



MASS
MANITOBA ASSOCIATION OF
SCHOOL SUPERINTENDENTS

ANNUAL REPORT BOOK

2016-2017

Annual General Meeting

May 18, 2017

Victoria Inn Winnipeg

Table of Contents

AGM Agenda	1
Minutes	
AGM – May 19, 2016	3
General Membership Meeting – November 3, 2016.....	8
Table Officers’ and Executive Director Reports	
Past President’s Report.....	10
President’s Report.....	11
Treasurer’s Report	13
Executive Director’s Report	19
Committee Reports	
Curriculum Committee	22
Finance and Legislation Committee.....	23
Leadership Development Committee	24
Professional Learning Committee.....	25
Public Relations/Membership Services and Policy Committee	26
- MASS Mentorship Report.....	28
Mental Health and Well Being Committee	30
Indigenous Education Committee	31
Early Child Education Committee	33
External Committee Reports	
Immigration Partnership Winnipeg	34
Ministers Advisory Board to MERLIN	34
Provincial Active Transport Public Stakeholder Advisory	34
Inclusive Education	35
Manitoba ASCD	36
University of Manitoba Undergraduate Program Advisory	36
University of Manitoba Graduate Studies	37
Teacher Certificate Review	38
Teacher Education and Certification (TECC) - Certificate in School Leadership	38
MHSSA	39
MASS 2016-2017 Action Plan & Organizational Priorities	40
Action Taken on MASS 2016 Resolutions	44
MASS 2017 Resolutions	52
Service Anniversaries	54
2016-2017 New Members	55
Life Members	55

AGM Agenda

- 1. Call to Order and Welcome – *President, Brett Lough***
- 2. Approval of Agenda**
- 3. Approval of Minutes**
 - 3.1.** AGM – May 19, 2016
 - 3.2.** General Membership Meeting – November 3, 2016
- 4. President's Report – *Brett Lough***
- 5. Table Officers and Executive Director's Reports**
 - 5.1** Past President – *Mike Borgfjord*
 - 5.2** Treasurer – *Cyndy Kutzner*
 - 5.3** Executive Director - *Ken Klassen*
- 6. Standing and Focus Committee Reports**
 - 6.1** Curriculum Committee – *Randy Dueck*
 - 6.2** Finance and Legislation – *Jason Young*
 - 6.3** Leadership Development Committee – *Donna Davidson, Susan Schmidt*
 - 6.4** Professional Learning Committee – *Leanne Peters*
 - 6.5** Public Relations/Membership Services and Policy Committee – *Celia Caetano-Gomes*
 - 6.6** Mental Health and Well Being Committee – *Gwen Birse*
 - 6.7** Early Child Education Committee – *Pauline Clarke*
 - 6.8** Indigenous Education Committee – *Lorie Henderson*

(Note: Committee reports to be received as a single item of business, followed by the opportunity for comments and questions. Committee recommendations will be dealt with under New Business.)
- 7. External Committee Reports**
- 8. Nominating Committee Report & Elections – *Mike Borgfjord***
 - 8.1** Presentation of Nominating Committee Report & Election of 2017-2018 Officers
 - 8.2** Recognition of Newly Elected Regional Directors
 - 8.3** Introduction of Incoming President
- 9. Incoming President's Remarks**
- 10. 2017-2018 Budget – *Cyndy Kutzner***
 - 10.1** Approval of Membership Fees for 2017-2018
 - 10.2** Approval of 2017-2018 Budget

11. Roundtable Discussions

11.1 MASS Priorities 2017-2018

11.2 PR Salary and Benefits Survey Report

11.3 Finance and Legislation Report on Consultation with Rob Olson

12. Resolutions

12.1 Report on Resolutions 2016 – 2017

12.2 Discussion of Proposed Resolutions 2017 - 2018

13. Members' Questions and Comments and New Business**14. Adjournment**

MINUTES OF ANNUAL GENERAL MEETING

Thursday, May 19, 2016

Victoria Inn, Winnipeg, Manitoba

CALL TO ORDER AND WELCOME

President Mike Borgfjord welcomed the membership to the 2016 Annual General meeting and called the meeting to order at 1:22 p.m.

APPROVAL OF AGENDA

MOTION: *Barry Pitz/Stephen David*

"That the agenda for the 2016 Annual General Meeting be approved as distributed."

Carried

APPROVAL OF MINUTES

MOTION: *Krista Curry/Pauline Clarke*

"That the minutes of the Annual General Meeting held May 14, 2015, be approved."

Carried

MOTION: *Elaine Lochhead/Jason Young*

"That the minutes of the Fall Members Meet held November 3, 2015 be approved."

Carried

TABLE OFFICERS' AND EXECUTIVE DIRECTOR'S REPORTS

The Table Officers' and Executive Director's reports were included in the Annual Report Book.

MOTION: *Pauline Clarke/Christine Penner*

"That the reports submitted by Table Officers' and the Executive Director be approved as presented. "

Carried

Treasurer's Report

Cyndy Kutzner presented the Treasurer's Report that was included in the 2015 - 2016 Annual Report Book. The report includes the Income/Expense – Budget vs. Actual Report as at April 30, 2016 which indicates that the 2015-2016 budget is slightly over budget, but that MASS continues to enjoy a solid financial base. The report indicates that a projected surplus at June 30, 2016 is estimated to be \$52,713.

The Treasurer's Report also includes a proposed 2016-2017 Budget which is based on the MASS Budgeting principles. The proposed budget provides for a membership fee increase of \$50 for active members and \$25 for associate members.

2016-2017 MASS Membership Fees

MOTION: *Cyndy Kutzner/Jason Young*

"That the MASS Membership fees for 2016 - 2017 be \$ 1,250.00 for active members and \$650.00 for associate members."

Carried

2016-2017 MASS Budget

MOTION: *Cyndy Kutzner/Celia Caetano-Gomes*

"That the 2016-2017 Budget be approved in the amount of \$347,800."

Carried

COMMITTEE REPORTS

Copies of annual reports from the chairs of MASS Standing and Ad Hoc Committees and from MASS member representatives on external committees were included in the Annual Report.

Lorie Henderson advised an amendment to the Aboriginal Education Advisory Committee Report was necessary as the noted May 13, 2016 meeting was postponed.

MOTION: *Celia Caetano-Gomes/Barb Isaak*

"That all Standing & Ad Hoc Committee Reports included in the 2015 – 2016 Annual Report Book be received as information."

Carried

MOTION: *Randy Dueck/Brett Lough*

"That External Committee Reports included in the 2015-2016 Annual Report Book be received as information."

Carried

NOMINATING COMMITTEE REPORT & ELECTIONS

Barb Isaak presented the Nominating Committees slate of candidates for MASS Table Officer positions for 2016-2017. There being no further nominations from the floor, the following were elected as MASS Table Officers for 2016-2017:

President	Brett Lough
Past President	Mike Borgfjord
First Vice President	Donna Davidson
Second Vice President	Duane Brothers
Treasurer	Cyndy Kutzner

Directors-At-Large

Barb Isaak informed the members that, in accordance with the MASS Bylaws, the Nominating Committee is proposing that Celia Caetano-Gomes and Leanne Peters be considered for Directors-at-Large.

MOTION: *Brian Gouriluk/Krista Curry*

"There being no further nominations from the floor, Celia Caetano-Gomes and Leanne Peters were declared as Directors-at-Large for 2016-2017."

Carried

MASS Regional Directors

Regional directors are elected democratically by members of their respective regions prior to the Annual General Meeting. Three members are elected from the Metro Winnipeg Region and one member from each of the other MASS Regions.

The regional directors for 2016-2017 are:

Gwen Birse – Director, Metro
Susan Schmidt – Director, Metro
Pauline Clarke – Director, Metro
Jason Young – Director, Southwest
Lorie Henderson – Director, North
Krista Curry – Director, South Central
Randy Dueck – Director, Southeast Interlake

MOTION: *Barb Isaak*

“That the slate of candidates presented be approved as MASS Table Officers for 2016-2017.” *Carried*

ROUNDTABLE DISCUSSIONS

MASS Action Plan & Priorities

Members met in small groups to discuss areas for consideration as priorities for MASS for the coming year. Topics arising from the March members session as being seen as priority were used as discussion points. This information will be used by the executive at the August planning session to assist in developing the 2016-2017 MASS Action Plan.

Equity Study

Discussion ensued regarding the presentation of the Equity Study by John Wiens in the morning Professional Learning session. The Executive Director advised the report is embargoed until its public release on June 9th, 2016.

Changes in Government and Department

The membership was encouraged to provide the Executive with recommendations as to which issues should take priority in discussions with the new Minister of Education.

Resolutions Adopted at the Annual General Meeting held May 19, 2016

SECTION 1 – Executive Resolutions

Resolution 1.1 **Special Needs Funding**
(MASS Executive)

MOTION: *Pauline Clarke/Celia Caetano-Gomes*

BE IT RESOLVED, that MASS advocates Manitoba Education and Advanced Learning to ensure that they work with and support school divisions, stakeholders and parents across the province in developing a consistency of approach and communication in the implementation of the proposed changes in special needs funding processes.

Carried

Resolution 1.2 **Early Childhood**
(MASS Executive)

MOTION: *Celia Caetano-Gomes/Elaine Lochhead*

BE IT RESOLVED, that MASS advocate for comprehensive early years support to fulfill the Call to Action in the recently updated MASS Position Paper on Early Childhood Education and Care. (2015)

Carried

Resolution 1.3 **Accessibility/Accommodation**
(MASS Executive)

MOTION: *Brett Lough/Jason Young*

BE IT RESOLVED that the Manitoba Association of School Superintendents (MASS) engages the Province of Manitoba in discussions in order to secure adequate funding for the creation and implementation of the Accessibility Plans, in compliance with the Accessibility for Manitobans Act (AMA).

Carried

Resolution 1.4 **Mental Health**
(MASS Executive)

MOTION: *Verland Force/Doreen Prazak*

BE IT RESOLVED, that MASS take a leadership role in pressing the current provincial government to honour the long term commitment to the provincial framework for child and youth mental health promotion and services including provincial budgetary measures.

BE IT FURTHER RESOLVED, that MASS representative's advocate in support of Mental Health and Wellbeing initiatives at the federal level through CASSA.

Carried

Resolution 1.5

Indigenous Education

(MASS Executive)

MOTION: *Lorie Henderson/Brian Gouriluk*

The Manitoba Association of School Superintendents (MASS) recognizes and praises the outstanding work of the Truth and Reconciliation Commission. Public education and attitude will play a major role in achieving many of the recommendations.

BE IT RESOLVED that through its organization, mandate and activities, MASS will pay special attention to the recommendations identified in the Calls to Action of the Truth and Reconciliation Commission Report that are identified below.

BE IT FURTHER RESOLVED that in support of the work of the MASS Indigenous Education Committee, MASS representatives to CASSA will advocate at with our national association to bring these concerns forward at the national level, with educational partners and representatives of government, including CMEC. *Carried*

MEMBERS QUESTIONS/COMMENTS

NEW BUSINESS

Changes to MASS Policy Manual

Cyndy Kutzner reported a review of MASS policies and by-laws outlined in the 2015-16 Annual Report was completed.

MOTION: *Cyndy Kutzner/Jason Drysdale*

"That the amendments to the MASS Policies and by-laws be approved as presented.

Carried

MHSAA Regional Update

Brett Lough presented an update of the MHSAA structure being developed, noting that a search committee has been established to find an Executive Director and to establish a slate of Table Officers. Once an Executive Director is in place, discussions can begin and the committee can move forward together with MASS and MHSSA to benefit children.

ADJOURNMENT

The meeting was adjourned at 3:45 pm.

MINUTES OF THE 2016 FALL MEMBERSHIP MEETING
Thursday, November 3, 2016
Victoria Inn, Brandon

Welcome and Pinning of New Members

Chairperson and MASS President, Brett Lough opened the meeting at 1:15 pm and welcomed 56 members to the meeting.

The following new members presented with MASS pins:

- Krista Reynolds, Jonathan Toews, Marc Casavant, Jon Zilkey, Todd Cuddington, Grant Butler, Lisa Martin and Lynn Cory.

The following members were unable to attend the meeting.

- Julia McKay, Trish Glass and Constance McLeese

MASS Business Meeting

MOTION: *Krista Curry, Barb Isaak*

"That Reg Klassen bring a brief CASSA report at the end of the current meeting."

Carried

Treasurer's Report – *Treasurer, Cyndy Kutzner*

Auditor's Report 2015-2016

MOTION: *Stephen David, Barry Pitz*

"That the Auditor's Report and Financial Statement for 2016-2016 be accepted as presented."

Carried

Appointment of Auditor for 2016-2017

MOTION: *Jason Young, Ron Sugden*

"That Osborne Accounting Group LLP, Certified General Accountants be appointed as the 2016-2017 auditors for MASS."

Carried

Ratification of 2016-2017 MASS Priorities & Action Areas

A copy of the MASS 2016-2017 Priorities & Action Areas was provided as information and updates were reviewed by Executive Director, Ken Klassen. Members were reminded this is the document we share with partner organizations and Ministers office.

MOTION: *Randy Dueck, Reg Klassen*

"That the MASS 2016-2017 Priorities and Action Areas be adopted as presented."

Carried

Ratification of MASS Committees for 2016-2017

Cyndy Kutzner presented the names of members who agreed to sit on MASS Committees for 2016-2017. She thanked the members for willingness to participate.

MOTION: *Reg Klassen/Michele Polinuk*

“That the members of MASS Committees be accepted, as well as respective Terms of Reference and Functions and presented.”

Carried

2016 Resolutions Update

Brett Lough provided updates on each of the resolutions brought forward at the AGM held in May 2016.

CASSA Report

Reg Klassen provided a report on CASSA. Representatives from MASS are Ken Klassen and Mike Borgfjord, and Reg has been elected as President of the organization. He encouraged all members to get involved, and consider attending the CASSA conference held in the beginning of each July.

Adjournment

With no questions having been brought forward from the membership, the meeting was adjourned at 1:35 pm

TABLE OFFICER'S REPORTS

Past President's Report

It has been a tremendous honour and privilege to serve MASS as a Table Officer over the past five years and it is hard to believe how quickly time has passed. In preparing this report, I have spent considerable time reflecting upon the successes, challenges and commitment of our membership and the impact of past and present members. Through these experiences MASS has always recognized the importance of dialogue, actions and strong organizational structures in our efforts to continually improve an already wonderful public education system. I also realize, that where we are as an organization, is truly the culmination and efforts of many wonderful leaders who have served MASS in the past, present and who will serve us in the future. For their efforts and impact on developing our organization, I am truly thankful. Consistently MASS has emphasized that our work embodies the development of Universal High Quality Public Education and that the only way to achieve this is through collaboration, hard work and through building bridges of partnerships and always looking forward.

This past year I have had the privilege sitting on a number of different provincial and national organizations. Reg Klassen, Ken Klassen and I were Board members with the Canadian Association of School System Administrators (CASSA) and Manitoba continues to be an integral voice of this national association. Being a part of a strong national voice has required a great deal of work from previous Board members and I am proud to have been able to participate in CASSA and recognize the influence Manitoba has had on strengthening this board. We participated in monthly conference call meetings ensuring that the Manitoba perspective was included in the cross-Canada dialogue. We also attended the CASSA strategic planning session in Toronto in March, which allowed us to build and strengthen CASSA's foundation. It is exciting to be a part of an organization that is moving forward to build a strong national voice and to personally see the influence that the efforts of former Table Officers in contributing to a strong national association. MASS continues to offer a strong voice in CASSA promoting Mental Health, Indigenous Education and Well-Becoming of all of our students.

CASSA will be holding their annual major conference in Halifax, July 5 – 7 and I encourage you to consider attending this learning opportunity.

Additionally, I had the extreme privilege of representing MASS at the CEA Superintendent's National Forum, which coincided with the *First Nations Schools 1st: Sharing successful Indigenous Learning* Conference held in Vancouver October 2016. This was another opportunity to build connections with other jurisdictions in Canada and share Manitoba's perspectives, successes and challenges.

Over the years, it has been abundantly clear that our organization's greatest strength is our strong knowledgeable membership. MASS continues to build strong relationships, collaborative cultures and utilize the fine work of the many individuals who work on committees, the executive and participate in MASS events. The expertise and commitment of our membership is really something that continues to be humbling and creating a great sense of pride to be a member of such a strong organization. I would personally like to thank the membership and both the current and past executive members for giving me the opportunity to serve such a powerful learning organization.

Respectfully submitted with tremendous gratitude,
Michael Borgfjord, Past President

President's Report

With the 2016-17 school year beginning to wind down, I want to take this opportunity to let our membership know that it has been truly an honor to serve in the role of MASS President this past year. As you know, MASS's mandate is to provide leadership in public education by being *leaders of learning*, specifically by advocating on behalf of all of our learners in addition to providing high quality and timely professional learning opportunities for our members and our educational partners. The strength of our organization can be seen in the day-to-day actions of our executive and our members who continually strive towards ensuring that this mandate is brought to life each and every day. The time and effort that individuals put into their work as school division leaders and the thoughtful discussion and reflection that takes place in those places where we get together as an organization or with our partners, clearly demonstrates that we continue to be on the right path in our never ending pursuit of a quality education for all students.

A few highlights from the 2016-17:

MASS's Concerted Effort to Forge Stronger Relationships

A shared commitment to regular meetings with our educational partners (MSBA, MASBO, MAPC and MTS) has resulted in a more collaborative and coherent approach to many of the issues we face as public educators. As an organization, this is a critical step as it demonstrates our understanding that we alone do not have the answers for what is best for the children in our care. This model of *shared leadership* has resulted in a commitment from the Minister to meet with the partners quarterly to continue to look for common ground as well as to better understand each other's perspective on the various issues. Further partnership developments with our Universities and Red River College are in the works as well. MASS's commitment to creating a public space for this ongoing communication is an essential part of the work we do on behalf of children in this province.

The Implementation of a New Committee Structure

This year, our organization moved to align our committee structure in a manner that ensures that the priorities of MASS are in concert with the way in which we do business. Our work towards creating more equity and quality throughout public school system in our three focus areas – Indigenous Education, Mental Health and Wellbeing and Early Learning – is now evidenced by the creation of committees that reflect these priorities. The work of these committees in addition to the our ongoing committee work – in the areas of Legislation & Finance, Curriculum, Professional Learning, Public Relations, Leadership Development – provides a strong foundation for the organization as it works towards providing more equitable and quality learning experiences for our children in Manitoba. As well, the Executive continues to provide thoughtful direction and leadership to our committees, helping to shape our work in public education.

Our Human Rights Journey Conference

Our Educating for ACTION conference – *Our Human Rights Journey* – was definitely a highlight to a very busy year. This event was the culmination of the hard work of many individuals and was highlighted by nationally recognized keynote speakers - John Ralston Saul, Raheel Raza, Dr. Wilton Littlechild and Dr. Cindy Blackstock. The conference reflected a wide array of voices in our human rights journey and was

made possible, in part, with the voices of our community partners and leaders of community advocacy in the planning process.

Approximately one thousand participants were in attendance, with school divisions from across the Province represented by teams of senior administrators, school principals and vice principals, teachers, trustees, and students. Although they are at the core to what we do, we do not always involve students in our professional learning, so it is wonderful to have the opportunity to learn alongside them. Many of the over 150 students took part in this conference as the culmination of a year-long Student Leadership Cohort, where students and teacher advisors participated in provincial forums throughout the year. Through the cohort, the students increased their understanding of diversity and their cultural competency, while learning leadership skills for facilitating difficult conversations about racism and diversity. This thought provoking conference was the result of the collaborative efforts of our co-sponsors, The Manitoba Teachers' Society and MASS, who worked tirelessly behind the scenes for two years. Through extraordinary commitment and collaboration, we offered a world-class experience that highlighted our ongoing work in our human rights journey.

I would like to extend a special thank you to Ken Klassen, Executive Director and Karen Wohlgemuth, Executive Assistant for their tremendous commitment to our organization. Ken works tirelessly on behalf of MASS, connecting with our partners as well as seeking out new opportunities for our organization. Ken's commitment to public education and his dogged pursuit of pushing the agenda of our membership is truly appreciated. His work on the Educating for ACTION conference certainly put on display his exceptional leadership skills. I would also like to thank Karen for her quick read on how our organization functions and then add her own exceptional personal and organizational skills to the mix. We are very fortunate to have Karen and Ken working on our behalf.

In closing that there are many human beings in public education that invest countless hours and effort into making things better - custodial staff, support staff, teachers, administrators, parents, community members, trustees – and we must be sure we are solution focused, listening carefully to all of our partners. We must continue to be on a never-ending quest for equity and quality in our public schools. As part of this noble profession we must always remember that the human beings we work with - at any level – need to be listened to. It means that much to our communities, to our province, and ultimately to the world we currently live in, and the world we are helping to create.

I look forward to continue serving in an organization that puts into action its belief in the importance of a *shared* commitment to raising both equity and quality in all of Manitoba's public schools.

Respectfully submitted,
Brett Lough, President 2016-17

Treasurer's Report

MASS Financial Position

The Profit & Loss Budget vs. Actual Statement (July 1, 2016 to April 30, 2017) is attached to this report. The statement indicates that MASS continues to enjoy a solid financial base.

MASS Policy requires that the Legal Reserve Fund be maintained at \$14,000. The fund has a balance of 14,268.00 as of April 30, 2017. To date, no claims have been made.

General investments at April 30, 2017 include a Canadian T-Bill Fund in the amount of \$53,257.

The MASS bank balance at April 30, 2017 was 8,172.30 providing for total funds available of \$75,687. Of this amount \$225.00 is net prepaid revenue received to date for the 2017 Summer Institute.

The 2016-2017 budget was based on projected net revenue for the following sessions:

<u>Budgeted</u>		<u>Actual</u>
• \$16,000	November Institute	\$ 5,000
• \$ 6,000	Summer Institute	\$17,000
• \$20,000	Educating for ACTION	\$15,000
• \$ 0.00	Members Day	\$ 2,067
\$42,000		\$39,067

The results for 2016-2017 are slightly better than budgeted if the \$20,000.00 transfer is executed; however, this transaction is on hold to deem if it is necessary.

2017-2018 Proposed Draft Budget

A copy of the 2017-2018 proposed budget is attached together with the MASS Budgeting Principles which have been established to provide the ability for the organization to move forward on a long-term basis with small annual membership fee increases. The Budgeting Principles are reviewed by the Executive on an annual basis to ensure they accurately reflect the current financial climate.

The proposed budget is based on an increase in membership fees of \$50 per active member and \$25 per associate member. The increased membership fees would be \$1,300 and \$675 respectively for active and associate members which would provide total revenue of \$144,550 (based on 112 active members identified in the Budgeting Principles).

The core expenditures of the organization (salaries and benefits, audit fee, office operations, executive director, executive and committee expenses) are estimated at \$168,700 of which \$143,000 will be covered by membership fee revenue.

The projected accumulated surplus at June 30, 2017 of \$19,280 would represent approximately 6% of the 2017-2018 budget.

In keeping with the MASS Budgeting Principles, the proposed budget supports the achievement of MASS's mission statement and strategic plan and will allow for the association to continue providing high quality services to our members through leadership and professional learning.

The following recommendations will be presented during consideration of the 2017-2018 budget later in the meeting:

1. That the MASS membership fees for 2017-2018 be \$1,300 for active members and \$675 for associate members.
2. That the 2017-2018 budget be approved in the amount of \$318,000.00.

MASS FINANCIAL POSITION as of April 30, 2017

Legal fund	\$ 14,268
T-bill Fund Premium Class at April 27, 2017	\$ 53,247
Bank Balance at April 30, 2017	<u>\$ 8,172</u>
Total Funds Available	<u>\$ 75,687</u>
Accumulated Surplus at June 30, 2016	\$ 36,565
Projected year-end surplus(deficit) at June 30, 2017	<u>\$ (17,285)</u>
Projected Accumulated Surplus at June 30, 2017	<u>\$ 19,280</u>

M.A.S.S. ACCOUNTS
PROFIT & LOSS BUDGET vs ACTUAL - July 2016 through April 30, 2017

	Jul '16 - Apr 17	Y End Projections	Budget	\$ Over Budget
Ordinary Income/Expense				
Income				
3020 · AGM Income	6,305.00	9000.00	9,000.00	(2,695.00)
3024 · Promotional Goods	40.00	40.00	0.00	40.00
3027 · Educating for ACTION	0.00	15,000.00	25,000.00	(25,000.00)
3028 · MB Ed Sponsorship CASSA	5,000.00	5,000.00	5,000.00	0.00
3030 · November Conference Income	31,162.50	31,162.50	46,000.00	(14,837.50)
3170 · Ethical Leadership Cohort Inc.	0.00	0.00	3,000.00	(3,000.00)
3250 · Summer Institute Income	68,622.12	69,057.12	52,000.00	16,622.12
3320 · Book Club Income	9,033.79	9,033.00	7,500.00	1,533.79
3325 · Leadership Development Inc	8,450.00	10,100.00	7,500.00	950.00
3326 · Members Sessions Income	5,800.00	5,800.00	12,000.00	(6,200.00)
3330 · Mentorship Program	10,000.00	10,000.00	5,000.00	5,000.00
3350 · Membership Fees	147,187.50	147,187.50	138,800.00	8,387.50
3400 · Uncategorized Income	60.71	60.71	22,000.00	(21,939.29)
3415 · Student Leadership Cohort Inc	35,000.00	35,000.00	15,000.00	20,000.00
Transfer from Surplus	0.00		20,000.00	(20,000.00)
Total Income	<u>326,661.62</u>	<u>337,400.83</u>	<u>347,800.00</u>	<u>(21,138.38)</u>
Gross Profit	326,661.62	337,400.83	347,800.00	(21,138.38)
Expense				
5120 · AGM Expense	982.66	11,000.00	11,000.00	0.00
5124 · Promotional Goods Exp	120.92	2,620.92	5,000.00	(2,379.08)
5130 · November Conference Expense	25,491.77	25,491.77	30,000.00	(4,508.23)
5135 · Legal Fund	0.00	0.00	2,000.00	(2,000.00)
5140 · Interorganizational	1,466.43	1,466.43	1,000.00	466.43
5150 · Audit	3,132.00	3,132.00	2,500.00	632.00
5200 · Bank Charges	544.85	600.00	1,000.00	(400.00)
5205 · Book Club Expense	7,624.00	7,624.00	7,500.00	124.00
5206 · CASSA Membership	5,575.00	5,575.00	6,000.00	(425.00)
5208 · CASSA Conference Sponsorship	5,000.00	5,000.00	5,000.00	0.00
5210 · Committee Expense	71.13	1,350.00	2,000.00	(650.00)
5227 · Educating for ACTION EXP	0.00	0.00	5,000.00	(5,000.00)
5420 · Executive Committee Exp.	10,623.14	12,000.00	12,000.00	0.00
5425 · Executive Director Exp.	1,542.89	1,850.00	1,500.00	350.00
5440 · Ethical Leadership Cohort Exp	0.00	0.00	3,000.00	(3,000.00)
5445 · Leadership Development Exp	6,289.92	7,228.40	7,500.00	(271.60)
5461 · Members Session Expense	3,733.31	3,733.31	12,000.00	(8,266.69)
5462 · Membership Recognition Exp.	75.60	1,500.00	1,500.00	0.00
5464 · MERN Exp.	558.44	558.44	1,000.00	(441.56)
5465 · MSBA Exp.	292.81	292.81	600.00	(307.19)
5610 · Office Equipment	981.04	981.04	2,000.00	(1,018.96)
5630 · Office Operations	9,240.81	10,149.39	10,000.00	149.39
5720 · P.D. Executive Director	4,845.35	4,845.35	6,000.00	(1,154.65)
5721 · Publishing & Printing	52.00	300.00	1,000.00	(700.00)
5840 · Mentorship Expense	10,755.82	14,000.00	5,000.00	9,000.00
5860 · Salaries & Benefits	84,333.54	130,000.00	130,000.00	0.00
5910 · Summer Institute Expense	51,340.68	51,340.68	46,000.00	5,340.68
5915 · Writing Contract Exp.	5,000.00	5,000.00	5,000.00	0.00
5940 · MASS Directed Travel	9,880.85	12,000.00	10,000.00	
5970 · MASS Bursary Fund	0.00	0.00	400.00	(400.00)
5980 · Student Leadership Cohort	0.00	35,000.00	15,000.00	20,000.00
5985 · Uncategorized Expenses	0.00	50.00	300.00	(250.00)
Total Expense	<u>249,554.96</u>	<u>354,689.54</u>	<u>347,800.00</u>	<u>4,889.54</u>
Net Ordinary Income	<u>77,106.66</u>	<u>(17,284.67)</u>	<u>0.00</u>	<u>(2,438.88)</u>
Net Income	<u><u>77,106.66</u></u>	<u><u>(17,284.67)</u></u>	<u><u>0.00</u></u>	<u><u>(2,438.88)</u></u>

MASS Budgeting Principles

2017-2018 Budget Proposed Budget: \$318,000

Principle	Proposed Budget
The budget supports the achievement of the MASS mission statement and strategic plan	
Membership fees should offset core expenditures of the organization Salaries & Benefits: \$ 134,000 Executive: \$ 14,000 Office: \$ 10,000 Executive Director: \$ 7,000 (includes \$6,000 PD) Audit: \$ 2,500 Committee: \$ 1,200 \$ 168,700	Membership Fees: \$143,000 Core Expenditures: \$168,700 (85%) <i>(Approx. 19% of professional learning revenue will be applied to core expenditures)</i>
Other expenditures (special projects, contractual services, MASS directed travel, PR and member services initiatives, publications, mentorship program) can be sustained through governmental or private partnerships or PD income.	
A surplus of 20%, with a 5% variance, be maintained.	Projected accumulated surplus of \$19,280 represents 6% of the 2017-2018 budget of \$318,000
A responsible use of surplus would be for one-time expenditures/initiatives and emergencies.	
PD registration fees should remain accessible to encourage full participation.	
Salaries be increased annually based on average percentage of teacher settlements.	

2016 – 2017 Budget

		Notes
REVENUE		
A.G.M. & Recognition Banquet	\$ 9,000	\$ 125 members 65 AGM/Banquet/\$50 guest and honourary
Book Club	\$ 7,500	Based on 50 kits @ \$150.00 - may go up this year if books have
Educating for ACTION	\$ 25,000	
Ethical Leadership Cohort	\$ 3,000	
Leadership Development	\$ 7,500	2 sessions per year (Jan/Apr) - 25 @ \$150 (Paid registrants)
Members Sessions	\$ 12,000	2 sessions per year (Spring/Fall) - 60 @ \$100
Membership Fees	\$ 138,800	Increase of \$50 Full/\$25 Associate = \$ 1250 & \$ 625 - 108 Full/6
Mentorship Program	\$ 5,000	
November Conference	\$ 46,000	80 @ \$495 + Sponsorships
Summer Institute	\$ 52,000	90 @ \$495
Transfer from Surplus	\$ 20,000	
MB Ed Partnership	\$ 15,000	
MB Ed Sponsorship CASSA	\$ 5,000	
Uncategorized Income	\$ 2,000	
TOTAL INCOME	\$ 347,800	
EXPENSES		
A.G.M. & Recognition Banquet	\$ 11,000	
Amortization	\$ 300	
Audit	\$ 2,500	
Bank Charges	\$ 700	
Book Club	\$ 7,500	
Educating for ACTION	\$ 5,000	
CASSA Membership	\$ 6,000	
CASSA Conference Sponsorship	\$ 5,000	
Interorganizational	\$ 1,000	
Committee Meeting Expenses	\$ 2,000	10 committees @ \$ 200
Ethical Leadership Cohort	\$ 3,000	
Executive Director Expenses	\$ 1,500	Mileage, Parking, Meetings
Executive Committee Expenses	\$ 12,000	Mileage, Parking, Monthly Exec Meetings, Summer Planning
Leadership Development	\$ 7,500	
Legal Fund	\$ 2,000	
MASS Bursary Fund	\$ 400	
MASS Directed Travel	\$ 10,000	BCSSA, LEADS, CASS, CEA, CASSA, Invites
MASS Public Relations	\$ 5,000	Video project/social media
Members Sessions	\$ 12,000	2 sessions per year (Spring/Fall)
Membership Recognition	\$ 1,500	Retirement, Long Service Awards
Mentorship Program	\$ 5,000	
MERN	\$ 1,000	MERN Fall Forum
MSBA	\$ 600	Co-sponsor of President's Banquet
November Conference	\$ 30,000	
Office Equipment	\$ 2,000	New digital projector HD
Office Operations	\$ 10,000	
P.D. Executive Dir.	\$ 6,000	
Publishing & Printing	\$ 1,000	Position/Discussion Papers/Leadership Modules
Salaries & Benefits	\$ 130,000	
Summer Institute	\$ 46,000	
MB Ed Partnership	\$ 15,000	
Uncategorized Expenses	\$ 300	
Writing Contract Fee	\$ 5,000	MASS Field Course for Principal's Certification
TOTAL EXPENDITURES	\$ 347,800	

2017 – 2018 Proposed Budget

		Notes
REVENUE		
A.G.M. & Recognition Banquet	\$ 10,000	\$150 members AGM/Banquet/\$70 guest and honorary
Book Club	\$ 7,500	Based on 50 kits @ \$150.00 - may go up this year if books
Ethical Leadership Cohort	\$ 3,000	
Leadership Development	\$ 8,000	2 sessions per year (Jan/Apr) - 25 @ \$150 (Paid registrants)
Members Sessions	\$ 7,500	2 sessions per year - 60 @ \$100
Membership Fees	\$ 143,000	Increase of \$50 Full/\$25 Associate = \$1300 & \$650 108
Mentorship Program	\$ 10,000	
February Conference	\$ 17,000	80 @ \$200 + \$1000 Sponsorship
Pre-Summer Institute Session	\$ 20,000	
Summer Institute	\$ 65,000	100 @ \$575
Transfer from Surplus	\$ 25,000	
Uncategorized Income	\$ 2,000	
TOTAL INCOME	\$ 318,000	
EXPENSES		
A.G.M. & Recognition Banquet	\$ 12,000	
Amortization	\$ 300	
Audit	\$ 2,500	
Bank Charges	\$ 700	
Book Club	\$ 7,500	
CASSA Membership	\$ 6,000	
Interorganizational	\$ 2,000	
Committee Meeting Expenses	\$ 1,200	10 committees @ \$ 200
Ethical Leadership Cohort	\$ 3,000	
Executive Director Expenses	\$ 1,000	Mileage, Parking, Meetings
Executive Committee Expenses	\$ 14,000	Mileage, Parking, Monthly Exec Meetings, Summer
Leadership Development	\$ 8,000	
Legal Fund	\$ 2,000	
MASS Directed Travel	\$ 10,000	BCSSA, LEADS, CASS, CEA, CASSA, Invites
MASS Public Relations	\$ 5,000	Video project/social media
Members Sessions	\$ 7,500	2 sessions per year (Spring/Fall)
Membership Recognition	\$ 1,500	Retirement, Long Service Awards
Mentorship Program	\$ 10,000	
February Pre-Conference	\$ 8,000	
Office Equipment	\$ 1,000	New digital projector HD
Office Operations	\$ 10,000	
P.D. Executive Dir.	\$ 6,000	
ED Travel to Regional Meetings	\$ 1,500	
Publishing & Printing	\$ 1,000	Position/Discussion Papers/Leadership Modules
Salaries & Benefits	\$ 134,000	
Pre-Summer Institute Session	\$ 12,000	
Summer Institute	\$ 47,500	
Uncategorized Expenses	\$ 300	
Writing Contract Fee	\$ 2,500	MASS Field Course for Principal's Certification
TOTAL EXPENDITURES	\$ 318,000	

MASS Executive Director's Report

This year stands out for the level of collaboration between MASS and a host of partners in both education and beyond.

Conferences:

The notes below will illustrate the ways in which MASS offered all professional development in a collaborative fashion

July Conference - Winnipeg

CASSA

The year started with a national conference of CASSA - co-hosted by MASS in Winnipeg. It was great to bring the country back to Winnipeg and for MASS to host again as a full affiliate. The conference gave us the opportunity for Catherine Taylor to launch her [National Inventory of School District Interventions in Support of LGBTQ Student Wellbeing](#) (2016), a study that MASS was instrumental in supporting across the nation.

November Conference - Brandon,

MASS and U of M (Thomas Falkenberg), U of Ottawa (Joel Westheimer)

The November conference was a collaborative event for members only. MASS continued its relationship with Thomas Falkenberg and his research group at the University of Manitoba, on the topic of Student well-being and well-becoming. MASS also brought in Joel Westheimer to co-present on the work he is doing on student citizenship. Bringing these two together created a unique event where they themselves collaborated on presenting and facilitating and attempted to bring two fruitful areas of work together in the context of our work in MASS. The work with Thomas continues, with a symposium at the U of M on May 5.

April Conference - Winnipeg

MASS and MTS:

The largest and most complex collaboration culminated in the ***Education for ACTION: Our Human Rights Journey*** conference and the ***2016 - 2017 Manitoba Student Leadership Cohort*** which came together in April 2017. This massive undertaking came out of a MASS - MTS liaison meeting at least two years ago, where it was decided that MASS and MTS should partner on the next large conference and that it should take the broadest possible approach to highlighting human rights in our province.

In addition to MTS and MASS, the main planning group included representative from our major educational partners, MSBA (trustees), MAPC (parent councils), MASBO (business officials), SSAAM (student services) and Manitoba Education and Training/Healthy Child. We also worked closely with the CMHR (Canadian Museum for Human Rights) and the NCTR (National Centre for Truth and Reconciliation).

Beyond this planning group, a community forum was held that included the Deans of Education from all 5 universities, TRCM (treaty commission), MMF (Louis Riel Institute), the Rainbow Resource Centre, the Winnipeg Police Service and the RCMP, the City of Winnipeg, MFIS (independent schools), MHSAA (high school sports), CMHA (Canadian Mental Health), ACL (Association of Community Living), The Children's' Coalition, MARL (Manitoba Association of Rights and Liberties), MIIC (Manitoba Interfaith Council),

Islamic Social Services, Peaceful Village, MFNERC (Manitoba First Nations Education Resource Centre), UNESCO Schools and the Social Justice Coalition.

In addition, the conference had a remarkable partnership with Artbeat and one of its artists - purchasing the work of Loral Hildebrand and raffling this for conference attendees - almost \$3000 was raised towards this powerful and innovative social program to provide artists with mental health concerns an opportunity for a six month internship at Artbeat.

In the case of a surplus in the conference budget, MASS and MTS have decided to add an additional amount to the existing Indigenous Teacher Scholarships which MASS established with the Winnipeg Foundation after the large Indigenous conference in 2004. These scholarships provide some support every year to teacher candidates in each of our 5 teacher training faculties.

Working together with all of these partners, MASS and MTS truly brought the province together on their shared human rights journey, featuring four powerful keynote addresses and 60 breakout sessions with over 100 presenters. Participating were 150 students, and over 800 adults from every school division in the province and from a full spectrum of community organizations.

August - Winnipeg and Elkhorn Summer Institute and Simon Breakspear

MASS and Manitoba Education and Training are collaborating again to share professional learning experiences. This year a separate pre-conference day will be held in Winnipeg, with both department staff and divisional teams taking part.

February 2018 Conference - Winnipeg DisruptEd

In place of the traditional November conference for next year, MASS is planning a lead-up day to the DisruptEd conference to be held in Winnipeg - January 31 and February 1-2.

Other Areas of Collaboration:

In addition to collaboration on all of our major conferences, there were other fields of action where MASS collaboration was critical:

Indigenous Education: MASS has a very active and involved Indigenous Education Committee, and in addition, I was called on as Executive Director to represent the Committee and MASS in a number of important collaborative events.

I represented the committee on the ***Inter-organizational Indigenous Education Committee*** made up of MSBA, MTS, MASS and Manitoba Education and Training Indigenous Inclusion Directorate. On May 12 this group is taking a joint field trip to Sagkeeng, which was one of the initiatives to come out of our two larger joint planning sessions we called Emamawi

I was asked to serve on the Implementation committee of the ***Manitoba Indigenous Education Collaborative Blueprint*** - an initiative undertaken by Manitoba's universities and colleges and undersigned on behalf of K - 12 education by MSBA.

I worked together with the U of M and the NCTR to put together their ***We Will Walk Together*** day for student teachers and their cooperating teachers.

I also shared the MASS Leadership course for the Manitoba Principals' Certification Program with representatives from **MFNERC**, who are working on their own version.

I was invited to attend an **Indigenous Youth Suicide Prevention Leadership Roundtable** in Winnipeg, as well as an **Indigenous Education Roundtable** at CAHRD in Winnipeg, hosted by the Aboriginal Council of Winnipeg.

I was invited to the **NCTR National Roundtable on Indigenous Education** in Calgary. The Manitoban representatives continue to meet after the roundtable and have had discussions we are calling **Visions of Reconciliation** - our next step is to consider the new City of Winnipeg Accord to see if this is something we could take part in as a concrete step towards reconciliation.

MASS as an organization and many of our school divisions supported national **Orange Shirt Day** in support of greater awareness of the history of residential schools and the continuing consequences this has for all of us.

MERN: MASS continues to be an active participant in MERN, as an affiliate member. As such MASS provides facilitators, presenters, participants and support of food costs for MERN forums. MASS also participates in the MERN awards program.

Newcomer Concerns: MASS has become increasingly active in addressing newcomer concerns, in the light of the recent uptake of many Syrian refugees.

I participated in a **MERN newcomer forum** and in **See Us, Hear Us**, a newcomer conference hosted by the Social Justice Coalition, with MASS as an affiliate member.

Skills Manitoba / Canada: MASS is helping to make this event in Winnipeg the best ever, with record registration numbers being reported for Skills Canada in June.

In conclusion, the commitment towards collaboration by MASS is highlighted by our annual liaison meetings with MSBA, MAPC, MASBO, and MTS and our regular joint meetings as partners and with the minister. We also liaise with the Education Deans from our five Manitoba universities.

Working together makes us all better.

Sincerely,



Ken Klassen
Executive Director
Manitoba Association of School Superintendents

STANDING AND FOCUS COMMITTEE REPORTS

Curriculum Committee

Committee Members: Randy Dueck, Christian Michalik, Michele Polinuk, Julia McKay,
Tanis Pshebinski, Greg Malazdrewicz, Darren Kuropatwa, Todd Monster

The MASS Curriculum Committee has met three times to date this year, with another meeting scheduled for May 19, 2017.

At our first meeting we decided on the following task and agenda items for our work this year.

- To articulate, on behalf of MASS, what a Quality Education is.
- To review the MASS priority areas with an eye to rewrite the learning portion as per our description of Quality Education.
- To consider a name change for the Curriculum Committee
- To broaden the provincial representation on the Curriculum Committee by adding provincial representatives from both the ICAB (Instruction, Curriculum and Assessment Branch) and SASU (Student Achievement Support Unit) branches of MET.

We have not yet begun to address the middle two tasks.

At our November meeting, we welcomed Tia Cumming from SASU and Daniele Dubois-Jacques from BEF to our committee. We reviewed the terms of reference of the Curriculum Committee and gathered resources to aid us in articulating a Quality Education. We referenced the MASS Action Areas, the two previous Curriculum Committee papers on Assessment, Evaluation and Reporting, and Essential Learning, the work with Bruce Wellman, and the concept of Deeper Learning. We took the time to question why MASS should articulate what is Quality Education. And answered that MASS needs to maintain a critical voice in the provincial conversation on the purposes and ends of education. We will eventually need to engage the entire MASS organization in the conversation and participate in educating the public on the description of Quality Education. We determined that the MASS Statement of Beliefs was a good place to start the conversation of Quality Education.

At our January meeting we welcomed Diana Turner from ICAB and we set to work to articulate Quality Education. What followed was a robust, diverse, passionate conversation on the purposes of education. It became very clear that even in one room of superintendents and provincial representatives, there are as many understandings of Quality Education as there are people in the room. To that end it is clear that none of us hold the exact same understanding of Quality Education as the next. The UNESCO Pillars of Learning contributed to the conversation along with words and phrases like partnership, community, ways of knowing, relationships and aspirational. The one solid statement to come out of this discussion was, "We believe all children are learners." As opposed to, "all children can learn".

We will continue this rich and challenging conversation at our next meeting.

I want to thank all committee members for their honest and courageous contributions to this important conversation, one that will be continued into the new school year.

Respectfully submitted,

Randy Dueck, Chair

Finance and Legislation Committee

Committee Members: Jason Young (Chair), Mike Borgfjord, Tim De Ruyck, Jason Drysdale, Ted Fransen, Barb Isaak, Terry Osiowy

The MASS Education Finance and Legislation Committee has been very active in the 2016-2017 year. The Committee was a newly formed committee which was born out of the former Education Finance Committee and Policy and Legislation Committee. Due to the fact we have seen a new Provincial government that has indicated that funding in education is in need of reform, the committee has met on several occasions to discuss the possible changes that the government has directly or indirectly commented on. The committee had its inaugural meeting on September 8th, 2016 with subsequent meetings on October 6th, 2016, November 28th, 2016 and April 13th, 2017.

All committee discussion were centered around the overarching framework of equity and quality education for Manitoba students.

Summary of Committee's Work:

The committee discussed the following topics under the area of Legislation:

Accessibility For Manitobans Act
Kindergarten to Grade 3 Class Size Initiative
FIPPA and PHIA Provincial Review

The committee discussed the following topics under the area of Finance:

Funding Guarantee
Local Taxation
Provincial Bargaining
Amalgamation
Triple P Capital Projects
Block Funding Model
Equalization

The committee also addressed its planned action area for the 2016-2017 year by facilitating a discussion with the MASS membership at the Annual General meeting in May. The focus of the session was, "The Funding Formula-What Has Gotten Us to This Point?" A follow up discussion was facilitated with the guiding question of, "What Are the Key Components of Education Funding Necessary to Maintain a Quality and Equitable Education System?"

Thank you to the Education Finance and Legislation Committee for their leadership and commitment to the committee.

Respectfully submitted,
Jason Young, Chair

Leadership Development Committee

Committee Members: Susan Schmidt, Barb Isaak, Kelly Barkman, Donna Davidson, Roza Gray, Ron Sugden, Elaine Egan, Lesley Eblie-Trudel, Tannis Pshebniski, Janet Martell
Thank you to Ken Klassen who attended the committee meetings and provided valuable guidance and support.

In 2016-2017, the Leadership Development Committee met on September 30, 2016, December 8, 2016 and will host one more meeting prior to the end of June.

The committee worked on the following:

The Leadership Development Committee planned and facilitated two leadership modules.

1. Communication and the Law

On January 12 and 13, members participated in a very informative session on Communication and the Law. Lesley Eblie-Trudel, Susan Schmidt, Elaine Egan and Ron Sugden facilitated the session. On Thursday evening 3 superintendents shared their stories on working with the media in relation to a division event – Brian Gouriluk, Pine Creek School Division, Scott Kwasnitza, Lord Selkirk School Division and Randy Dueck, Hanover School Division. On Saturday morning, Paul Grower and Keith Senden from Fillmore Riley shared valuable information on communication and the law. The workshop wrapped up with a sharing of thoughts and ideas on the information presented and what that means for superintendents.

2. Managing the Message: Using the Media to Tell Your Story

On April 27 and 28, Tanis Pshebniski and Barb Isaak facilitated a very engaging and informative session on Managing the Message to Tell Your Story. On Thursday evening, three school divisions shared their experiences using the media to tell their stories – Brett Lough, St. James-Assiniboia School Division, Vern Reimer, Garden Valley School Division, and Mike Borgfjord, Seine River School Division. On Friday morning, Kelly Din, Communications Officer, Winnipeg Police Services presented on Reframing Perspectives in Communication and on Friday afternoon, Ted Fransen and Stacey Ashley, Pembina Trails School Division provided a session on proactive strategies on managing the message.

The Leadership Development Committee oversaw the implementation of the MASS Field Led course for the new Principal's Certification program and the MOU, which MASS has signed.

The Field-Led course is complete and school divisions are wishing to implement the course. Division's that wish to use the course were reminded to complete the plan (2 pages) and forward to Ken Klassen. Ken sends the plan to David Yeo. It was noted that the plans need to be submitted early to allow participants to be registered in a post-baccalaureate program or the graduate studies program at BU. Participants need 3 years of teaching experience. The course is set up as an MOU – MASS, MTS, MSBA. A committee has been established to review and approve the courses. The course is a Pass/Fail. Teachers can audit the course.

Next Steps

The committee examined possible topics for 2017-2018 leadership modules and the committee will be meeting prior to the end of June to finalize the topics:

- Student Services and the Law
- Responding to Diversity and the Law

Respectfully Submitted,
Susan Schmidt and Donna Davidson, Co-Chairs

Professional Learning Committee

Committee Members: Leanne Peters (Chair), Rick Ardies, Monica Biggar, Carolyn Cory, Krista Curry, Marti Ford, Brian Gouriluk, and Margaret Ward

In approaching professional learning this year, the committee considered ways to deepen learning and work towards embedding new learning into practice.

August 17 – 19, 2016 – Summer Institute (Hecla Island)

- Michael Fullan and Joanne Quinn – Deeper Learning

October 7, 2016 – Members’ Meeting (CanadInns, Fort Garry)

- Accessibility Act – a look at requirements and divisional plans
- Book Club – Book Graze
- Student Travel: International, Out of Province, Overnight

November 3 – 4, 2016 – Fall Conference (Victoria Inn, Brandon)

- Joel Westheimer and Thomas Falkenberg – Citizenship and Wellbecoming

April 20 – 21, 2017 – Educating for ACTION Conference (Victoria Inn)

- Our Human Rights Journey

May 18, 2017 – Members’ Meeting/AGM

- Finance/Legislation – presentation and discussion
- Newcomers – how newcomers are making their way in Manitoba
- Book Club – “Agile Learning” by Simon Breakspear – in preparation for the Summer Institute

Plans for the 2017-2018 year include:

August 16 – 18, 2017 – Simon Breakspear (Elkhorn)

October 6, 2017 – Fall Members’ Meeting

January 31, 2018 – Members’ Meeting

February 1 – 2, 2018 DisruptED

Thanks to the Professional Learning Committee for their willingness to take on various responsibilities to make these events run smoothly. Thanks also to the MASS membership for their ongoing support of Professional Learning.

Respectfully Submitted,
Leanne M. Peters, Chair

Public Relations/Membership Services and Policy Committee

Committee Members: Kelly Barkman, Celia Caetano-Gomes (Chair), Tim De Ruyck, Ken Klassen, Chris Penner, Michele Polinuk, Susan Schmidt, Dan Ward

Mandate:

The MASS Public Relations/ Membership Services and Policy Committee was mandated to promote and enhance the status, job security and economic well-being of the members.

Functions of the Committee:

Advocacy

- To advocate for public education through media or public relations as required by the Executive.
- To recognize the service of MASS members.
- To be responsible for the publication of the MASS Journal and other publications which the MASS Executive Committee may require from time to time.
- To monitor and review criteria for publishing information from standing committees such as position papers and discussion papers.
- To provide information to the communications media for the general public whenever the Executive deems it advisable.

Member Services

- To oversee the orientation of new MASS members and mentorship program.
- To conduct a compensation survey as necessary of all corporation members and distribute the findings to the membership.
- To prepare and/or recommend professional development activities and materials dealing with employment-related, contractual issues, legal status and financial matters.

Policy

- To maintain a current and accurate policy handbook of all MASS:
 - Articles of incorporation
 - Bylaws
 - Policies
 - Guidelines
- To review MASS handbook on a four-year rotation.
- To develop policy as required by the Executive.

1. Journal

- PR Committee published two journals this past year that explored equity themes from the Summer Institute and MASS priority areas.
- Fall Journal explored LGBTTTQ initiatives across school divisions.
- Spring Journal, May 2017 targets themes from Educating for Action Conference.
- PR Committee aligned journal topics with Professional Development Committee to develop a common position and call to action on critical issues.

2. Book Club Selection for Summer Institute

- The PR Committee has identified books that explore equity and leadership themes.
- The PR Committee will promote the 2017-2018 book club package at the AGM.

3. Social Media Initiative

- PR Committee worked with Nomad Digital to develop a 3 minute video to promote public education and highlight MASS priority areas.
- Chairs of Priority Adhoc committees were interviewed as part of the video.

4. MASS Conference

- PR Committee will continue to link video overviews of presenters and will be placed on the MASS website.

5. AGM Banquet and Recognition

- The PR committee introduced new guidelines for honouring retiring MASS members and their contributions.

6. Mentorship

- The MASS Leadership Committee developed the PD program for new members this year.
- PR committee to oversee the mentorship program next year, while the Leadership Committee will target the content of the program only. (Mentorship report follows)

7. Membership Services Survey

- The committee conducted a membership services survey. Results will be shared at AGM along with recommendations for 2017-2018.

8. Policy

- Committee has reviewed and updated several sections in the handbook.

Thank you to the PR committee members for their leadership and contribution.

Respectfully submitted,
Celia Caetano-Gomes, Chair

MASS Mentorship Program

Introduction

School system leadership positions carry an extremely broad range of responsibilities associated with the increasingly complex nature of system education leadership. The purpose of the MASS Mentorship Program is to provide its members new to system leadership positions with a structure of support that helps them successfully address the immediate and demanding challenges and responsibilities in their new roles. During the 2016-2017 school year, there were a total of 12 new members. This included 4 Superintendents, 6 Assistant Superintendents and 2 Directors.

The program was structured to provide a balance of whole group workshops, small group teleconferences and individual consultations in face-to-face as well as teleconference settings. All workshops and consultations were invitational.

As anticipated, many Superintendents and Assistant Superintendents/Directors wished to pursue issues that were exclusive to their roles beyond the whole group workshops. For this reason, small group teleconferences were differentiated and one on one consultations were focused on issues identified by the participants. It should be noted that each participant was provided with an opportunity to access up to a maximum of 4 hours of one on one consultation time with the MASS mentor.

Summary of Activities

1. Whole Group Sessions

- a) MASS Summer Institute (August 2016 – Hecla Island)
 - i. Orientation to MASS and the Mentorship program
 - ii. Workshop on Leadership and Superintendency - this workshop provided participants with an overview of the purposes of education and the role of the Superintendent in Manitoba in supporting those purposes. Participants were provided an orientation to the complexity of the Superintendency in the domains of leadership, politics, administration and ethics. Participants also had the opportunity to engage in dialogue with their colleagues and develop some strategies for their own context.
- b) Group Workshop (January 2017 – Canad Inn, Winnipeg)
Ethical Leadership - This workshop introduced participants to the concept and frameworks of ethical leadership and engaged participants in dialogue and participation in ethical dilemmas and decision-making.

Note: A group workshop was planned for April 27, 2017 but was cancelled due to small numbers and budget limitations.

- c) Group Teleconference (May 16, 2017)
Final meeting of the year – topics identified by participants
Recommendations regarding how the program could be improved

2. Small Group Teleconferences

- a) Assistant Superintendents (October 5, 2016/November 23, 2016)
- b) Superintendents (October 12, 2016/November 30, 2016)

Topics identified by participants.

3. Individual Consultation Meetings

- a) 7 on-site consultation meetings were held with new members over the school year. These meetings ranged from 2-4 hours and focused on a variety of different issues related to their roles.
- b) 3 teleconference consultation meetings were held with new members over the school year. These meetings ranged from 1-2 hours and focused on a variety of different issues related to their roles.

4. Communication through email and phone conversations to assist new members with specific issues who requested support.

Topics of discussion in teleconferences and individual consultations included:

- Board Governance
- Policy Development
- Crisis Management
- Personnel Management/Labour Relations issues
- Job requirements/job description
- Board/Superintendent/Assistant Superintendent roles
- System Indicators/Data Collection and Analyses
- Internal /External Communication – relationship building

Conclusion:

It has been privilege to work as the MASS mentor over this school year. I have greatly appreciated the opportunity to work collaboratively with the new members of MASS to assist them in navigating their new roles. The new members that I worked with this school year are to be commended for their deep commitment to their roles and responsibilities as well as their willingness to continue to develop their knowledge and skills in their new role.

Respectfully submitted,

Paul Cuthbert, MASS Mentor

Mental Health and Well Being Committee

COMMITTEE MEMBERS: Gwen Birse (Chair), Verland Force, Doreen Prazak, Joan Trubyk, Jane Friesen, Julie Millar, Rosa Gray, Geri Harder- Robson, Steve Lawrie

Mandate:

To explore options for school divisions to network, share strategies, and develop a common understanding of mental health promotion, prevention and treatment.

Summary for 2016-2017:

9. Established Terms of Reference and Committee Goals for 2016-2017:

Terms of Reference

Purpose:

- Provide MASS executive with direction and consideration on matters of positive mental health promotion, prevention and treatment.

Objectives:

- Collaborate with provincial partners re: mental health promotion, prevention and treatment.
- Pursue inter-sectorial liaisons with public and mental health organizations and agencies.
- Seek out and participate in current research and programs in mental health and wellbeing.
- Review and maintain the MASS position paper on Mental Health annually.
- Contribute to the provincial and national voice.

Committee Goals

- The Mental Health and Wellbeing Focus Committee will advocate for and participate in provincial conversations regarding future decisions which impact youth in Manitoba.
- The Mental Health and Wellbeing Focus Committee will participate in research regarding Wellness and Wellbecoming within the province.
- The Mental Health and Wellbeing Focus Committee will build partnerships to create access to treatment within provincial schools.
- The Mental Health and Wellbeing Focus Committee will review the MASS position paper on Mental Health.

10. Participated in provincial conversations with committee representation on Children and Youth with Complex Needs Policy Committee and continued collaboration with research of Thomas Falkenberg.

11. Reviewed MASS Position paper and established process for revisions to be completed in 2017-2018.

Respectfully submitted,

Gwen Birse, Chair

Indigenous Education Committee

Committee Members: Cathy Tymko, Marge Janssen, Dave Swanson, Christian Michalik,
Lorie Henderson, Rob Riel

Support: Ken Klassen

Meeting Dates: October 13, 2016, February 2, 2017 & May 12, 2017

Site visits:

1. Neechi Commons
2. Marion School - Excellent presentation from the Louis Riel School division. There is a whole team dedicated to Indigenous Education. There is a focus on language, curriculum inclusion in all subjects, parental programming, land-based, and youth empowerment. They also take a residency approach with some of the programming.
3. Sakgeeng First Nation Joint Field trip with MASBA

The committee was to meet at least four times per academic year, with other meetings as needed. Although there is never enough time at the meetings, the committee was only able to meet 3 times this year. There continues to be a demand for an Indigenous Education Focus Committee. There is much work to be done with the calls to action with the Truth and Reconciliation and Treaty Education.

The MASS Indigenous Education Focus Committee will:

1. Take leadership to ensure that action is taken by MASS on Indigenous Education initiatives and concerns, as outlined in the annual MASS Priorities document.
2. Take leadership to raise awareness and promote action towards realizing the Calls to Action in the MASS position paper on Indigenous education and the in the final report of the Truth and Reconciliation Commission, with focus on those directly related to education.
3. Liaise and collaborate with educational, community and Indigenous partners on initiatives that address Indigenous Education.
4. Review documents that pertain to any aspect of Indigenous education from provincial or federal governments, Manitoba Education and Training or other organizations.
5. Gather resources and information supporting Indigenous Education to be shared with the MASS Executive and Membership.
6. Support the MASS Executive in taking positions related to emergent issues of Indigenous Education.

Events and meetings attended:

BSSAP Annual Gathering
Blueprint for Indigenous Education for Colleges and Universities – Promising Practices
MASS / MTS Human Rights Educating for Action Conference
OECD Consultation
AAA Advisory Meeting

Documents and resources recommended:

1. *Winnipeg Plan to End Youth Homelessness* – started by homeless youth and with aboriginal leadership – the report was released yesterday at RaY. <http://www.hereandnowwinnipeg.ca/>
2. *FNMI Education Framework* – http://www.edu.gov.mb.ca/aed/fnmi_framework/document.pdf
3. *Responding to Religious Diversity in Manitoba's Schools A Guide for Educators (Draft 2015)* http://www.edu.gov.mb.ca/k12/docs/support/religious_diversity/index.html
4. *First Nation, Metis and Inuit Education Policy Framework 2016-2019* – Transforming Educational Experience through the Five R's: recognition, Revitalization, Relevance, Relationships and Reconciliation – www.edu.gov.mb.ca
5. *Office of the Auditor General Report* (19 recommendations) – Provincial efforts to help Aboriginal students succeed are not resulting in improved graduation rates. Jan 2016 – Available online at www.oag.mb.ca
6. TRCM – Treaty Education Initiative (K-12) – www.trcm.ca – educational resources and training.
7. Truth and Reconciliation Commission of Canada (TRC) www.trc.ca – educational resources and training
8. *The Secret Path* – (Downie / Lemire) Collaborative curriculum development with teachers across the province.
9. *When We Are Alone* – (Robertson / Flett) A gentle read to have those beginning conversations about residential schools with students. Suitable for early years and up.

Upcoming conference:

World Indigenous Peoples Conference on Education July 2017 - <http://www.wipce2017.com/>

The Aboriginal Education Directorate has been renamed the Indigenous Inclusion Directorate. There continues to be a number of draft documents that need to make their way through the system before they become public. Members will be made aware of release dates.

The last event of the year is the Inter-organizational Meeting – (This will occur after this report is submitted.)

The main outcome of the meeting is to support a joint field trip with MASBA to Sagkeeng on May 12. It is a chance for both committees to discuss priorities and action. One of the priority areas identified is the idea of a central registry of Indigenous related events and professional learning opportunities to better inform and avoid competing for participants.

Respectfully submitted,
Lorie Henderson, Chair

Early Childhood Education Committee

Committee Members: Pauline Clarke (Chair), René Déquier, Marg Janssen, Carolyn Cory, Elaine Lochhead, Julie Smerchanski

Committee Actions

1. The committee met in October 2016 and reviewed the Committee's Terms of Reference, MASS Organizational Action Areas 2015-2016, and the Call to Action – Recommended Actions for the Committee.
2. The committee met in December 2016 and reviewed the Red River College Early Childhood Courses and Connections. Red River staff was invited to support the committee in:
 - Building an understanding of what is offered for Early Childhood Education in post-secondary institutions
 - Determining what could be used to support Early Years classes (teachers & EA's)
 - Exploring the possibility of building dual credits at High Schools (Current Seven Oaks & Louis Riel (Partner)
 - Supporting Professional Development for EA's in EC classrooms. Red River College has flexibility in creating partnerships to build capacity of school division employees.

The matter of Early Childhood Professional Development was raised at the MASS Professional Learning Committee in January 2017.

3. At the March 2017 Committee meeting, it was proposed that Rob Santos be invited to attend the MASS fall meeting in October to speak specifically on the importance of Early Childhood, the role of Healthy Child Manitoba in Early Childhood Education and the type of data the Department is looking for in Early Childhood education. It was also proposed he receive an invitation to meet with the MASS Early Childhood Committee in April or May. He has agreed to meet with the committee.

A committee member will follow up with Red River College regarding dual credits.

We would like to thank committee members for their contribution to this year's activity.

Respectfully submitted,
Pauline Clarke, Chair

EXTERNAL COMMITTEE REPORTS

Immigration Partnership Winnipeg

Ted Fransen

The Immigration Partnership Winnipeg (IPW) Council is one of over 40 similar multi-sectoral collectives across Canada. IPW is funded by the Government of Canada and the Social Planning Council of Winnipeg. IPW was designed to establish, facilitate and implement a community-wide strategy for improving the settlement and integration of immigrants. Abdikheir Ahmed serves as coordinator of IPW.

MASS is an invited member of the council, a broad-based representation of provincial and City of Winnipeg services. The council's primary role is advisory. The timing of creating IPW and including education on the advisory council was ideal, given the significant impact of increased immigration in Manitoba, specifically the schools that serve these new families. I encourage all MASS members to visit the [IPW](#) website to become more aware of its role in shaping services to newcomers to Canada.

It has been my privilege to represent MASS on IPW these past two years.

Ministers Advisory Board to MERLIN

Krista Curry

The Manitoba Education Research and Learning Information Network (MERLIN) advisory board met three times in the 2016/17 school year, once in November, April and June. The MERLIN advisory board has a mandate to provide advice and feedback on the Agency's strategic direction, changes to its mandate, business practices and finances. It also comments on the Agency's performance through the review of proposed business plans as well as quarterly and annual reports. The Advisory Board ensures that MERLIN's priorities are aligned with those of the Department and the school system. At each meeting the financial statements are reviewed, direction of the organization is shared and discussion occurs around existing and upcoming licensing renewals with companies such as Microsoft. Each year before the proposed budget is submitted to government it is also passed by MERLIN. There are three MASS reps that sit on this committee, two rural and one urban.

Provincial Active Transport Public Stakeholder Advisory

Christian Michalik

The active transportation committee met only once in the fall and hasn't reconvened since. As it relates to schools, we discussed the ongoing questions of safe transportation infrastructure and promotional efforts to encourage active transportation for students and staff.

Inclusive Education Committee

Geri Harder-Robson/Elaine Lochhead

The mandate of the Task Force on Special Needs Funding in Manitoba is to provide the Minister with recommendations regarding potential changes, improvements, or alternative models of special needs funding. The current funding structure in Manitoba and funding structures in other provinces will be reviewed. The Task Force consists of members from Indigenous Education Directorate, Department of Family, MASS, SSAAM, MTS, MSBA, MASBO, MAPC, and four school divisions. The Inclusive Education Committee provides a forum for discussion on issues pertaining to Student Services and inclusive education. It provides opportunities to discuss topics of mutual concern and policies related to services to students or inclusive education with its stakeholder groups. Committee membership includes representation from the following organizations:

Educational organizations:

- Manitoba School Board Associations, MSBA
- Manitoba Association of School Superintendents, MASS
- Manitoba Teachers Society, MTS
- Council of School Leaders, COSL
- Manitoba Association of Resource Teachers, MART
- Manitoba School Counsellors Association, MSCA
- Student Services Administrators Association of Manitoba, SSAAM
- Indigenous Education Directorate

Parent organizations:

- Manitoba Association of Parent Councils, MAPC

Other Government Departments:

- Department of Families

The committee met three times this year: November 21, 2016; January 9, 2017, February 27, 2017 and April 24, 2017. Topics that were discussed throughout the year:

- Special Needs Funding model
- Standards for Student Services – throughout the year each section was reviewed and suggestions/changes were made. The goal of the review was to ensure current and respectful language and reflection of any changes in regulations or legislation. The document review is completed.

Manitoba ASCD

Michele Polinuk

Manitoba ASCD is an educational leadership organization committed to promoting leadership in education as well as improvement of instruction.

Current educational research with high quality professional development opportunities are provided through the year for teachers, administrators and senior administrators.

What's new?

Manitoba ASCD no longer publishes a journal and is focusing on communicating with educators through Twitter and their website. With Cheryl Chaban in the role of Executive Director for a second year, the organization is having increased conversations with educational partnerships, including MASS.

Professional Learning:

Manitoba ASCD had over 410 registrants and eight live streaming sites in northern Manitoba in our three workshops for 2016-2017!

Marc Kuly, Kevin Lamoureaux: *Towards Truth Reconciliation*

Dr. Yong Zhao: *Cultivating World Class Learners: How Globalization and Impact Technology Education*

Penny Kittle: *Advance Reading and Writing Skills in Middle and Senior Years' Students*

Needed: A MASS representative for this group next year!

Mark on your calendar:

Stephen Katz: Oct. 5 – *Intentional Interruption: Breaking Down Learning Barriers to Transform Professional Practice*

Judy Halbert & Linda Kaser: Feb. 1 – *Spirals of Inquiry for Equity and Quality*

Dr. Jim Knight: May 10 – *Instructional Coaching: A Partnership Approach to Improving Instruction*

Access the website at www.mbascd.ca for detailed information and registration forms.

Follow us on Twitter @Manitoba_ASCD.

University of Manitoba Undergraduate Program Advisory

Christian Michalik

The undergraduate program advisory committee met as scheduled and the agendas have focused on the B.Ed. review, the music program review, and international opportunities.

University of Manitoba Graduate Studies Committee (GSC)

Duane Brothers

The goal of the U of M Faculty of Education graduate programs is to educate professionals to become more accomplished leaders and influentials in the field and in the academy. The Faculty has developed comprehensive graduate education programs, including a Masters of Education (M. Ed.) and a Doctor of Philosophy (Ph.D.) in Education.

Terms of Reference for the GSC include the following responsibilities and tasks:

- Monitoring all admissions policies, academic regulations governing student standing, and program requirements pertaining to all faculty graduate programs.
- Making regular reports and recommendations to the Graduate Studies Faculty Council and the Education Faculty Council.
- Function as a liaison body between the Faculty of Education and the Faculty of Graduate Studies.
- Make recommendations with respect to graduate programs to the Faculty Council of Graduate Studies.
- Review supplementary regulations.
- Review proposals for new 7000-level courses and potential changes in title and content of existing 7000-level courses.
- Consider any other matter pertaining to the good operation of graduate programs.

Composition of the SSC:

- Eight academic Faculty members.
- A graduate student.
- Representatives from Manitoba Education and Advanced Learning, the L'Université de Saint-Boniface, the Manitoba Association of School Superintendents, and from the Manitoba Teachers' Society.

The committee is scheduled to meet monthly (dependent on submitted agenda items). This year six meetings took place. Two key outcomes from the committee's work include:

1. The development of a new exit survey for graduate students. It has been recognized that a growing percentage of students are international students, and local professionals who are completing their studies part-time. It is hoped that the survey will assist the faculty in tailoring supports for all students.
2. Significant discussion about the potential for a EdD program, that could be developed for practitioners wanting to do doctoral work and then return to the field (the department, school divisions, etc.). These discussions, and subsequent recommendations to the Faculty's of Education and Graduate Studies have supported the development of a market research study that is currently being conducted to ascertain the level of interest in such a program.

Teacher Certificate Review Committee

Ted Fransen

The Teacher Certificate Review Committee is a committee of Manitoba Education and Training. It serves in an advisory capacity to the Minister on matters of discipline and the teacher certificate. The recommendations arising from the committee are not binding on the Minister.

MASS is invited to send two representatives when the committee is convened. This year Ted Fransen and Jason Young represented MASS. Other education partners on the committee include MTS, COSL, MSBA, Ed Admin Services, provincial legal services, and the Professional Certification Branch.

The Director of the Professional Certification Branch coordinates the work of the committee. The proceedings of the committee's work are confidential.

The committee was convened on two separate occasions this past year to hear appeals from teachers whose teaching certificates were at risk of being rescinded by the Minister.

Two years ago we reported on a concern about the lack of inter-provincial reporting of teacher certificate disciplinary proceedings. It was our experience from one of the hearings this year that inter-provincial communication has improved.

It has been our privilege to represent MASS on this committee.

Certificate in School Leadership Review Committee

Reg Klassen

Our committee met once this year on April 5, 2017. At this meeting the committee ratified the sixth field led study course "Professional Perspectives: Leading Healthy and Safe Schools" (course number FLC 6-17). This course will be offered from July 4 to 12, 2017 in Winnipeg. The course designed by MASS (course number FLC 5-2017) is currently being offered through Brandon School Division with half of the 26 participants taking the course for university credit.

Discussion also focused on finding ways to make field led courses more available to interested students who are located in remote areas of the province. The committee explored participation through video conference, skype, phone, etc. Field led study courses are intended to be available to participants throughout the province, however this principle is much harder to make a reality.

Next year the committee will continue to review and ratify new courses as they are developed. A review of the "Domain Framework of Knowledge and Skills" that guides the areas of study for each course is also planned.

Since the inception of this model, 62 field led study courses have been completed by 43 participants. As of September 2017 hours towards the Level 1 and 2 School Administrator Certificate will no longer be available.

Committee Members: MASS Reg Klassen (Chair), U of St.B Corinne Barrett DeWiele (Vice-chair), COSL Bruce Shamray, MTS Linda Thorlakson, MSBA Heather Demetriooff, U of M Merli Tamtik, BU Jacqueline Kirk, U of W Jan Stewart, RRC Robert Cordingley, UCN David Williamson, and MB Ed. Sharon Curtis.

MHSSA

Chris Gudziunas

The mandate for the new Executive Director was to continue the excellent work done by the MHSAA, while reviewing the current policies, procedures and practices. They say that Rome wasn't built in a day and the review that has been started will be an on-going project for the next few years. Chad Falk has had the opportunity to meet with all of the sport associations, the MASS executive, and has been out to many of the zones.

The governance of the Board is also being looked at and one of major changes has been to the structure and role of the Board. The Board will now have five standing committees that will set policy and help plan the direction of the MHSAA. The following standing committees are now in place:

1. **Governance Committee** (Policies, Staff Performance Reviews) The Governance Committee will review and develop Board policies, as well as, conduct annual staff performance reviews.
2. **Competitive Standards Committee** (Provincial Championship, Zone Structure – re-classifications, sport rules) The Competitive Standards Committee has the following areas of responsibility: 1) Provincial Championships: - Make recommendations to the membership, and ensure the maintenance of regulations for standards and organizational excellence, as well as, make recommendations regarding “best practices” documentation and information for competition organizers and participants; 2) Zone Structure: - Make recommendations with reference to competitive opportunities and sport development in regional zones across the province (re-classification, AAAA, AAA, AA, A);
3. **Education Committee** (Athletes Development, Coach Development, Referee Development, Champions Program, Captains Workshop) The Education Committee will be responsible for making recommendations to the MHSAA membership regarding the association's programming involvement in athlete (Champions Program and Captains Workshop), coach, and referee development.
4. **Eligibility and Transfer Appeals Committee:** The Eligibility and Transfer Appeals Committee deal with appeals and decisions made regarding student athletes from member schools.
5. **Scholarships and Awards Committee:** The Scholarships and Awards Committee shall be responsible for making selection recommendations to the MHSAA Board of Directors for scholarships, student bursary award programs, MHSAA Hall of Fame, and all other MHSAA annual member awards.

The Executive Director is also reviewing eligibility and transfer appeals procedures, school re-classifications, the Champions and Captains program, as well as, the running of provincial championships, right from hosting to the funding of championships. I am looking forward to the annual general meeting and the year-end wrap up where the Executive Director will share the review.

Respectfully submitted,
Chris Gudziunas



MASS believes that our mandate is to be *leaders of learning*, in our local school systems and in the broader domains of provincial, national and global public education.

We model learning that is:

- active and visible;
- based on robust research;
- tested through purposeful application in the field;
- evaluated using a wide range of meaningful data.

We take responsibility for our own continuous learning and the learning of everyone we lead:

- creating and fostering supportive, inclusive and challenging environments;
- ensuring essential learning for each and every child;
- preparing others to go beyond our own learning.

We are guided by our learning in shaping policy and practice to achieve what is best for the children in our care.

MASS believes that improved achievement and wellbeing for all of our students requires a shared commitment to raising both equity and quality.

- A conscious and persistent commitment to equity, system-wide and across sectors, leads to poverty reduction, greater inclusion and an appreciation for the riches that diversity brings.
- A purposeful and sustained commitment to quality education for every student increases the capacity for teaching, learning and leading throughout the system.
- A strong grounding in **literacy and numeracy** and a rich learning experience involving inquiry, creative agency and artistic expression enables all students to achieve success and to flourish.

MASS actively works towards equity and quality throughout the public education system, with a special focus on three action areas:

Indigenous Education

Mental Health and Wellbeing

Early Learning

MASS Focus Committee Priorities for 2016 – 2017

Early Learning:

The MASS Focus Committee will take leadership to ensure that MASS:

- Develops a plan for advocacy at every level for the Call to Action in the renewed MASS position paper on Early Childhood Education.
- Participates actively on the Provincial Educaring Committee.
- Calls on the provincial government for a renewed and more robust commitment to early childhood education, including a greater integration with the current public K – 12 system.

Indigenous Education:

The MASS Focus Committee will take leadership to ensure that MASS:

- Aligns MASS efforts with the Calls to Action in the Truth and Reconciliation Final Report.
- Promotes ever increasing academic achievement, graduation, school completion and positive life outcomes for Indigenous students
- Participates broadly in liaisons with Indigenous partner groups, building awareness, taking collective action and gaining resources to support the MASS Call to Action for Indigenous education and the Calls to Action in the TRC Final Report.
- Participates actively in inter-organizational initiatives that address the Calls to Action in the TRC Final Report.
- Works with partners to improve preparation programs for Indigenous teacher candidates, while advocating for increasing the number of Indigenous teaching candidates.
- Supports actively the teaching of Indigenous perspectives, corrective history and culture and the use of Indigenous languages.
- Promotes social enterprises by using their services wherever possible for MASS activities and encouraging MASS members and educational partners to do likewise.
- Works with partners to host a provincial Student Leadership Cohort that will build cultural proficiency, leadership in leading courageous conversations about racism and participate in drafting of a student proclamation as a response to the Calls to Action in the TRC Final Report.
- Calls on CASSA to address the Calls to Action in the TRC Final Report at the national level, as part of our national voice.

Mental Health and Wellbeing:

The MASS Focus Committee will take leadership to ensure that MASS:

- Supports full implementation of the provincial Children and Youth Mental Health Strategy.
- Collaborates with The Education for Sustainable Well-Being Research Group at the University of Manitoba in developing tools to assess the well-being and well-becoming of students in schools.
- Hosts a MASS November Conference on the theme of Citizenship and Wellbecoming, with Joel Westheimer and Thomas Falkenberg.
- Pursues inter-sectoral liaisons with public and mental health organizations and agencies.
- Contributes to a national voice on mental health through CASSA and through input into the Canadian Mental Health Strategy.
- Promotes gatekeeper training in mental health for all educators.

MASS Organizational Action Areas 2016 - 2017

- The Executive Committee will work towards a three year MASS Action Plan which is directly linked to priorities and focus areas identified by members at our Annual General Meeting.
- The Curriculum Committee will develop a MASS statement articulating quality education.
- The Curriculum Committee will review the MASS priority areas with an eye to rewriting the learning portion in light of the statement on quality education.
- The Curriculum Committee will consider a name change for the Curriculum Committee that reflects learning.
- The Curriculum Committee will invite representatives from both ICAB and SASU to participate with the Curriculum Committee.
- The Legislation and Finance Committee will plan and facilitate a discussion with the membership around relevant government announcements in the area of finance and legislation.
- The Professional Learning Committee, with the Executive Committee, will review the purpose, format, content and frequency of member sessions, in order to make them more responsive to members' needs, including time for Book Club follow-up, reintroduction of the bear pit sessions in some form, and a wellness component such as Get a Life with the aim of promoting more robust attendance and full participation by members.
- The Professional Learning Committee will work to develop a three year comprehensive professional learning plan, which will be directly linked to the MASS Action Plan.
- The Professional Learning Committee will plan at least one ethical leadership cohort in the coming year, which will be tied to the current work of MASS members.
- The Public Relations, Membership Services and Policy Committee will select a group of books for the MASS Book Club that address themes from upcoming professional learning sessions, such as Human Rights and Citizenship. Learning Environments and Equity/Inclusion. MASS book club books will be posted to the MASS web site with short reviews written by members and book club discussions will become part of our MASS members sessions.
- The Public Relations, Membership Services and Policy Committee, with the Executive Director, will review the social media continue to improve resources offered to mentors in this way, including more purposeful production of video content related to professional learning.
- The Public Relations, Membership Services and Policy Committee, with the Executive Director, will align the theme of the MASS Journal to current MASS priorities and Professional Learning initiatives.

- The Public Relations, Membership Services and Policy Committee will recommend to the Leadership Committee a session on contractual/legal issues for the Public Relations/Policy Committee to conduct a compensation survey. The Committee to send a letter to all members explaining the reason behind the survey.
- The Public Relations, Membership Services and Policy Committee will review and monitor the MASS mentorship program.
- The Public Relations, Membership Services and Policy Committee will establish a multi-year rotation for review of all MASS policies and by-laws to ensure current policy and practice are aligned, and appropriate policies are in place for MASS practice and review.
- The Leadership Development Committee will plan and facilitate two leadership modules; both modules will be relation communication – communication policy, implementation of communication strategies and legal aspects involving communication.
- The Mental Health and Wellbeing Focus Committee will advocate for and participate in provincial conversations regarding future decisions which impact youth in Manitoba.
- The Mental Health and Wellbeing Focus Committee will participate in research regarding Wellness and Wellbecoming in the province.
- The Executive Director will hold regular meetings with regional chairpersons and will establish a rotation of attendance at regional meetings by the executive director and representatives of the executive.
- The Executive Director will set up mechanisms to facilitate timely and effective two-way communication between the Executive Committee and the regional committees.

**Action Taken on Resolutions
Adopted at the Annual General Meeting
May 19, 2016**

SECTION 1 – Executive Resolutions

2016 RESOLUTIONS

Resolution 1.1.....Special Needs Funding
(MASS Executive)

MOTION:

BE IT RESOLVED, that MASS advocates Manitoba Education and Advanced Learning to ensure that they work with and support school divisions, stakeholders and parents across the province in developing a consistency of approach and communication in the implementation of the proposed changes in special needs funding processes.

Progress:

MASS representatives on the Special Needs Task Force have met with the Deputy Minister and have advocated for the continued work of this task force as a special needs funding model if formed and implemented.

Concerns:

Will the task force have significant input into these decisions - will special needs funding be frozen at current levels?

Resolution 1.2.....Early Childhood
(MASS Executive)

MOTION:

BE IT RESOLVED, that MASS advocate for comprehensive early years support to fulfill the Call to Action in the recently updated MASS Position Paper on Early Childhood Education and Care. (2015)

Progress:

The MASS position paper has been presented to the Deputy Minister and in meetings with the Deputy Minister and the call for support of Early Childhood education and funding for programing has been reiterated, with the emphasis on going beyond 20 K-3.

The Educational Partners identified this as an area to address with the Minister. We will also call for follow-up in the recommendations in the Children in Care Task Force Report.

In recent Manitoba Education and Training restructuring, Healthy Child and Early Learning have been brought into the department under a common Senior Assistant Deputy Minister. MASS has invited Rob Santos to the March 16 MASS Executive Meeting, where this can be discussed further.

The committee has pursued partnerships - notably with Red River College.

Concerns:

We are still waiting for an announcement on the provinces commitment to the continuation of the 20 K3 program and don't really know what other initiatives might be put into place or discontinued.

Resolution 1.3.....Accessibility/Accommodation
(MASS Executive)

MOTION:

BE IT RESOLVED that the Manitoba Association of School Superintendents (MASS) engages the Province of Manitoba in discussions in order to secure adequate funding for the creation and implementation of the Accessibility Plans, in compliance with the Accessibility for Manitobans Act (AMA).

Progress:

MASS focused on this topic at the first Members' Day in October but has not approached the Province on the matter of funding to this point.

Concerns:

Divisions are at different stages of planning and implementation of this program and are awaiting further regulations relating to the 5 different areas of this Legislation, without really knowing what future costs may be.

MOTION:

BE IT RESOLVED, that MASS take a leadership role in pressing the current provincial government to honour the long term commitment to the provincial framework for child and youth mental health promotion and services including provincial budgetary measures.

BE IT FURTHER RESOLVED, that MASS representative's advocate in support of Mental Health and Wellbeing initiatives at the federal level through CASSA.

Progress:

MASS has continued to put an emphasis on Mental Health and Wellbeing - with a new Focus Committee dedicated to this area.

The MASS ED continues to serve as co-chair for the Oversight Committee for Children and Youth Mental Health Committee - however, the committee itself is not active while the co-chairs continue to meet to determine future direction. The Ed Partners have agreed to allow Ken to represent them in the interim.

Geri Harder Robson has agreed to sit on the new Children with Complex Needs Committee, which is an outgrowth of the OCCYMH committee and part of the first phase of the implementation of the Children and Youth Mental Health Strategy.

MASS representatives advocated strongly for the inclusion of wellbeing and citizenship in the recently released priorities of Manitoba Education and Training - and continues to work with SASU to identify indicators for assessment in this area.

MASS continues to work with Thomas Falkenberg and his research team in the area of wellbecoming - the MASS November Conference featured Joel Westheimer and Thomas Falkenberg in an exploration of the connection of citizenship education and well-becoming indicators.

The Educating for ACTION: Our Human Rights Journey conference in April will reach almost 1000 adults and youth on important Human Rights concerns - the Mental Health and wellbeing strand is significant in the breakout sessions.

CASSA is making mental health and wellbeing the focus of Healthy Schools, Healthy Communities, Healthy Futures conference in Halifax in Summer of 2017. Manitoba has offered to take part in a panel of provinces at the conference, to share our position paper and our work on this topic.

Concern:

We are waiting to discover the commitment of the current government to the implementation of the Children and Youth Mental Health Strategy. With transfer funds for health being reduced by the federal government, there is some concern that limited funds may again be targeted at adult mental health initiatives.

MOTION:

The Manitoba Association of School Superintendents (MASS) recognizes and praises the outstanding work of the Truth and Reconciliation Commission. Public education and attitude will play a major role in achieving many of the recommendations.

BE IT RESOLVED that through its organization, mandate and activities, MASS will pay special attention to the recommendations identified in the Calls to Action of the Truth and Reconciliation Commission Report that are identified below.

BE IT FURTHER RESOLVED that in support of the work of the MASS Indigenous Education Committee, MASS representatives to CASSA will advocate at with our national association to bring these concerns forward at the national level, with educational partners and representatives of government, including CMEC.

Education

8. We call upon the federal government to eliminate the discrepancy in federal education funding for First Nations children being educated on reserves and those First Nations children being educated off reserves.
10. We call on the federal government to draft new Aboriginal education legislation with the full participation and informed consent of Aboriginal peoples. The new legislation would include a commitment to sufficient funding and would incorporate the following principles:
 - i. Providing sufficient funding to close identifies educational achievement gaps within one generation
 - iii. Developing culturally appropriate curricula.
 - iv. Protecting the right to Aboriginal languages, including the teaching of Aboriginal languages as credit courses.

Language and culture

14. We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

We call upon the federal government to enact an Aboriginal Languages Act that incorporates the following principles:

- i. Aboriginal languages are a fundamental and valued element of Canadian culture and society, and there is an urgency to preserve them.
- ii. Aboriginal language rights are reinforced by the Treaties.
- iii. The federal government has a responsibility to provide sufficient funds for Aboriginal-language revitalization and preservation.
- iv. The preservation, revitalization, and strengthening of Aboriginal languages and cultures are best managed by Aboriginal people and communities.
- v. Funding for Aboriginal language initiatives must reflect the diversity of Aboriginal languages.

National Council for Reconciliation

55. We call upon all levels of government to provide annual reports or any current data requested by the National Council for Reconciliation so that it can report on the progress towards reconciliation. The reports or data would include, but not limited to:
- ii. Comparative funding for the education of First Nations children on and off reserves.

Professional Development and Training for Public Servants

57. We call upon federal, provincial, territorial, and municipal governments to provide education to public servants on the history of Aboriginal peoples, including the history and legacy of residential schools, the *United Nations Declaration* on the Rights of Indigenous Peoples, Treaties and aboriginal rights, Indigenous law, and Aboriginal-Crown relations. This will require skills-based training in intercultural competency, conflict resolution, human rights and anti-racism.

Education for Reconciliation

62. We call upon the federal, provincial, and territorial governments, in consultation and collaboration with Survivors, Aboriginal peoples, and educators, to:
- i. Make age-appropriate curriculum on residential schools, Treaties, and Aboriginal peoples' historical and contemporary contributions to Canada a mandatory education requirement for Kindergarten to Grade Twelve students.
 - ii. Provide the necessary funding to post-secondary institutions to educate teachers on how to integrate Indigenous knowledge and teaching methods into classrooms.
 - iii. Provide the necessary funding to Aboriginal schools to utilize Indigenous knowledge and teaching methods in classrooms.
 - iv. Establish senior-level positions in government at the assistant deputy minister level or higher dedicated to Aboriginal content in education.
- 63) We call upon the Council of Ministers of Education, Canada to maintain an annual commitment to Aboriginal education issues, including:
- i. Developing and implementing Kindergarten to Grade Twelve curriculum and learning resources on Aboriginal peoples in Canadian history, and the history and legacy of residential schools.
 - ii. Sharing information and best practices on teaching curriculum related to residential schools and Aboriginal history.
 - iii. Building student capacity for intercultural understanding, empathy, and mutual respect.
 - iv. Identifying teacher-training needs relating to the above.

Museums and Archives

67. We call upon the federal government to provide funding to the Canadian Museums Association to undertake, in collaboration with Aboriginal peoples, a national review of museum policies and best practices to determine the level of compliance with the United Nations Declaration on the Rights of Indigenous Peoples and to make recommendations.

Progress:

The MASS Indigenous Education Focus Committee and the Executive Director have been very active in this entire portfolio:

- Met at Neechi Commons for our first meeting of the year, to support their social enterprise and to plan for the year, and to review the FNMI Framework draft, the indigenous content of the Responding to Diversity document, the Racism Free Schools draft and the recommendations of the TRC Report relating to education.
- Met at Marion School to review the Indigenous Education programming in Louis Riel School Division
- Ordered and reviewed the education related recommendations from the TRC Report, with the posters that Ken has ordered and will be used and distributed.
- Planning a membership session using these posters to talk about what is being done in school divisions across the province to meet these recommendations
- Encouraged MASS to co-sign a letter of educational partners to the Minister asking for treaty recognition to be included by legislation in the open exercises of schools
- Respond to invitations to attend meetings as requested by other groups
- Review documents that pertain to Indigenous education
- Attend functions that pertain to Indigenous education

The Chair of the Committee plans and creates agendas for the MASS committee and:

- Serves as MASS representative on the Aboriginal Education Directorate Advisory Council – Will be presenting at the World Indigenous Peoples Conference on Education in July.
- Serves as committee member on the AETLAAC Aboriginal Teacher Task Force.
- Attended and presented at the Manitoba Indigenous Education Blueprint Forum.
- Will attend the OECD Consultation on March 14 on Indigenous Education.
- Submitted an article to the MASS journal on teaching of the Cree language.
- Hosted and emceed the BSSAP Fall gathering at the Canadian Museum of Human Rights
- Serves as member of the Thompson Aboriginal Accord.

The ED:

- Serves on the Implementation Working Committee of the Blueprint for Indigenous Education
- Attended by invitation the National Indigenous Education Forum in Calgary hosted by the NCTR
- Attended as follow up to the Calgary Forum, a local ed partners initiative being called Vision for Reconciliation - where all ed partners and local indigenous groups will meet to discuss how to move towards true reconciliation - going beyond Treaty education and awareness raising or training of staff and students
- Attended by invitation a local Indigenous Education Forum hosted by the Aboriginal Council of Winnipeg
- Attended by invitation focus groups hosted by the MFNERC School System.
- Represented MASS on the Inter-organizational Indigenous Education committee - meeting regularly and most recently
- planning a joint visit to Sagkeeng on May 12 to continue the joint efforts outlined at Emamawi II.

- Met with the new IID to consult on next year's Aboriginal Identity Declaration for teacher and students
- Promoted a TRCM survey of implementation of Treaty education in MB schools
- Published an article in the MASS journal on Cree Language instruction including Cree language content

MASS:

- In partnership with MTS, CMHR, NCTR and Manitoba Education and Training has hosted an Orientation Day and a February Forum for Student Leadership Cohorts from across the province - main strands were cultural competency, skills for leading difficult conversations on diversity and racism, and school and divisional response to the Calls to Action in the TRC Report.
- In partnership with MTS, is hosting the Educating for ACTION: Our Human Rights Journey in April, with a significantly Indigenous focus - including three of the plenary sessions and many of the breakout sessions.

2017 PROPOSED RESOLUTIONS

SECTION 1 – Executive Resolutions

Resolution 1.1 **Well-Becoming**
(MASS Executive)

MOTION:

BE IT RESOLVED, that MASS commits to contributing to the development of a comprehensive “Indicators of Wellbeing and Well-Becoming” in Manitoba public schools and shares our work with the Minister of Education and educational partners.

Rationale:

MASS recognizes that measures of accountability, such as PISA and PCAP, provide valuable information related to the educational performance of educational jurisdictions and that these metrics provide only a narrow view of public education. We recognize that what we measure truly matters and that successful 21st Century Citizens require broader metrics to measure the quality and success of our school system. Social-Emotional Health, Creativity and Innovation, Health, Citizenship and Quality Learning Environments all contribute to creating flourishing citizens. MASS leadership is critical in developing key indicators that promote measuring all areas of public education that truly matters and not just based upon a narrow discipline view of education.

Resolution 1.2 **University Partnerships**
(MASS Executive)

MOTION:

BE IT RESOLVED that MASS build partnerships with Manitoba Universities and Red River College to work together to strengthen and enhance the educational programming for pre-service early years, middle years, senior years and vocational teachers to better respond to the wellbeing and diverse learning needs of all students in literacy and numeracy.

Rationale:

MASS is committed to building partnerships with all educational partners. For the 2017-2018 school year, MASS will focus on partnerships with institutions that support teacher training programs. Manitoba Universities (Brandon, University College of the North, Manitoba, St. Boniface, Winnipeg) and Red River College have been charged with training pre-service teachers in an Education program stream. Each institution has established unique criteria for graduation requirements that reflect their values, guiding principles, provincial requirements and faculty expectations to meet the fidelity of content knowledge, processes and pedagogy. As a result, there are varying levels of understanding and experience of pre-service teachers in being able to plan for and respond to student learning.

SECTION 2 – Regional Resolutions

Resolution 2.1 **Liaising with Workplace Safety and Health**
(South Central Region)

MOTION:

BE IT RESOLVED that the MASS executive liaise and work collaboratively with WSH to proactively provide training and recommend future policy to ensure the safest working conditions for our students and employees.

Rationale:

Individual divisions are being inspected and receiving work orders. Divisions are left to respond to situations in isolation and in a reactive way. There is no flow of communication out to school divisions when these situations occur. At this point the main connection is between MTS, WSH and MSBA. We would like MASS to be more involved and have an influential voice in this area.

Service Anniversaries

15 Years

Dean Grove

10 Years

Randy Dueck

Chris Gudziunas

Julie Millar

Todd Monster

Michael Ratté

5 Years

Gwen Birse

Louise Gauthier

Clark Hagan

Louise Legal-Perrin

Tyson MacGillivray

Terry Osiowy

Doreen Prazak

Rochelle Rands

Darren Skog

2016-2017 New Members

Grant Butler, Rolling River School Division

Marc Casavant, Brandon School Division

Lynn Cory, Southwest School Division

Todd Cuddington, Portage la Prairie School Division

Pam Garnham, Portage la Prairie School Division

Trish Glass, Lord Selkirk School Division

Bruce Lyons, Pine Creek School Division

Lisa Martin, Rolling River School Division

Julia McKay, Kelsey School Division

Constance McLeese, Flin Flon School Division

Krista Reynolds, Beautiful Plains School Division

Jonathan Toews, Border Land School Division

Jon Zilkey, Park West School Division

2017 Life Members

Hazen Barrett

Pauline Bouchard-Lafond

Brian Gouriluk

Dean Grove

Scott Kwasnitza

Mike Mauws

CALENDAR OF EVENTS

2017 Conference & PD Events

Summer Institute

August 15, Executive & New Members Pre-Sessions
August 16—18, Elkhorn Resort and Conference Centre

MASS Fall Members Meet

October 6, Hilton Airport Hotel

2018 Conference & PD Events

MASS Leadership Development Module I

January 11-12, Canad Inns Fort Garry

MASS Members Meet

January 31, TBA

DisruptED Conference

February 1-2, TBA

MASS Leadership Development Module II

April 19-20, Canad Inns Fort Garry

MASS Annual General Meeting & Recognition Banquet

May 17, TBA

MASS Summer Institute

August 14, Executive & New Members Pre-Sessions
August 15-17 Lakeview Hecla Resort

MASS Fall Members Meet

October 5, TBA

MASS November Conference

November 8-9, TBA

*Please visit the MASS website for more
information on the above sessions.*



MASS OFFICE

Phone: 204-487-7972
Fax: 204-487-7974
Website: www.mass.mb.ca

Executive Director:
ken.klassen@7oaks.org