JUNE 2022

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A PUBLICATION OF THE LOUIS RIEL TEACHERS' ASSOCIATION www.lrta.ca

PRESIDENT'S MESSAGE

Marcela Cabezas



Recently, the LRTA held our Retirement Celebration in person for the first time since 2019. It was a lovely evening where we were able to celebrate forty-three members whose date of retirement spanned from 2020, 2021, to 2022. The room was filled with people contentedly reminiscing, eating, and laughing; enjoying the evening and each other. Much like the LRSD Jules Lavallee Memorial Graduation Pow Wow which was a wonderful community celebration for our graduates and a lovely demonstration of the devotion of our members to students, the feeling guests took away with them at the end of the night was one of heart filled happiness.

These past few years have been hard for so many reasons. The pandemic took a lot from us and a lot out of us both physically and emotionally. While this is undeniable, so too has been your commitment to the children with whom you work. Slowly, but surely, we are reclaiming our lives and opportunities that matter to us. The ability to reconnect with people, be it students or colleagues, these are the moments that help heal hearts and minds. Of course, there are many ways each of us can take care of ourselves and that healing process for many of us will take time. What is critical is that each of us find our own way to initiate the healing. In many ways the 2021-2022 school year was harder than the previous one. Where proverbial batteries typically recharge to nearly 100% most summers, that was not the case for most members last year. Nevertheless, our members showed up each day to work with our young people showing them kindness, compassion, and empathy throughout these challenging times.

Summer now presents the opportunity to bestow that kindness, compassion, and empathy upon ourselves. To quote my friend James Bedford, MTS President, who said it well in his most recent message to members, "Make time for yourself this summer. Celebrate all you have accomplished and let nothing come between you and that awareness. Find a quiet place where you come first, where your health is prioritized and relationships with those you love, and who love you, are cherished and strengthened."

It is my deepest hope that this summer will contain all the necessary ingredients for each of you to return to work this fall feeling fully recharged and on a path to better health and wellness.

Wishing you all the absolute best this summer,

Marcela



EDUCATION POLICY CHANGES

Vice President Collective Bargaining-Scott Wood

Over the past few years, I have written a June Collective Bargaining article based on the activities of the Provincial government and their attempts to interfere with local bargaining. In 2020, it was about the ill-advised Bill 28. In 2021, we were working to "Slam the Door on Bill 64".

Going into a much-needed rest for the summer of 2022, I encourage our members to continue to educate themselves on the moves being made by the Provincial government around education and education funding. Although there is no rallying cry at this time, there are still happenings that people should pay close attention to.

First of all is the "K to 12 Education Action Plan", released in April 2022. This plan is purported to be in response to the Commission on K to 12 Education, with additional lessons learned during the COVID-19 pandemic included. The government has laid this out as a guide to working with educational partners to strengthen student success. Although this plan has many ideas in common with the now defunct Bill 64, there are shifts in a number of key areas: principals and vice principals will remain in the bargaining unit; business managers will no longer be considered as possible school leaders; existing school boards will remain; the current model of locally elected trustees will remain. Most importantly, there are no immediate plans for new legislation affecting public education.

Secondly, a companion to the K to 12 Education Action Plan, is the new Indigenous Education Policy Framework "Mamàhtawisiwin: The Wonder We Are Born With", released in May 2022. This framework was established to outline guiding principles for improving learning outcomes for Indigenous students, but also to provide a foundation for the inclusion of Indigenous education principles more widely throughout Manitoba schools. This document is quite brief, and as such the information may serve more as a starting point than an actual plan.



A third potential change to education in Manitoba is the funding of the education

system itself. The Provincial government has been clear they are embarking on a plan to re-think education funding; in fact, it is one of the key pillars of the K to 12 Education Action Plan. MTS has spoken out about the need to provide consistent, inclusive, and appropriate funding to all school divisions, regardless of taxation base. The government has moved to rebate Education Property Taxes to homeowners, but the actual plan to create a new, sustainable model of funding is very short on details at this point in time.

Although there is no immediate crisis to attend to this summer, unlike last year's fight on Bill 64, members should continue to read and ensure they are up to date on education policies. The best source of information is, of course, the MTS website and MTS member updates sent via email. As we have learned from the past few years, the voice of teachers in Manitoba is strong. We have credibility with the general public, and your neighbours trust your opinion about educational matters. Don't be afraid to speak out and make your voice heard.

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LOUIS RIEL TEACHERS' ASSOCIATION 2022 RETIREES

CONNIE BAGRIE THERESA BARIL-BISSETT NADINE COURCELLES LYNNE DAUMLER TANNIS ESQUIVEL MARY EVERETTE DAVID EVERLEY ALISON FARROW DORIS GIETZ NANETTE GODBOUT PHILIPPE HABECK KAREN HALUSCHAK COLLEEN HILL CURT KRAHN APRIL LETWIN LINDA MANDZIUK LAURA MOLGAT CLAUDE MOUSSEAU GILLES MOUSSEAU MAUREEN NASH CLAIRE NORMANDEAU MICHÈLE OLSON GINETTE PAILLÉ MICHELLE PHANEUF ERICA STECHESEN KIM THORDARSON CYNTHIA VAN DRIEL DOUGLAS VINCE SANDI WAGNER ANITA WALKER SUSAN WILTON

MTS AGM HIGHLIGHTS 2022

President - Marcela Cabezas

AGM Returns to In Person

The 103rd Annual General Meeting, also known as Provincial Council, was held Thursday, May 26th – Saturday, May 28th. To allow for additional spacing of delegates, the number of delegates to the meeting was significantly reduced. Opportunities to discuss and debate resolutions occurred, along with the passing of the MTS budget and setting of next year's membership fee. Additionally, six members of the Provincial Executive were elected. Twelve LRTA delegates represented our Association at the meeting.

The MTS fee for 2022-2023 will increase to \$1098, an increase from last year's fee of \$1047.

LRTA's Three Resolutions Approved at AGM

The assembly approved the three resolutions put forward by the LRTA at this year's meeting. The first resolution sought to create of a Women in Educational Leadership Network that would allow representatives to meet and collaborate with each other on this work. Derived from a recommendation from the MTS Women in Education Leadership Commission final report from 2018, the hope is to create accessible professional learning opportunities for women that are inspirational and support the development of skill sets that enhance leadership capacity. The second resolution advocated for a campaign to increase the number of substitute teachers on the MTS MyProfile platform which houses member information. The goal is to improve two-way communication between MTS and our substitute teacher members. The third resolution that was brought forward by LRTA tasked the Society with creating Union Learning Grants to facilitate access to labour and union professional learning opportunities, with priority to be given to applicants from equity-seeking groups. The grants will help to offset expenses and sub costs while assisting in building capacity for present and future union leaders.

The Manitoba Teacher Magazine Delivered Electronically

Members with their email address registered through MyProfile will receive the Manitoba Teacher Magazine electronically. Members will have the option to choose to receive a print copy instead of an electronic copy. Printed copies will still be distributed to education partners.

Circle of Indigenous Elders and Knowledge Keepers

To advance the work of the Truth and Reconciliation Calls to Action within the Society and Locals. MTS will establish a Circle of Indigenous Elders and Knowledge Keepers. The Circle will be comprised of seven Indigenous Elders, with representation from the seven different Nations in Manitoba. An ongoing Circle of Indigenous Elders and Knowledge Keepers will bring authenticity, consistency, and a range of perspectives to the work of the Society.

Qmmunity Events

The 2STLGBQIA+ Ad Hoc committee recommended the creation of affinity spaces for 2STLGBQIA+ members to network, access peer support, and feel prioritized are imperative to creating a sense of belonging within the Society and to building relationships that encourage involvement in the union and in union work. Therefore, a resolution was passed to have the Society offer Qmmunity events twice a year to ensure regularly scheduled networking and support events be held to build and strengthen a connection between the Society and its 2STLGBQIA+ members.

MTS Provincial Executive Elections

There were six positions open for members at large. Two new members were elected to the provincial executive with four incumbents returning to serve another two-year term.

The complete Provincial Executive for 2022-2023 is: James Bedford, President Louis Riel Teachers' Association Nathan Martindale, Vice-President Winnipeg Teachers' Association

Members at Large are:

Sonja Blank Mountain View Teachers' Association Carla Bouchard Pembina Trails Teachers' Association Lindsay Brown Seven Oaks Teachers' Association Chris Darazsi River East Transcona Teachers' Association Jay Ewart Evergreen Teachers' Association Kristen Fallis Winnipeg Teachers' Association Kent McPherson St. James Assiniboia Teachers' Association Cathy Pellizzaro Thompson Teachers' Association Cathy Pleskach Interlake Teachers' Association Joel Swaan Garden Valley Teachers' Association Cynthia Taylor Louis Riel Teachers' Association The objective of the PPDF is to support autonomous personal professional growth and provide financial assistance for as many members as possible. The PPDF is committed to supporting professional growth opportunities that reflect the diverse community in which we teach.

Beginning on **October 1, 2022**, all applications for PPDF will shift to <u>www.ppdf.smapply.io</u>

PPDF Allocations for 2022-23

- ✓ Up to \$1000* for five (5) In-Town Events (In-Town/Online Professional Development or Tuition Fees)
- ✓ Up to \$200* per 3-credit hour course
- ✓ Up to \$2500* for one (1) Out-of-Town Event**
- ✓ Up to \$50* toward MTS PD Day registration (does not count toward In-Town allocation)
- ✓ Substitute cost for approved PPDF applications

*Subject to available funds **Conditions apply, see PPDF Guidelines

Important Reminders

- As a professional courtesy, inform your principal or supervisor before applying
- Applications need to be received at least five (5) days prior to the start of the event
- A detailed and authentic Relevance Statement is essential to support an application
- Funding is not guaranteed and is on a first-come, first-served basis
- Do not make financial commitments until your application is approved

See the PPDF Guidelines for all terms and conditions

Contact Us

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204-929-5782 vp-pd@lrta.mbteach.org



Term Opening Dates

Term	Dates	Opens
1	Sep 6 – Dec 31	September 6
2	Jan 1 – Feb 28	October 15
3	Mar 1 – Apr 30	November 15
4	May 1 – Jun 30	January 15
5	Jul 1 – Aug 31	February 15

FAQs

How do I know which term to apply in? The application term corresponds with the opening date of your event, exclusive of travel.

Does LRSD still handle reimbursements? No. All administration of the PPDF goes through LRTA.

How do I get reimbursed?

Once the event is completed, you will be prompted to upload receipts to the new PPDF Online System. LRTA will issue all reimbursements.

How do I amend or cancel an application?

Please contact <u>vp-pd@lrta.mbteach.org</u> to amend or cancel any application.

Can I still appeal a denied application? Yes. Contact <u>vp-pd@lrta.mbteach.org</u> for assistance.

Can I save a draft of an application for submission at a later time?

Not really. While the new Online System does auto-save unsubmitted applications, application forms can only be accessed once the term opens (see above dates). It is advised to have information ready to copy into the application form when the term opens.

Can I attend Out-of-Town PD events in locations inside and outside of Canada in 2022-23?

Yes! Some conditions may apply, but we are anticipating a return to prepandemic Out-of-Town PD.







Join the LRTA's ESJ Committee as we dive into the book *This Book is Anti-Racist: 20 Lessons on How to Wake Up, Take Action, and Do the Work.*

Books provided by the LRTA will be handed out this school year to registrants.

Take time to read over the next couple of months.

We will meet as a book club in early October 2022.

Together, we will share ways that we can all create more inclusive and anti-racist classrooms.

Opportunity for more people to also sign up in September 2022.

Email <u>charlene.sacher@gmail.com</u> to register and request your book.

Mental Health Resources for Manitoba Teachers

THE MANITOBA TEACHERS' SOCIETY

For most of us, seeking professional help to maintain our physical health is routine—we don't give it a second thought. But when it comes to our mental health, we sometimes dismiss our feelings or fail to see that we need help until we're at the breaking point. This has to change.

We all internalize and process stress in different ways, but there's no doubt that the reality teachers have faced, particularly during the pandemic, has taken a toll. As an educator, it's important to make your health, both physical and mental, a priority—for yourself, your families, students, and colleagues.

It can be difficult to find the right mental health resources, so MTS compiled this resource guide to help you locate and connect with the help you need, when you need it.

Take time to review this document, and keep it handy. Help should always be at your fingertips.

Crisis Services in Manitoba

If you are in crisis and need help immediately, there are people available to help. A few of these resources are listed below. For a complete listing of crisis response services and helplines, click **here.**

Manitoba Suicide Prevention & Support Line: 1-877-435-7170 (1-877-HELP170) Klinic Crisis Line: 1-888-322-3019 or 204-786-8686 or TTY: 204-784-4097 Kids Help Phone (national line available to Manitoba youth): 1-800-668-6868 Winnipeg Crisis Response Centre, Mobile Crisis Service: 204-940-1781 Interlake-Eastern Regional Health Authority 24-Hour Crisis Line: 1-866-427-8628 or 204-482-5419

Northern Health Region

Thompson Youth (17 and under) Mobile Crisis Team: 1-866-242-1571

Prairie Mountain Health South District (formerly Brandon, Assiniboine)

Adult Crisis Line: 1-888-379-7699 Youth Under 18 Crisis Line: 1-866-403-5459 Crisis Stabilization Unit: 1-855-222-6011 or 204-727-2555 Mobile Crisis Services: 204-725-4411

Prairie Mountain Health North District (former Parkland)

Adult and Youth Crisis Line: 1-866-332-3030 Southern Health-Santé Sud/East of Red River – Crisis Response Services: 1-888-617-7715 Crisis Stabilization Unit: 1-855-320-1096

Manitoba Teachers' **Society Resources**

HumanaCare Services: Supporting MTS **Members and Their Families**

On January 1, 2022, MTS launched its Member and Family Assistance Program, featuring counselling services offered through HumanaCare. This program replaces MTS' longstanding Educator Assistance Program (EAP).

Through HumanaCare, MTS members and eligible family can receive one-on-one counselling, as well as an array of other wholistic support services. These include family, relationship, grief and bereavement counselling, as well as support for substance use, depression, work related stress, diet and nutrition, even legal and financial counselling.

To request services 24/7 on any day of the year, call 1-800-661-8193, or go online at www.humanacare.com/mts.



Extended Health Coverage

As a public school teacher in Manitoba, you have benefits that may include access to a counsellor or clinician in private practice—unless you've opted out of that coverage. Most MTS members are covered at 80 percent to maximum of \$850 per calendar year.

Benefits may differ, however, for members in the Winnipeg Teachers' Association (WTA), Seven Oaks Teachers' Association (SOTA), and Thompson Teachers' Association (TTA). If you're a member of one of those locals, check the benefits provided by your employer/local to find out more.

The Manitoba Psychological Society's Find a Psychologist webpage can help you find a clinician near you. Some may offer virtual sessions for clients who can't attend in person.

Manitoba Teachers' Society Workshops

Change" is a series of workshops tailored to the specific needs of public school educators, designed by the Professional and French Language Services team at MTS. The workshops can be booked individually or in a combination that suits your school's unique needs. Click here to learn more.

Resiliency

This workshop focusses on building resilience within the context of work and societal change.

Here you will:

- unpack the definition of resilience in today's world.
- explore the role of empathy, as well as energy and demand management and play in building resilience.
- develop a recovery training plan to build and maintain personal balance.

Indigenous Approaches to Holistic Wellness

The ability to balance our mental, physical, and emotional selves is central to our sense of wellness and wellbeing.

In this session, you will:

- learn about Indigenous approaches to wellness from a variety of Elders and Knowledge Keepers.
- use storytelling and experiential learning approaches.

Navigating the Waters of Change

A global pandemic has created opportunities to use reflection and strategy in your teaching practice.

In this session, you'll learn how to:

- build collective efficacy and social capital.
- engage in learning and inquiry.
- implement change to move forward with a well-informed foundation.

Additional Resources

Canadian Mental Health Association (CMHA) – Mental Health Resources in Winnipeg

The CMHA has put together a detailed list of **mental health resources** located in Winnipeg. Even if you live outside the city, it may be helpful to check the list and consult with experts who work with the various agencies.

Canadian Mental Health Association

Care for All in Education

Recognizing that those who work in public education can experience additional stress and anxiety due to their role throughout the pandemic, the Canadian Mental Health Association (CMA) created a website of resources tailored to the unique needs of educators. **Care For All in Education** features support resources focused on anxiety, depression, maintaining social connection, navigating grief, and ways in which you can disrupt feelings of helplessness and distress that, over time, impact your physical and emotional health.

Care For All in Education lists crisis services available to educators in Manitoba, in languages that include English, French, Cree, Ojibway and Inuktut.

Your family and friends are facing significant challenges, too, and the weight of that reality can be crushing. This helpful **Supportive Conversation Library** gives you the tools to have difficult conversations about mental health, stress, addiction, anger and abuse with people you care about.

Bounceback: Reclaim Your Health

The Canadian Mental Health Association's **Bounceback: Reclaim Your Health** program is designed to help adults and youth aged 15+ manage low mood, mild to moderate depression, anxiety, stress or worry. This self-guided program uses workbooks and a trained coach to guide you and encourage reflection, building skills to help you improve your mental health. Bounceback is free of charge to users.

Canadian Teachers' Federation (CTF) "But at What Cost?" Teacher Mental Health Report

The Canadian Teachers' Federation (CTF/FCE) pandemic research report, **"But at what cost?" Teacher mental health during COVID-19**, captures first-hand accounts and an in-depth understanding of living through a pandemic as a teacher during the 2020-2021 school year. The collected narratives from the interviews reveal how and why various aspects of teachers' professional lives contributed to a decline in mental health.







The EdCan Network – Well at Work

Teachers experience stress and burnout at a greater rate than those in many other professions. This not only impacts their own mental health, but also their students' wellbeing and academic success – leading to significant costs for school districts, recruitment challenges, and reduced workplace morale. **Well at Work** aims to:

- Reduce stress, burnout and disability due to mental health problems among educators across Canada.
- Build capacity in education leaders to develop their own unique approaches that will improve workplace wellbeing, reduce financial costs, and create more positive working and learning environments.

Being Well at Work: Personalized Coaching for School Leaders

Being Well at Work is an EdCan Network program designed and delivered together with BTS Spark, a leading not-forprofit initiative that has coached over 13,000 K-12 leaders across Australia, the United Kingdom, Canada, and the United States. The program enables K-12 education leaders and teachers to develop their personal wellbeing, resilience, and leadership skills. The program tackles the daily challenges of educational leadership with a certified coach.

Ontario Teachers' Federation – Survive and Thrive

Survive and Thrive is an online tool from the Ontario Teachers' Federation for beginning teachers, occasional teachers, mentors and teacher candidates. The site focuses on strategies to positively manage stress, address mental health issues and maintain a healthy work-life balance.





LRTA Calendar 2022-2023

September

Wednesday, 14th Wednesday, 21st Monday, 26th

October

Wednesday, 5th Thursday, 6th & Friday, 7th Wednesday, 12th Thursday, 13th Monday, 17th Wednesday, 19th Friday, 21st

November

Wednesday, 2nd Wednesday, 16th

December

Wednesday, 7th Wednesday, 14th Thursday, 22nd through Wednesday, Jan. 4th

January

Wednesday, 11th Wednesday, 18th LRTA Executive Meeting LRTA Council Meeting LRTA New Rep Orientation

LRTA Executive Meeting LRTA Executive Retreat LRTA New Member Celebration Maternity/Parental Leave Seminar LRTA School Trustee Candidate Forum LRTA Council Meeting MTS PD Day

LRTA Executive Meeting LRTA Council Meeting

LRTA Executive Meeting LRTA Council Meeting

Winter Break

LRTA Executive Meeting LRTA Council Meeting February

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Wednesday, 1 st	LRTA Executive Meeting
Wednesday, 15 th	LRTA Council Meeting
March	
Wednesday, 1 st	LRTA Executive Meeting
Wednesday, 15 th	LRTA Council Meeting
Monday, 27 th through	
Friday, March 31 st	Spring Break
April	
April	
Wednesday, 5 th	LRTA Executive Meeting
Wednesday, 12th	LRTA Council Meeting
Thursday, 13th	Maternity/Parental Leave Seminar
Wednesday, 19 th	LRTA Annual General Assembly
Мау	
Wednesday, 3 rd	LRTA Executive Meeting
Thursday, 11th	LRTA Appreciation Dinner
Wednesday, 17th	LRTA Council Meeting
Wednesday, 17th	MTS AGM Binder Meeting
Wednesday, 24 th through	
Saturday, 27 th	MTS AGM
June	
Wednesday, 7 th	LRTA Executive Meeting
Thursday, 15 th	LRTA Retirement Reception
Wednesday, 21 st	LRTA Council Meeting

Updated June 2, 2022

Reminder: If you have recently changed your name, please contact the LRTA office at 204-929-5782 or secIrta@shaw.ca and have your file updated.

<u>CONTACT US</u>

The LRTA office is closed from July 1st to Sept. 6th.

Should you require assistance, please contact the Manitoba Teachers' Society at 204-888-7961.



