachers

Be it resolved that the Association create (or increase funding to, in the case that it already exists) an emergency fund for members experiencing financial hardship.

LOST

2-63/26 (Administrative Procedure)

Edmonton Public Teachers

Be it resolved that the Association hire an external agency to conduct a comprehensive review of the Association's bargaining processes, internal governance structures and accountability mechanisms, specifically including the most recent round of negotiations with the Government of Alberta. The mandate of the review shall be

1. to ensure transparency, effectiveness and accountability in the Association's collective bargaining process, especially in light of high-stakes negotiations with the provincial government;
2. to assess and strengthen the internal governance structure of the Association (including Provincial Executive Council, the Central Table Bargaining Committee, locals and committees) to better serve member needs, democratic representation and accountability;
3. to identify and recommend reforms that optimize bargaining outcomes, protect member interests and align with the Association's core values and policy principles; and
4. to make recommendations to improve the process for future bargaining rounds.

The review will be compiled and shared with all locals by 2026 10 01.

ACTION TAKEN

2-64/26 (Administrative Procedure)

Edmonton Public Teachers

Be it resolved that the Association conduct a study to investigate what would be involved to facilitate the process for certificated teachers to gain trade journey person certification or an equivalent for instructional purposes.

LOST

2-65/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that the Association immediately suspend all professional development activities related to collective bargaining until 2028 and reallocate the entirety of the funds designated for these activities into a dedicated Strike and Contingency Fund in preparation for potential future extended job action and/or defiance of future “back-to-work” legislation.

LOST

2-66/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that in the event of any future collective bargaining negotiations where the government tables “back-to-work” or similar legislation against Alberta teachers, Provincial Executive Council (PEC) immediately facilitate a binding plebiscite of all active Association teachers. This plebiscite shall determine whether the membership supports compliance with the legislation or supports an organized defiance, and PEC shall be mandated to act in accordance with the expressed will of the majority of the membership.

LOST

2-67/26 (Administrative Procedure)
Edmonton Public Teachers

Be it resolved that a formal mechanism for the recall of elected members of Provincial Executive Council be immediately established. This mechanism shall be activated upon evidence demonstrating serious questions of impropriety, lack of transparency or a significant breach of the duties of leadership, thereby ensuring accountability to the membership.

LOST

2-68/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association create a transparent mandate for the use of the Special Emergency Fund that will define how the fund is used, when the fund is used and what the fund may and may not be used for. This will include a detailed accounting sheet that will be released to members post use of the fund.

LOST

2-69/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association immediately begin collecting dues to repay the Special Emergency Fund and to rebuild it to its prestrike levels prior to the commencement of the next round of scheduled contract negotiations or 2028 08 30, whichever is later. The costs to do so

will be spread out over the intervening timeframe and will be equitably borne by all current Association members through an increase in our monthly dues and fees.

ACTION TAKEN

2-70/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association review and make the necessary changes to improve on and facilitate more consistent and effective communications to members on a regular and ongoing basis. This communication will include, but is not limited to, informing the membership about actions undertaken on their behalf; upcoming opportunities for engagement; and upcoming media releases and actions, including instructions and information on where/how to view this content.

ACTION TAKEN

2-71/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association create a subdivision within the communications committee who have the sole purpose to publicly, and through social media, combat misinformation and lies about public education, via government or government officials, in Alberta.

LOST

2-72/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association oppose all government policies and mandates that did not have meaningful input from and by teachers in their creation.

LOST

2-73/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association, in consultation with legal guidance, create an informational video for members, providing guidance on how to properly apply the new sections of the collective agreement, including, but not limited to, sections speaking to a discrimination-free, harassment-free and violence-free workplace. This video content will include appropriate steps for members to take, including how to file criminal complaints with police in case of violence in the workplace.

LOST

2-74/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association biannually update the onboarding toolkits for all school representatives and other representatives (local presidents, local political engagement officers,

etc) that will outline and explain the role, responsibilities, obligations, etc and will be shared annually with the people in these positions to ensure a common understanding of roles, responsibilities and expectations across the province as well as unified language and framing of issues.

LOST

2-75/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association prepare and publish a comprehensive postbargaining report—detailing strategies used, alternatives considered and lessons learned—within six months of the ratification of any central-table agreement.

ACTION TAKEN

2-76/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association mandate structured consultation between Central Table Bargaining Committee (CTBC) representatives and local leaders after each major stage of negotiations, including an opportunity for locals to provide feedback that CTBC must consider before tentative agreements are finalized.

LOST

2-77/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association establish a dedicated emergency fund to support legal, public and organizational responses when government action—such as the use of the notwithstanding clause—threatens teachers’ constitutional or labour rights.

LOST

2-78/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association employ a third party to conduct an independent review of the structures, roles and decision-making pathways used in the 2024 central-table bargaining process. This independent third party will present recommendations for improvement to the Association’s approach to bargaining at the 2027 Annual Representative Assembly, allowing the membership the final say on how we proceed with the next round of bargaining.

ACTION TAKEN

2-79/26 (Administrative Procedure)

Red Deer City

Be it resolved that the Association develop minimum communication standards for central-table bargaining, including, but not limited to, required timelines, update frequency and content expectations for bargaining bulletins.

ACTION TAKEN

2-80/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association require the Central Table Bargaining Committee to host structured debrief sessions with all local presidents and teacher welfare committee chairs [~~within two months of~~ **after** concluding any central table bargaining round.

CARRIED

2-81/26 (Immediate Directive)
Red Deer City

Be it resolved that the Association urge the Government of Alberta and the Alberta School Boards Association to mandate training for all trustees on inclusion, diversity, student rights and the educational needs of marginalized learners.

POLICY EXISTS

2-82/26 (Immediate Directive)
Red Deer City

Be it resolved that the Association reaffirm its commitment to nonpartisan school board governance and advocate for safeguards that prevent the influence of partisan political organizations on trustee decision making.

POLICY EXISTS

2-83/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association formally separate the association from the union of the Association in such a manner that the two sides operate independently, under a single president, thus allowing them to not interfere with the essential business of each side. All funding collected annually in the form of Association fees or dues would then be allocated on a prorated basis, with the needs of the union taking precedence over the needs of the association.

LOST

2-84/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association introduce standardized recall procedures for all elected positions in the Association.

LOST

2-85/26 (Administrative Procedure)
Red Deer City

Be it resolved that whenever possible, the Central Table Bargaining Committee be equitably representative of the membership.

CARRIED

2-86/26 (Administrative Procedure)
Red Deer City

Be it resolved that any discipline or removal of a Provincial Executive Council member from a committee be done through a transparent public vote, which includes a detailed published rationale.

LOST

2-87/26 (Administrative Procedure)
Red Deer City

Be it resolved that the Association develop and implement a public and member-focused advocacy campaign opposing any government use of the notwithstanding clause that restricts educators' rights, professional autonomy or constitutional protections.

ACTION TAKEN

2-88/26 (Administrative Procedure)
Calgary Separate School

Be it resolved that the Association engage an experienced union contract negotiator to serve on the Central Table Bargaining Committee.

ACTION TAKEN

2-89/26 (Administrative Procedure)
Calgary Separate School

Be it resolved that the Association permit any teacher who chooses not to direct their dues to the provincial Association to have those funds directed to their local, with the Association supporting that decision.

LOST

2-90/26 (Administrative Procedure)
Greater St Albert Catholic

Be it resolved that the Association retain external legal counsel (holding a JD or LLB) specializing in labour relations to serve as the lead negotiator for the Central Table Bargaining Committee, acting under the direct instruction and mandate of the committee members.

LOST

2-91/26 (Administrative Procedure)
Greater St Albert Catholic

Be it resolved that recorded votes on tentative agreements and collective bargaining mandates be published in the Members Only section of the website upon the conclusion of the local or central bargaining round to which they apply.

LOST

2-92/26 (Administrative Procedure)
Greater St Albert Catholic

Be it resolved that at the conclusion of each central-table collective bargaining round, including the most recent bargaining round, the Association undertake an external, independent audit of the entire bargaining process, including goals, outcomes, procedures and communications to membership. This audit would include feedback from Provincial Executive Council members, each local president, each local bargaining advisory committee chair and Central Strike Action Committee members. The audit results will be released to local presidents.

ACTION TAKEN

2-93/26 (Administrative Procedure)
Greater St Albert Catholic

Be it resolved that a tenth teachers' convention association be created for the 2029 teachers' convention season to address the online convention pilot.

LOST

2-94/26 (Administrative Procedure)
Westwind

Be it resolved that the Association replenish the Special Emergency Fund over 10 years by reducing services and/or refinancing assets, not by raising fees.

LOST

2-95/26 (Immediate Directive)
Westwind

Be it resolved that the Association's default position be that the parent-child relationship is the most important relationship in a child's life.

LOST

2-96/26 (Administrative Procedure)
Fort McMurray

Be it resolved that the Association establish policy ensuring that only elected representatives on the Central Table Bargaining Committee have a vote, with members of staff, other than the

RBA, in advisory roles only.
CARRIED AS AMENDED

2-97/26 (Administrative Procedure)
Fort McMurray

Be it resolved that the Association establish policy ensuring that no elected member of the Central Table Bargaining Committee is excluded, removed or restricted from bargaining activities without a transparent process and formal justification.
LOST

2-98/26 (Administrative Procedure)
Fort McMurray

Be it resolved that the Association adopt a plan to fully restore the Special Emergency Fund through clearly defined internal cost containment measures, including limits on discretionary spending.
LOST

2-99/26 (Administrative Procedure)
Fort McMurray

Be it resolved that the Association establish a rapid response communications approach that uses and prioritizes existing services, staff expertise and available resources to quickly and accurately address misinformation affecting teachers and public education.
LOST

2-100/26 (Administrative Procedure)
Fort McMurray

Be it resolved that the Association develop a clear, provincewide position defining assignable duties and professional responsibilities and advocate for the time, clarity and support necessary for teachers to meet the demands of their profession.
NOT MOVED

2-101/26 (Administrative Procedure)
Black Gold Teachers'

Be it resolved that the Association develop and implement standardized, annually administered surveys to measure teacher working conditions, workload, job satisfaction, well-being and other key professional indicators.

Be it further resolved that the Association ensure surveys include a confidential section for members to submit concerns, grievances or suggestions regarding the Association's functioning, transparency and executive bodies.

Be it further resolved that the Association compile aggregated findings into an annual public report (ensuring anonymity) to be shared with membership, school authorities, government and the public.

Be it further resolved that the Association establish clear executive procedures for reviewing, responding to and transparently reporting on themes arising from member-submitted concerns.

Be it further resolved that the Association utilize this annual data to identify and prioritize emerging teacher concerns in advance of central and local bargaining, ensuring negotiations reflect the current, evidence-based needs of teachers.

LOST

2-102/26 (Administrative Procedure)

Black Gold Teachers'

Be it resolved that while members may voice frustrations publicly, such communication demonstrate the same professionalism expected in any formal workplace.

Be it further resolved that members be encouraged to use internal channels to raise concerns, before turning to public forums, to support constructive dialogue and uphold the Association's reputation.

Be it further resolved that Barnett House explore providing additional opportunities, beyond the Annual Representative Assembly, for members to share governance.

REFERRED FOR STUDY AND REPORT

2-103/26 (Administrative Procedure)

Black Gold Teachers'

Be it resolved that the Association explore engaging an experienced, independent external negotiator—with a strong background in public-sector and education labour relations—to serve in a contract or staffed advisory capacity during active negotiations.

ACTION TAKEN

Provincial Executive Council Resolutions

3-1/26 (Administrative Procedure) Provincial Executive Council

Be it resolved that the Disposition of Immediate Directives submitted to the 2026 Annual Representative Assembly be approved.

CARRIED

3-2/26 (Long-Term Policy) Provincial Executive Council

Be it resolved that policy 2.2.1.7 be amended to read—

“In developing and implementing a new program of studies or curriculum, the Government of Alberta should follow these steps:

...

6. Ensure that the approved program of studies or curriculum and necessary resources are available at least one school year prior to full implementation.”

CARRIED

2.2.1.7 In developing and implementing a new program of studies or curriculum, the Government of Alberta should follow these steps:

...

*6. Ensure that the approved program of studies or curriculum and necessary resources are available at least one school year [~~before the date of~~ **prior to full** implementation. [1967, 2025]*

3-3/26 (Immediate Directive) Provincial Executive Council

Be it resolved that the Association urge the Auditor General of Alberta and the Government of Alberta to establish, under the purview of the auditor general, a process for collecting and reporting key education indicators, including, but not limited to, measures of class size, complexity, administrative spending, staff retention and enrolment trends.

CARRIED

3-4/26 (Immediate Directive) Provincial Executive Council

Be it resolved that the Association provide funds to host an annual meeting and training event for the chairs of local substitute teacher committees.

CARRIED

3-5/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association provide funds to continue its constitutional challenge of Bill 2 of 2025, *Back to School Act*.

CARRIED

3-6/26 (Administrative Procedure)
Provincial Executive Council

Be it resolved that, pursuant to bylaw 9(2)(a), the fee payable by an active member employed full-time be \$1,422 per annum, effective 2026 09 01.

NOT MOVED

3-7/26 (Administrative Procedure)
Provincial Executive Council

Be it resolved that, pursuant to bylaw 9(2)(f), the fee payable by an associate member be \$213.30 per annum, effective 2026 09 01.

NOT MOVED

3-8/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Government of Alberta ensure that creative, critical and disciplinary thinking are central to the Alberta social studies program of studies and curriculum.

CARRIED

3-9/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association urge the Council of Ministers of Education, Canada, to develop a national teacher certification database to reduce the redundant costs, processes and timelines currently required when teachers transfer between jurisdictions.

CARRIED

3-10/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association urge the Government of Alberta to extend public health coverage to include in-vitro fertilization and related fertility treatments to remove financial barriers to family formation for Albertans, including teachers and their families.

CARRIED

3-11/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that anthropomorphic artificial intelligence (AI) tools, including AI companions and other AI systems designed specifically to simulate friendship, counselling or intimate relationships, not be deployed or introduced into any Alberta K–12 learning environments or support settings.

CARRIED

3-12/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that artificial intelligence simulations or impersonations of historical figures require clear labelling as nonliving entities and that they only be used within an appropriate instructional context.

CARRIED

3-13/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that independent and informed consent be obtained for any artificial intelligence simulations or impersonations of living people and that they only be used within an appropriate instructional context.

CARRIED

3-14/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association urge the Government of Alberta to enact comprehensive accessibility legislation, developed in consultation with provincial disability organizations and public-sector unions.

CARRIED UNANIMOUSLY

3-15/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association oppose the implementation of Bill 12, *Financial Statutes Amendment Act, 2025 (No. 2)*, and related cuts to the Assured Income for the Severely Handicapped program and the creation of the Alberta Disability Assistance Program.

CARRIED UNANIMOUSLY

3-16/26 (Immediate Directive)
Provincial Executive Council

Be it resolved that the Association oppose the deprofessionalization of teaching through the government's expedited pathways program.

CARRIED

3-17/26 (Immediate Directive)

Provincial Executive Council

Be it resolved that the Government of Alberta, in conjunction with school boards and in consultation with the Association, provide support to school leaders responsible for supervising and supporting teachers who have taken alternative pathways to certification.

CARRIED

3-18/26 (Immediate Directive)

Provincial Executive Council

Be it resolved that the Association, in response to Bill 25, *An Act to Remove Politics and Ideology from Classrooms and Amend the Education Act, 2026*,

1. affirm that Alberta's public, separate and francophone schools must continue to strive to provide welcoming and respectful learning environments that respect diversity and nurture a sense of belonging and a positive sense of self;
2. affirm that teachers, exercising their professional judgment and expertise, should ultimately determine how evaluations and interventions can best be used to advance individual student learning;
3. affirm that it is the responsibility of teachers, exercising their professional judgment, to ensure controversial issues are taught in a manner that is pedagogically and intellectually sound and respectful of legitimate diverse perspectives;
4. affirm that decisions concerning the display of flags and related symbols and playing of the national anthem are best made by individual school communities and teachers in the spirit of creating generous, inclusive, respectful and safe learning environments for students and staff; and
5. affirm the expectation that government will consult with the Association to ensure that procedures, platforms and technologies for managing student evaluation are adequately supported and appropriate for diverse school and classroom situations.

CARRIED UNANIMOUSLY

Annual Representative Assembly Resolutions

4-1 (Administrative Procedure)

St Albert Public Teachers

Be it resolved that the Association increase the FTE for social media from 0.4 to 1.0 (the expected cost for the 0.6 FTE is approximately \$70,000 for salary and benefits).

CARRIED

4-2 (Immediate Directive)

Edmonton Public Teachers

Be it resolved that the Association release a public statement in response to the announced Alberta referendum to take place in October 2026 that supports the Association's position that public education is a universal right to every child in Alberta and that no student should be denied access to education on the basis of immigration status.

CARRIED UNANIMOUSLY

4-3 (Immediate Directive)

Calgary Public Teachers

Be it resolved that [~~this Annual Representative Assembly call on~~] teachers, as individuals, after reviewing any applicable collective agreement provisions, [~~to~~] consider their instructional responsibilities and workload before agreeing to provide voluntary services.

CARRIED UNANIMOUSLY AS AMENDED

4-4 (Immediate Directive)

Edmonton Catholic Teachers

Be it resolved that the Association condemn the persistent underfunding of public education; the erosion of respect for the professional expertise of teachers; and policies that negatively impact classroom conditions, student and staff well-being, and the welcoming and safe learning environments in classrooms across Alberta.

CARRIED UNANIMOUSLY

4-5 (Immediate Directive)

Calgary Public Teachers

Be it resolved that the Teacher Salary Qualifications Board should revise the Principles for the Evaluation of Years of Teacher Education for Salary Purposes to acknowledge polytechnic trades coursework and diplomas on the same basis as other currently recognized programs.

LOST