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**ANNUAL REPORT BOOK**

**2018-2019**

**Annual General Meeting**

**May 16, 2019**

**Victoria Inn Winnipeg**

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**AGM Agenda**

**Call to Order and Welcome –** *President, Cyndy Kutzner*

1. **Approval of Agenda**
2. **Approval of Minutes**
   1. AGM – May 18, 2018
   2. General Membership Meeting – October 5, 2018
3. **President’s Report** – *Cyndy Kutzner*
4. **Table Officers and Executive Director's Reports**

**4.1**  Past President – *Donna Davidson*

**4.2** Treasurer – *Krista Curry*

**4.3** Executive Director – *Barb Isaak*

1. **Standing and Focus Committee Reports**

**5.1** Student Learning – *Michele Polinuk*

**5.2** Finance and Legislation – *Jason Drysdale*

**5.3** Leadership Development – *Susan Schmidt*

**5.4** Professional Learning – *Leanne Peters*

**5.5** Advocacy and Membership Services – *Celia Caetano-Gomes*

**5.6**  Mental Health and Well-Being – *Verland Force*

**5.7** Early Child Education – *Réne Déquier*

**5.8** Indigenous Education – *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.)

1. **External Committee Reports**
2. **Nominating Committee Report & Elections** – *Donna Davidson*

**7.1** Presentation of Committee Report & Election of 2019/2020 Officers

**7.2** Recognition of Newly Elected Regional Directors

**7.3** Introduction of Incoming President

1. **Incoming President's Remarks**
2. **2019-2020 Budget –** *Krista Curry*

**9.1** Approval of 2019-2020 Budget

**10. Roundtable Discussions**

**10.1** MASS Priorities for 2019-2020 – *Cyndy Kutzner*

**10.2** MASS Submission to K-12 Review Commission

**11. Resolutions**

**11.1** Report on Resolutions 2018 – 2019  
 **11.2** Discussion of Proposed Resolutions 2019 - 2020

**11.3** Amendments to MASS Policy and By-Laws

**12. Members’ Questions and Comments and New Business**

**13. Adjournment**

**MINUTES OF ANNUAL GENERAL MEETING**

**Thursday, May 17, 2018**

**Victoria Inn, Winnipeg, Manitoba**

**CALL TO ORDER AND WELCOME**

President Donna Davidson welcomed the membership to the 2018 Annual General meeting and called the meeting to order at 1:15 p.m.

**APPROVAL OF AGENDA**

The President advised Item 3.3 – Approval of Electronic Minutes would be added to the agenda, and that the Treasurer’s Report would be moved to Item 11.

**MOTION**: *Jason Young, Stephen David*  
“That the agenda for the 2018 Annual General Meeting be approved as amended.” **Carried**

**APPROVAL OF MINUTES**

**MOTION:** *Krista Curry/Julia McKay*

“That the minutes of the Annual General Meeting held May 18, 2017, be approved.” **Carried**

**MOTION:** *Donna Davidson/Jason Young*

“That the minutes of the General Membership Meeting held October 6, 2017 be approved.” **Carried**

**MOTION:** *Cyndy Kutzner/Jason Drysdale*

“That the minutes of the Electronic General Membership Meeting held December 18, 2017 to ratify the annual audit 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:** *Robert Chartrand/Randy Dueck*“That the reports submitted by Table Officers’ and the Executive Director be approved as presented”.  **Carried**

**STANDING AND FOCUS COMMITTEE REPORTS**

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

**MOTION:**  *Mike Borgfjord/Tanis Pshebniski*

“That all Standing & Focus Committee Reports included in the 2017 – 2018 Annual Report Book be received as information.” **Carried**

**MOTION:** *Marg Janssen/Constance McLeese*“That External Committee Reports included in the 2017 - 2018 Annual Report Book be received as information.” **Carried**

**NOMINATING COMMITTEE REPORT & ELECTIONS**

Brett Lough presented the Nominating Committees slate of candidates for MASS Table Officer positions for 2018-2019. There being no further nominations from the floor, the following were elected as MASS Table Officers for 2017-2018:

President Cyndy Kutzner

Past President Donna Davidson

First Vice President Pauline Clarke

Treasurer Krista Curry

**Directors-At-Large**

Mike Borgfjord informed the members that, in accordance with the MASS Bylaws, the Nominating Committee is proposing that Celia Caetano-Gomes and Leanne Peters remain Directors-at-Large.

**MOTION:** *Tim Mendel, Michele Polinuk*

“There being no further nominations from the floor, Celia Caetano-Gomes and Leanne Peters were declared as Directors-at-Large for 2018-2019.”  **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 2018-2019 are:

Jason Drysdale Director, Metro

Susan Schmidt Director, Metro

Verland Force Director, Metro

Greg Malazdrewicz Director, Southwest

Julia McKay Director, North

Keith Murray Director, South Central

Michele Polinuk Director, Southeast Interlake

**MOTION:** *Brett Lough*

“That the slate of candidates presented be approved as MASS Table Officers for 2018-2019.” **Carried**

**Treasurer’s Report**

Pauline Clarke presented the Treasurer’s Report that was included in the 2017 - 2018 Annual Report Book. The report includes the Income/Expense – Budget vs. Actual Report as at April 30, 2018 which indicates that the 2017-2018 budget is somewhat over budget due to extra events held and associated costs and that a transfer from surplus was required. The report indicates that a projected accumulated surplus at June 30, 2018 is estimated to be $39,842.

The Treasurer’s Report also included a proposed 2018-2019 Budget which is based on the MASS Budgeting principles. The Treasurer highlighted planned cost saving measures to combat rising costs of holding quality events for MASS members in the coming year. The proposed budget provides for a membership fee increase of $200 for active members and $100.00 for associate members.

**2017-2018 MASS Membership Fees**

**MOTION:** *Mike Borgfjord/Brett Lough*

“That the MASS Membership fees for 2018-2019 be $ 1,500.00 for active members and $775.00 for associate members.” **Carried**

**2017 - 2018 MASS Budget**

**MOTION:** *Mike Borgfjord/Brett Lough*

“That the 2018 - 2019 Budget be approved in the amount of $407,000.”  **Carried**

**BYLAW REVISIONS**

**MOTION:** Tim Mendel/Jason Drysdale

“That changes to sections in Bylaw 1 pertaining to two year terms for Table Officers outlined in Item 11.1 of the Annual Report be approved.” **Carried**

**MOTION:** Dan Ward/Jonathon Toews

“That changes to Bylaw 1 Section II addressing two committee name changes outlined in Item 11.2 of the Annual Report be approved.” **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. This information will be used by the executive at the August planning session to assist in developing the 2018-2019 MASS Action Plan.

**Early Childhood and Mental Health and Well-Being**   
Members met in small groups to discuss and consider future objectives for the Committees. Conversations were held to provide the Executive Director with feedback and direction to use for an Early Childhood Grant Consultation. A new position paper is anticipated for the Mental Health Committee and feedback was encouraged for content.

**Resolutions Adopted at the Annual General Meeting held May 17, 2018**

**SECTION 1 – Executive Resolutions**

**Resolution 1.1 Mental Health and Well-being**

*(MASS Executive)*

**MOTION:** *Verland Force/Lydia Hendrich*

BE IT RESOLVED that MASS commits to the development of a comprehensive understanding of well-being and well-becoming and to a reconceptualization of student success in Manitoba public schools. This will include collaboration of MASS, MET and the University of Manitoba in a multi-year action research project and the development of a discussion and position paper to be widely shared.

**Rationale:**

MASS recognizes the critical importance of student well-being and well-becoming as a foundation for student success. Currently student success is often defined narrowly by quantitative indicators in provincial and national assessments and by graduation and completion rates.

MASS recognizes the shared responsibility of educational, community and government partners for the well-being and success of our children.

**Carried**

**Resolution 1.2 Early Childhood Education**

*(MASS Executive)*

**MOTION:** *Rene Dequier/Elaine Lochhead*

BE IT RESOLVEDthat the MASS focus committees for Mental Health and Wellness, Indigenous Education and Early Childhood Education identify a common call to action and develop a united strategy for implementation. This common call to action and strategy will then be shared with stakeholders so that the call to action extends beyond MASS.

**Rationale:**

In reviewing Position papers for three MASS focus committees, there is evidence of common threads.

As referenced in the MASS position paper, ***Mental Health Framework for Students (September 2012):***

1. Numerous studies indicate that mental health promotion and illness prevention aimed at children and adolescents can provide huge and long term positive impacts
2. Evidence of positive outcomes pointed to prevention initiatives such as positive parenting, anti- bullying, anti-stigma programs, anxiety, depression-, suicide awareness, and health promotion in schools.
3. Early Interventions can help these children and youth to lead a normal productive healthy life and save costs that would otherwise be incurred by providing them with social services throughout their adult lives.

As referenced in the MASS position paper, ***Manitoba Public Education: A View to the Future (March 2013):***

1. Aboriginal people, for a variety of historical and political reasons, have not been as well served by our schools as their non-Aboriginal counterparts…This dissonance is often perpetuated by parents, many of whom have had less than positive, in many cases disastrous, experiences with schools.
2. As educators, we are committed to: Find ways to live in harmony and balance in all aspects of one’s being and with the universe itself through sustainable and generative relationships
3. As educators, we are committed to: Foster and support Aboriginal languages and cultures as they carry the oldest knowledge about life in Canada

As referenced in the MASS position papers, ***Early Childhood Education and Care (2007)*** and ***Early Childhood Education and Care Position Paper (2015)***:

1. As well, the Phoenix Sinclair Inquiry Report, released in 2013, recognizes that early childhood education programs “can significantly benefit children and their parents” and that the “[p]re- school years offer the most significant opportunity to influence children’s capacity to learn throughout their lifetime.” (Manitoba Government, 2013, Recommendation 59)
2. For every $1 spent on child care there is a $2 economic benefit. The benefit comes back through increased tax revenues and decreased social, education and health costs (Cleveland & Krashinsky, 1998).
3. The Manitoba Centre for Health Policy, in its report, concludes, “...change is possible. So long as there exists the right policies and programs, delivered to the right groups of children, at the right time” (Manitoba Centre for Health Policy, 2013).
4. The TD Economics Special Report, “Early Childhood Education Has Widespread and Long- Lasting Benefits” (2012), states that “economic, social, and health outcomes are better for children who were exposed to early education …. Studies show that children who enter kindergarten with a higher skill set generally experience fewer grade repetitions, on time graduation, lower dropout rates and higher post-secondary attendance than those that enter with vulnerabilities.” Further, there were indications of “fewer instances of drug and alcohol use, smoking, teen pregnancies, and criminal behavior.”

Collaboration of the three MASS Focus committees will assure a more effective and stronger advocacy for change in common actions to improve early childhood education for Manitobans. **Carried**

**Resolution 1.3 Indigenous Education**

*(MASS Executive)*

**MOTION:** *Lorie Henderson/Rene Dequier*

BE IT RESOLVEDthat The Manitoba Association of School Superintendents (MASS) endorses the Calls to Action in the Final Report of the Truth and Reconciliation Commission (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and holds these as the basis for all advocacy and action taken by MASS related to Indigenous education and reconciliation.

MASS specifically endorses Article 43 of UNDRIP which states, “The rights recognized herein constitute the minimum standards for the survival, dignity and well-being of the indigenous people of the world.”

MASS specifically endorses the statement in the Annex to UNDRIP which states, “Recognizing in particular, the right of indigenous families and communities to retain shared responsibility for the upbringing, training, education and well-being of their children, consistent with the rights of the child,

MASS is fully supportive of establishing UNDRIP in federal legislation, in order to create a harmonious and cooperative environment for working towards full reconciliation.

**RATIONALE:**

MASS acknowledges the importance the entire text of both the TRC Report and UNDRIP taken as whole, while specifically referencing Calls to Action and Articles relating to education, culture, language, history, spirituality and self-determination for Indigenous peoples in Canada.

The summary headings for each article cited below are meant to serve as an index only – the full meaning can only be gained by consulting the whole text of each document and of any specific article of interest:

|  |  |
| --- | --- |
| **TRC** | **Calls to Action** |
| Education …………………………………………………………………………………………………………………  Language and culture ...…………………………………………………………………………………………………  Funding of education ….…………………………………………………………………………………………………  Professional development for civil servants …………………………………………………………………………..  Education for reconciliation ……………………………………………………………………………………………..  CMEC commitment, Teacher training …………………………………………………………………………………  Canadian museum review ……………………………………………………………………………………………… | 8, 10  14  55  57  62  63  67 |
| **UNDRIP** | **Articles** |
| Self-determination ……………………………………………………………………………………………………….  Autonomy and self-government ……………………………………………………………………….  Maintain and strengthen their distinct political, legal, economic, social and cultural institutions ….  Manifest, practise, develop and teach their spiritual traditions, customs and ceremonies ………………  Revitalize, use and transmit their languages, oral traditions, philosophies, writing systems and literatures…  Establish and control their Indigenous educational systems and institutions …………………………………….  Improve economic / social conditions, especially for elders, women, children and persons with disabilities  Maintain, develop, protect and control intellectual property over: ………………………………………….  cultural heritage, traditional knowledge and cultural expressions;  sciences, technologies, medicines, knowledge of flora and fauna;  oral traditions, literatures, designs;  sports, traditional games, visual and performing art. | 3  4  5, 8, 11, 20  12, 15  13  14  21  31 |

**Carried**

**MEMBERS QUESTIONS/COMMENTS**

**ADJOURNMENT**

Roza Gray made a motion to adjourn, and the meeting adjourned at 3:45 pm.

**MINUTES OF THE 2018 FALL MEMBERSHIP MEETING**

Friday, October 5, 2018

Legacy Centre, Louis Riel School Division, Winnipeg MB

**Welcome**

Chairperson Leanne Peters opened the business meeting at 11:30 pm and welcomed 35 members to the meeting.

The traditional presentation of pins to new members was eliminated from the agenda due to a limited number of new members registered. The presentation will take place at the Annual General Meeting as part of the recognition program in May 2019.

**MASS Business Meeting**   
  
**Treasurer’s Report** – *Krista Curry, Treasurer*

Due to a lack of quorum, the membership was advised that the Financial Statements provided as information will be ratified at the November Conference on November 7, 2018.

**Ratification of 2017-2018 MASS Priorities and Action Areas**

A copy of the MASS 2018-2019 Priorities & Action Areas was provided as information. Amendments and new priorities were highlighted. The document will be ratified during a brief business meeting at the November Conference.

**Adjournment**

With no questions having been brought forward from the membership, the business meeting was adjourned at 12:00 pm.

**MINUTES OF SPECIAL GENERAL MEMBERSHIP MEETING**

Wednesday, November 7, 2018

Legacy Centre, Louis Riel School Division, Winnipeg MB

**Welcome**

President Cyndy Kutzner opened the business meeting at 12:45 pm and welcomed 64 members to the meeting.

**Ratification of 2018-2019 MASS Priorities and Action Areas**

A copy of the MASS 2018-2019 Priorities and Action Areas was provided as information at the October General Members meeting.

**MOTION:** *Donna Davidson/Reg Klassen*

‘’That the 2018-2019 MASS Priorities and Action Areas be accepted as presented.” **Carried**

**Approval of the 2017-2018 Audited Financial Statements**

A copy of the MASS 2017-2018 Audited Financial Statements was provided as information at the October General Members meeting. The 2017/18 Financial Statement will be presented for ratification at the May 2019 Annual General Meeting.

**MOTION:** *Krista Curry/Cyndy Kutzner*

“That the 2017-2018 Audited Financial Statements be accepted as presented.” **Carried**

**Adjournment**

With no questions having been brought forward from the membership, the business meeting was adjourned at 1:00 pm.

**TABLE OFFICER’S REPORTS**

**Past President’s Report**

As I reflect on my time on the MASS Executive, I am very grateful for the opportunity to represent MASS at various meetings and on a variety of committees. Over the past eight years, I have had the great pleasure of working with terrific leaders across this province. I also appreciated the times we meet with educational partners to build relationships and to advocate in areas of common interest. At all times, the MASS Executive focused on its mission to provide leadership for public education by advocating in the best interests of learners, and supports its members through professional services.

Participation in the Ethical Leadership Cohort and MASS Leadership Development sessions will stand out as some of the most beneficial professional development I have ever attended. My work with the committee has also been very rewarding and educational. By working together, we were able to provide quality-learning opportunities for seasoned system leaders, as well as new system leaders. I would be remiss in not thanking the many members who readily came forward to share their stories and assist with the sessions, when asked. I will forever be grateful for the willingness of the members “step up to the plate” and support each other in their learning.

As MASS Past President, one of my main responsibilities was to represent MASS on the CASSA Executive. This included participation in monthly conference calls and attendance at the CASSA Winter Planning Session. The monthly conference calls were very informative and gave executive members an opportunity to provide updates on significant happenings in their province. It was interesting to note the commonalities in the reports, as well as the stark differences. The Winter Planning Session involved setting direction for CASSA and for providing input into the themes for the CASSA Summer Conference: Healthy Living, Active Learning to be held in Vancouver, on July 3-5, 2019. I hope you have an opportunity to attend the CASSA Conference and participate in some quality professional development and to network with leaders from across Canada.

The 2018-2019 year also marks the end of the current MASS organizational structure. This report will be the last Past President report for the organization. At the 2018 MASS AGM, members approved a new executive structure, which was to come into effect for the 2019-2020 school year. The positions of Past President and Second-Vice President will no longer exist. The table officers will include the positions of President, Vice-President and Treasurer. Members elected to these positions will serve two-year terms. The change also includes an additional Metro Director and a Professional Learning Director. The Professional Learning Committee nominates the Professional Learning Director. These organizational changes will hopefully strengthen the executive and bring greater continuity to the roles.

In closing, I wish to thank MASS members for their unwavering commitment to the organization, to leadership development and, most importantly, to student learning. Selfishly, I would especially like to thank the membership for their support and encouragement, as I navigated the role of system leader and as a MASS Executive member. Your encouraging words and actions will stay with me for a very long time.

Respectfully submitted,

*Donna Davidson, Past President*

**President’s Report**

The Manitoba Association of School Superintendents is an extraordinary organization and I feel exceptionally privileged to have served as your president these past twelve months. I am always appreciative of the commitment of our membership to offer mentorship and collegiality to one another as well as for taking time to provide expertise and experience on both internal and external committees, giving articulation and action to our beliefs.

It has been a considerable pleasure to represent MASS and participate in a variety of activities associated with the post. Highlights of this year include:

* Mentorship Program – we welcomed twelve new members in August and another six new members in January. Thank you to Paul Cuthbert for providing leadership and developing a network for our new members.
* Summer Institute in Elkhorn with Steven Katz learning about and gaining insight into *The Intelligent Responsive Leader*
* Agile Schools, Agile Leadership with Simon Breakspear throughout the year
* Attending the EdCan Network Advisory Council Meeting in Lethbridge and meeting educational leaders from across Canada
* Well-being and Well-becoming Cohorts – MASS continues to partner with Manitoba Education and the University of Manitoba and for next year will expand the partnership to the University of Winnipeg
* Welcoming a new Minister of Education, Kelvin Goertzen and a new Deputy Minister, Grant Doak. Minister Goertzen was able to attend our fall Members Session and our Table Officers were able to meet with him and Deputy Doak at his office in January.
* Participating in the Manitoba French Language Recruitment and Retentions Strategy planning
* Student Leadership Conference was held in February at Canadian Museum for Human Rights with 160 students
* Attending the League of Educational Administrators, Directors and Superintendents Annual Conference and Superannuation Celebration in Regina
* The work of our Professional Learning Committee and our Leadership Development Committee which delivers quality learning opportunities for our membership
* Educational Partners meetings and partner liaison meetings
* Renewed Mental Health Framework for Students position paper developed by Mental Health and Wellbeing Focus Committee

Most memorable during this year was the announcement of Manitoba’s Commission on Kindergarten to Grade 12 Education Review and the release of the Literacy and Numeracy Provincial Summit Report. Our Education Finance and Legislation Committee and Executive have been hard at work preparing our submission to the Commission. Our Table Officers met with the Commission earlier in May to convey MASS’s belief that improved achievement and wellbeing for all our students, requires a shared commitment to raising both equity and quality. MASS will continue to be resolute in our approach to being leaders of learning and a strong voice for public education in Manitoba.

As outgoing President, I would like to recognize past president, Donna, and members of the Executive, for their support and for the time and energy put into our monthly meetings. Thank you to Karen for ensuring that all of our events and meetings flow seamlessly, you make it look much easier than it actually is. Thank you to Barb who continues to provide a powerful presence for our Association, representing us as a strong well-informed voice both provincially and nationally.

Finally, I would like to thank each of you for your leadership and inspiration. I am very proud and privileged to be part of MASS and associated with such a talented group of leaders.

Respectfully submitted,

*Cyndy Kutzner, President*

**Treasurer’s Report**

**MASS Financial Position**

The Profit & Loss Budget vs. Actual Statement (July 1, 2018 to April 30, 2019) 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, 425.50 as of April 22, 2019. To date, no claims have been made.

General investments at April 30, 2019 include a Canadian T-Bill Fund in the amount of 53,258.92.

The MASS bank balance at April 30th, 2019 was $65,757.96 providing for total funds available of $134,442.38. Of this amount $20,000.00 is net prepaid revenue received to date for the 2020 Educating for ACTion Conference in February and $890.00 for the 2019-2020 Book Club.

The 2018-2019 budget was based on projected net revenue for the following sessions:

**Budgeted Session**

$ 74,500 Summer Institute

$ 8,000 Leadership Development

$ 15,000 Members Sessions

$ 96,000 Breakspear Team Sessions

$ 14,000 November Conference

$207,500

Due to lower registration, actual net revenues were $20,975 less than budgeted.  
  
At present, MASS is anticipating a projected year-end deficit of approximately $5,948. Combined with the net assets ($34,715 as outlined in the audit), this would result in approximately $28,767 in available funds at June 30, 2019.

**Unbudgeted projects during the year included:**

Unbudgeted revenue of $24,465 from minimal registration fees and support from Manitoba Education Partnership for the Student Leadership Forum and $24,512 expense was essentially in and out with no significant impact on the budget.

An unbudgeted expense of $10,000 was approved to fund a contract to write the submission for MASS to the K-12 Education Commission.

**Special Note:**

MASS was asked to assist with Peace Literacy Conference during 2017-2018. This was unanticipated prior to the beginning of the year. The final monies from the Peace Literacy Conference in April of 2018 were disbursed during the 2018- 2019 due to uncollected fees. The unexpended amount of $10,203 was donated to the Nuclear Age Peace Foundation as had previously arranged.

**2019-2020 Proposed Draft Budget**

A copy of the 2019-2020 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 core expenditures of the organization (audit, bank charges, committee meeting and executive meeting expenses, legal fund, MASS directed travel, office operations, publishing and printing, executive director expenses, salaries and benefits) are estimated at $167,000 which will be covered by membership fee revenue projected at $168,750.

The projected accumulated surplus at June 30, 2019 of $28,767 would represent approximately 7% of the 2019-2020 budget. This figure is lower than anticipated due to unexpected projects during the year.

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 recommendation will be presented during consideration of the 2019-2020 budget at the 2019 Annual General Meeting:

1. That the 2019-2020 budget be approved in the amount of $406,850.

**MASS FINANCIAL POSITION as of April 30, 2019**

Legal Fund $ 14,425

T-bill Fund Premium Class at Feb. 27/19 $ 53,259

Bank Balance at April 30, 2019 $ 65,758

**Total Funds Available $134,442**

Accumulated Surplus at June 30, 2019 $ 37,715

Projected year-end deficit at June 30, 2019 $ ( 5,948)

**Projected Accumulated Surplus at June 30, 2019 $ 28,767**

**2019-2020 Budget**

**Proposed Budget: $406,850**

|  |  |
| --- | --- |
| **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: $ 130,000  Executive: $ 14,000  Office: $ 10,000  Executive Director: $ 7,500 (includes $6,000 PD)  Audit: $ 3,500  Committee: $ 2,000  $167,000 | Membership Fees: **$161,250**  Core Expenditures: **$167,000** (81%)  (Approx. 19% of professional learning revenue will be applied to core expenditures) |
| 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 $28,767 represents 7% of the 2019-2020 budget of $406,850 |
| 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. | No increases have been made to budget for salaries & benefits  for 2019-2020 to reflect Executive Director employment contract. |

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Forecast June 30/19** | **Budget 2019/20** | **Explanation** |
| **REVENUE** |  |  |  |
| **A.G.M. & Recognition Banquet** | **11,400** | **13375** | **70 x 175 and 15 x 75 (or 60 x 150 = - 1000) Inc $25** |
| **Book Club** | **6,586** | **7500** | **Based on 50 kits x 150** |
| **Leadership Development** | **13,651** | **10500** | **2 per year (Jan/Apr) -30 @$175 (Paid registrants) Inc $25** |
| **Members Sessions** | **13,075** | **18000** | **2 per year (Oct/March) - 2 x 60 x 150 (Pd registrants) Inc $25** |
| **Membership Fees** | **170,850** | **161250** | **105 Full / 5 Associate** |
| **Mentorship Program** | **10,000** | **10000** | **Have requested grant of 10,000 from province** |
| **Breakspear Team Sessions** | **80,100** | **88100** | **Est: Grant from MET requested; No. of sessions undetermined** |
| **November Conference** | **11,400** | **0** | **No Conference Planned** |
| **Educating ACTion/Student Leadership** | **26,465** | **20000** | **Grant from MET received for Student Forum** |
| **Summer Institute** | **63,937** | **76000** | **110 x 650 plus golf 40 x 75 (approx)** |
| **Uncatergorized Income** | **0** | **2125** |  |
| **TOTAL INCOME** | **407,464** | **406850** |  |
| **EXPENSES** |  |  |  |
| **A.G.M. & Recognition Banquet** | **11,250** | **12000** |  |
| **Amortization** | **0** | **300** |  |
| **Audit** | **3,737** | **3500** | **Increase by $1000** |
| **Bank Charges** | **747** | **1000** | **Increase in bank charges** |
| **Book Club** | **7,400** | **7500** |  |
| **CASSA Membership** | **6,600** | **7500** |  |
| **Interorganizational** | **2,188** | **2000** |  |
| **Committee Meeting Expenses** | **2,000** | **2000** | **7 committees x 200 - Indigenous Ed 600** |
| **Executive Director Expenses** | 3,200 | 1500 | Mileage, Parking, Meetings |
| **Executive Committee Expenses** | **10,000** | **14000** | Mileage, Parking, Monthly Exec Meetings, Summer Planning Session |
| **Leadership Development** | **8,000** | **8750** |  |
| **Legal Fund** | **0** | **2000** |  |
| **MASS Directed Travel** | **10,000** | **10000** | BCSSA, LEADS, CASS, CEA, CASSA, Invites |
| **MASS Public Relations** | **2,000** | **2000** |  |
| **Members Sessions** | **7,400** | **8000** |  |
| **Membership Recognition** | 1,500 | **2000** |  |
| **Mentorship Program** | **9,000** | **10000** |  |
| **Educating 4 ACTion/Student Leadership** | **24,512** | **20000** |  |
| **Office Equipment** | **1,215** | **2000** |  |
| **Office Operations** | **12,000** | **10000** |  |
| **P.D. Executive Dir.** | **3,000** | **6000** |  |
| **ED Travel to Regional Meetings** | **200** | **1500** |  |
| **Publishing & Printing** | **1,500** | **3000** |  |
| **Salaries & Benefits** | **134,000** | **134000** |  |
| **Summer Institute** | **60,870** | **55000** |  |
| **November Conference** | **9,843** | **0** | **No Conference Planned** |
| **Breakspear Team Sessions** | **72,000** | **80000** | **Government Funding Requested** |
| **Uncatergorized Expenses** | **0** | **300** |  |
| **Writing Contract Fee** | **9,250** | **1000** |  |
| **TOTAL EXPENDITURES** | **413,412** | **406850** |  |

**Executive Director’s Report**

The 2018 – 2019 year has passed quickly with many opportunities to connect and work together with MASS members as well as partner and community organizations. These collaborative opportunities centre around the success of our students through high achievement for all, an emphasis on mental health and wellness and supporting students in a successful path to graduation and beyond.

The MASS strategic plan continues to hold equity and quality as the foundation of our work, with emphasis in the areas of literacy, inclusion, diversity and well-being/well-becoming being important pillars.

The changing education landscape in the province brings opportunities to provide continued leadership in our divisions, communities and province. The K – 12 Education Review has provided MASS with the opportunity to reflect what is working well, identifying opportunities of growth, and bold recommendations for the future.

**Year in Review**

**New Members and Mentorship**

MASS began the year with 11 new members, with the addition of 6 additional new members during the school year. Paul Cuthbert has again able to support our new members during the year. A ‘New Member’ session held prior to the beginning of the Summer Institute with the opportunity for conference calls, one on one consultation and workshops prior to the Leadership Series workshops have provided opportunities for learning together. We anticipate beginning the 2019 2020 school year with 6 -8 new members. We are appreciative of Manitoba Education and Training continued support for the initiative which will continue for the 2019-2020 year. Thanks to Paul for his support and leadership with our new members.

**Summer Institute**

Dr. Steven Katz worked with the attendees at the Summer Institute focusing on the ‘Intelligent Responsive Leader’. This work led to Steven skyping with the members in attendance at our Members Meet day on October 5th to extend the professional learning conversation. Additional opportunities working through the protocol outlined during the summer institute provided feedback on process and problem solving for the participants. Dr. Katz will again be working with MASS members during the 2019 Summer Institute.

**Agile Leadership Workshops**

As a follow up to our work with Dr. Simon Breakspear during the 2017 Summer Institute, two cohorts were able to meet for 3 days over the course of the 2018 – 2019 school year. MET support was provided for the workshops, which also provided a learning opportunity for some MET staff in attendance. The cohorts in Winnipeg and Brandon each had approximately 130 participants for the 3 days of learning.

Participating divisional teams were asked to bring examples of the learning sprint cycles and conversations that they had been involved with during the year. A day specifically for MASS members was held prior to the first day of training to support system leaders in their work. Thanks to the Professional Learning Committee for supporting the groups in each location!

**Mental Health and Well-being/Well-becoming Cohorts**

MASS, Manitoba Education and Training, and Thomas Falkenburg and colleagues from the University of Manitoba continued to collaborate to support two (2) cohorts focusing on divisional projects related to improving well-being and well-becoming in selected schools. These action research projects have supported school based initiatives with some measurable outcomes. Both the Year 1 and Year 2 cohorts have supported each other in their thinking and planning. The MASS Mental Health and Wellness Committee has continued to work with Thomas Falkenberg to complete a discussion paper which will be available to our members as a compliment to the MASS Mental Health position paper.

**Student Conference**

A Student Leadership Conference was held on Feb 14 and 15. 2019, providing the opportunity for approximately 160 students from around the province a forum to think and learn together. One student from each of five (5) school divisions were selected to sit on the planning committee together with representatives from MASS, MTS and MET. The students planned a conference that challenged participant thinking and created opportunities for in depth, action oriented conversation. Thank you to Jake Bell, Stephane Normandeau, Parneet Buttar , Seth Prince and Jonathon Lucas for your energy, vision and commitment to planning an excellent learning opportunity for fellow students, These students are also taking the opportunity to assist with planning the student dinner with superintendents during the MASS /MTS Educating for ACTion Conference will be held on Feb 27 and 28, 2020.

**K – 12 Education Review**

The 2018 – 2019 year has provided the opportunity for MASS to respond to the first

K – 12 Education Review in many years. MASS has had the opportunity to present to the Commission during a closed session and will also be submitting a written document prior to the May 30th deadline. MASS members have been active in their divisions supporting the work of their individual boards.

The year has also brought with it several new learning opportunities for Karen and myself. We are honing our skills regarding event planning and catering. Thank you for working with us as we worked out the details of our various events. We also want to extend our thanks to the Louis Riel School Division for their support of MASS through things like the use of meeting space, printing and IT support.

I am looking forward to working together with you during the 2019 – 2020 school year as we continue to support public education and the best learning opportunities for our students.

Respectfully Submitted,

*Barb Isaak, Executive Director*

**STANDING AND FOCUS COMMITTEE REPORTS**

**Student Learning Committee**

**Committee Members:** Michele Polinuk, Karen Boyd, Scott Hill,

Louise Legal-Perrin, Julia McKay, Tyler Moran,

Darren Skog

The previous name of this committee was Curriculum Committee. Work from the previous year, was the starting point as we confirmed a quality education belief statement that MASS adopted in the Fall:

***A quality education empowers the whole child to constructively participate in global society.***

The committee met four times during the year working towards ambitious goals set in September.

Goals achieved and/or made progress on included the following:

* Reviewed the terms of reference and made recommendations so that the purpose and objectives reflect the new committee name of Student Learning.

Purpose: To provide the MASS Executive with direction and consideration in the matters of curriculum, instruction and student assessment.

* To work on one-page executive summary reports for the benefit of MASS members with researched links in the areas of curriculum, instruction and assessment

Robust conversations took place during many of our meetings to discuss possible topics, research and determining how the executive summary layout should appear. Reading Recovery is the first topic chosen and we are working on the draft in our fourth meeting. This work will continue in 2019-2020.

Thanks to the Student Learning Committee for their contributions, and to Karen for providing our meeting space.

Respectfully Submitted,

*Michele Polinuk, Chair*

**Finance and Legislation Committee**

**Committee Members:** Jason Drysdale (Chair), Stephen Ross, Tim De Ruyck,

Jason Young, Ted Fransen, Krista Curry Terry Osiowy

The MASS Finance and Legislation Committee was formed in 2016/2017 replacing both the Education Finance Committee and Policy and Legislation Committee. All committee discussions were once again centered on the overarching framework of equity and quality education for Manitoba students.

**Summary of Committee Work:**

The committee discussed the following topics under the areas of finance and legislation:

* Cannabis legislation – policies, procedures and frameworks
* Provincial Education grant review process and timelines
* Fixed Election Act
* Uncertified substitutes and Limited Teaching Permits
* Use of locally generated funds for renovations and upgrades
* Pre-budget survey
* Implications of reductions at Manitoba Education
* Funding of Schools announcement
* Public Disclosure Notices
* K-12 Education Review
  + Development of a MASS strategy
  + Alignment with the MASS priorities and the Statement of Beliefs in Public Education (anchor documents
  + Drafting of an initial MASS position on the Review (shared with all members)
  + Development of key concepts to support the drafting of the MASS submissions (written and oral) to the Review in each of the 6 areas:
    1. Long Term Vision
    2. Student Learning
    3. Teaching
    4. Accountability for Student Learning
    5. Governance (including amalgamation)
    6. Funding

The majority of the committee’s efforts this year have been focused on the K-12 Education Review. The messaging developed by the committee was intended to be proactively positioned, have integrity (be true now and still relevant regardless of the outcome of the Review), and be aligned with our organization priorities and Beliefs on Public Education. The committee emphasized messaging on the Review that had a strong desire for MASS, as education leaders, to be active and engaged in the process with a clear and intentional focus on student learning and education outcomes versus strictly academic achievement. As well, the committee suggested ensuring that our submission to the Review would, for the most part, contain strategies and concepts that could be done within the current fiscal realities and not require additional funding.

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

Respectfully submitted,

*Jason Drysdale, Chair*

**Leadership Development Committee**

**Committee Members:** Susan Schmidt, Jonathon Toews, Ron Sugden,

Donna Davidson, Barb Isaak, Elaine Egan

and Kelly Barkman

The MASS Leadership Development Committee met three times this year. Two workshops were planned for the year.

**Embracing Diversity – Leading with the Tension**

The Committee planned a workshop for January 17th and 18th with 48 members in attendance. The purpose of the workshop was to provide senior leaders the opportunity to learn how to respond to the tension of values, policies, and protocols while keeping our eye on diversity. Three school divisions presented stories around the topic and there was an opportunity for dialogue. Thank you to Mystery Lake, Portage la Prairie and Winnipeg School Divisions for sharing their valuable stories.

The following morning’s facilitator was Kevin Lamoureux, an inspirational leader in Indigenous Education, who provided an engaging presentation on how to respond and lead in Embracing Diversity

**What Does it Mean to be an Inclusive School Division?**

The Committee planned a second workshop on April 25th and 26th with 34 members in attendance. The purpose of the workshop was to *deepen an understanding of leadership as system leaders about inclusion and diversity. The workshop involved theoretical research and collaborative planning across school divisions.* Three school divisions presented stories around the topic and there was an opportunity for dialogue.

Thank you to Hanover, River East Transcona, and Borderland School Divisions for sharing their valuable stories.

The following morning’s facilitator was Dr. Leslie Eblie Trudel, Assistant Professor at the University of Winnipeg, who provided an engaging presentation on the topic.

The afternoon session included dialogue on closing the gaps, connecting to practice, and mapping the future of inclusion and diversity in Manitoba

**Recommendations for future sessions/and development:**

* To share the next steps with school divisions of Indigenous plans and frameworks and the call to action #63
* To look at new perspectives in Indigenous Education
* To examine how to move the Calls to Action into action
* To explore Alberta and Ontario’s System Leadership framework to set workshops in the future.

Idea: MASS develop a proposal to the province to recommend the development and implementation of a system and school leadership.

* The Principal Certification: Framework was developed. The committee could review the information and explore further in the area of Instructional Leadership.

The MASS Leadership Development Committee will meet when established to decide on the 2019-20 winter and spring workshops. Thank you to Karen and Barb for organizing the new location at the Hilton.

It has been a pleasure to work with this Committee, and I thank them for them dedication and perseverance to create learning opportunities for the members of MASS.

Respectfully submitted

*Susan Schmidt, Chair*

**Professional Learning Committee**

**Committee Members:** Leanne Peters (Chair), Monica Biggar, Carolyn Cory,

Louise Legal-Perrin, Jon Zilkey

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

**August 15 – 17, 2018 – Summer Institute (Hecla)**

* Steven Katz – The Intelligent, Responsive Leader

**October 5, 2018 – Members’ Meeting**

* Video Conversation – Steven Katz
* Learning Conversation Protocol
* General Round Table Conversation – Education in Manitoba

**March 8, 2019 – Members’ Meeting**

* Mental Health Committee Presentation and Conversation
* Book Graze
* Learning Conversations Protocol
* Update from MASS Executive Director and Round Table Conversation

**May 16, 2019 – Members’ Meeting/AGM**

* Mental Health Committee update
* Balanced Scorecard Presentation
* Student Youth Forum Presentation

**Agile Schools Sessions**

* Winnipeg and Brandon – Simon Breakspear, Cale Burke, Teri-Lynn Guimond

**Plans for the 2019-2020 year include:**

* August 14 - 16, 2019 – Steven Katz (Elkhorn)
* Potential for ongoing work with Simon Breakspear and his team for 2019-2020 with an eye to building both school and divisional leadership capacity in Manitoba

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. Special thanks to Karen Wohlgemuth for her assistance and organizational skills. Finally, a thank you to Barb Isaak, Executive Director all of the “behind the scenes” work to ensure each event runs smoothly.

This year has seen an increase in MASS events and Barb and Karen have handled all of them with extreme skill and grace. Thank you.

Respectfully Submitted,

*Leanne M. Peters, Chair*

**Advocacy and Support Committee**

**Committee Members:** Celia Caetano-Gomes (Chair), Kelly Barkman,

Tim De Ruyck, Barb Isaak, Constance McLeese,

Susan Schmidt, Dan Ward

The MASS Advocacy and Support Committee was mandated to promote and enhance the well-being of the members.

**Year End Report:**

1. **Journal**

* The committee published two journals this past year. The Fall Journal highlighted Literacy Initiatives across Manitoba, while the Spring Journal celebrated Learning in Mathematics.
* A formal process was developed for collecting stories to better reflect the membership and the regions.
* The committee also developed guiding principles for the MASS Journal and reviewed criteria for advertising in the publication to better align with MASS.

1. **Book Club Selection for Summer Institute**

* The committee has identified books that explore leadership and teaching strategies and will promote the 2019-2020 book club package at the AGM.

1. **AGM Banquet and Recognition**

* The committee revised the format of the banquet for 2019.

1. **Mentorship**

* The MASS Mentorship Program supports onboarding into MASS.
* This year the mentorship program provided one-on-one support and mentoring, as well as 2 tele-conferences sessions. The program welcomed 18 new members in 2018-2019.
* The committee is conducting a survey on the impact of the MASS Mentorship Program.

1. **Membership Services Survey and Legal Expenses**

* The committee has continued to review the last members’ survey and will be coordinating an informational presentation for 2019-2020.

1. **Policy**

* The committee has reviewed and updated several sections in the handbook.
* The committee will develop a new graphic model for the MASS strategic planning cycle.

Thank you to the MASS Advocacy and Support Committee members for their leadership and contribution.

Respectfully submitted,

*Celia Caetano-Gomes, Chair*

**Mental Health and Well-being Committee**

**Committee Members:** Verland Force (Chair), Gwen Birse, Jane Friesen,

Roza Gray, Geri Harder-Robson, Steven Lawrie,

Trish Glass, Tammy Mitchell, Margaret Ward,

Don McCaskill

**Mandate:** To work in partnership with education and outside agencies in realizing a comprehensive, collaborative mental health framework for all Manitoba Children and youth.

**Summary of 2018-2019**

* In Collaboration with the University of Manitoba, a final draft of a Student Well-Being and Well-becoming Discussion and Position Paper was completed and shared with the MASS membership.
* Reviewed the 2012 position paper and added a second position paper focusing on Tier 1 of Student Well-Being and Well-Becoming.
* Completed the second of a three-year commitment with the Student Well-Being and Well-Becoming working group in partnership with the University of Manitoba and Manitoba Education and Training to develop educational practices and assessment indicators for well-being and well-becoming of students in school.

**Objectives:**

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

**Committee Goals:**

* The Mental Health and Well-being Focus Committee will advocate for and participate in provincial conversations regarding future decisions that impact youth in Manitoba.
* The Mental Health and Well-being Focus Committee will continue to partner with the Well-being and Well-becoming research project with Manitoba Education and Training, and the University of Manitoba.
* The Mental Health and Well-being Focus Committee will build partnerships to create access to treatment within provincial schools.
* The Mental Health and Well-being Focus Committee will support School Divisions in the understanding of student well-being and well-becoming in the areas of conceptualizing student well-being, school-ecological perspective, re-conventionalizing students’ success, and assessing student well-being and well-becoming.

Respectively submitted,

*Verland Force, Chair*

**Indigenous Education Committee**

**Committee Members**: Lorie Henderson (Chair), Jerret Long, Elaine Lochead, Tyler Moran, Christian Michalik, April Krahn, Rob Riel, Cathy Tymko

**MASS Support:** Barb Isaak, Karen Wohlgemuth

The MASS Indigenous Education Focus Committee was asked to identify three priority areas from the existing affirmations. The committed identified the following:

* Build capacity in MASS and school divisions to address the Truth and Reconciliation Calls to Action.
* Promotes ever increasing academic achievement, graduation, school completion and positive life outcomes for Indigenous students, informed by collective inquiry into evidence
* Actively supports the teaching of Indigenous perspectives, corrective history and culture and the use of Indigenous languages.

**Meeting Dates**

September 19, 2018, November 1st, 2018, April 11, 2019

May 10, 2019 – Tentative field trip with MASBA, MTS, and MASS to St. Laurent

**Site Visits and Committee Meetings**

The committee held their first meeting of the year at the Indigenous Inclusion Directorate at 519 Selkirk Avenue, Winnipeg. We were provided an overview of the Directorate and the Indigenous Education Schema. The presentation included programs, initiatives and promising practices at the Directorate. Topics included BSSIP (Building Student Success with Indigenous Parents), IAA (Indigenous Academic Achievement), MALS (Manitoba Aboriginal Language Strategy), IID (Indigenous Identity Declaration), and the ATQ (Aboriginal Teacher Questionnaire.)

The committee met at the National Centre for Truth and Reconciliation (NCTR) for a presentation from Sarra Deanne. Her overview included the 3 pillars of the NCTR – Archives, Education Outreach and Community Engagement. Key topics included the TRC Bentwood Box, Common Experience Settlement, Independent Assessment Process, Missing Children, UNDRIP, Principles of Reconciliation, Project of Heart, Imagine a Canada, the Alberta Project.

On April 11th, 2019, MASS participated in the testing of a pilot project presented by the National Centre for Truth and Reconciliation (NCTR) in partnership with Elections Canada (EC). The presentation consisted of an attempt to marry two key resources from both organizations.

To begin, Elections Canada presented part of their new and free teacher resource, Civic Action: Then and Now, which explores the story of the Constitution Express through the lens of a model for active citizenship. This model was then used to put forward tools aimed to help students build action plans for change inspired the Calls to Action from the Truth and Reconciliation commission.

Since this presentation is a pilot project, there will still be time spent rebuilding and further simplifying the NCTR’s materials to be better geared to a high-school audience and make it easy for teachers to use. EC’s materials have gone through 2 years of rigorous testing with diverse educators across the country, so they are currently available through their website: [www.electionsanddemocracy.ca](http://www.electionsanddemocracy.ca) (Joseph Hopfner)

**Events and Meetings Attended**

Mamahtwasiwiwin – November and February

NCTR – Imagine Canada – Committee judged and made recommendation for the Imagine Canada projects (March)

MASS membership presentation on Indigenous Education in SDML (Jan)

IEDAC Council Meetings – August, April

IAA Meeting – November, May

Shared meeting between the MASS focus areas in regards to creating a resolution to support all three areas.

Respectfully submitted,

*Lorie Henderson, Chair*

**Early Childhood Education Committee**

**Committee Members**: René Déquier (Chair), Pauline Clarke, Elaine Lochhead, Christian Michalik

**Committee Actions:**

1. The committee’s work was centered on the MASS AGM resolution:

*Be it resolved that the MASS focus committees for Mental Health and Wellness, Indigenous Education and Early childhood Education identify a common call to action and develop a united strategy for implementation. This common call to action and strategy will then be shared with stakeholders so that the call to action extends beyond MASS.*

1. Members from the 3 focus committees are invited to discuss common elements in three position papers. Meetings were held on November 27th, January 29th and March 19th.
2. Discussion points include:

What are we trying to fix?

Family centers in schools

Importance of culturally and linguistically appropriate services

Early development theory –Hertzman

Inter-sectoral partnerships that leverage interdependence - Education/Health model

Use of EDI scores to target interventions and monitor success

1. Common call to action not yet determined. Three committee chairs agree to continue discussion in 2019-20. Start at MASS summer institute and narrow field of discussion with a focus on EDI results.

We would like to thank Indigenous Education, Mental Health and Wellness and Early Childhood Education committee members for their contribution to this year’s activity.

Respectfully submitted,

*René Déquier, Chair*

**MASS Mentorship Program**

**Introduction:**

The purpose of the MASS Mentorship Program is to provide new members with a structure of support that helps them successfully address the challenges and responsibilities in their new roles in system leadership. In the face of multiple demands and priorities, mentoring can accelerate learning, reduce isolation, and increase the confidence and skill of newly appointed leaders.

During the 2018-2019 school year, there are a total of eighteen new members in the cohort (six new members as of January 2019). The cohort includes two Superintendents, fourteen Assistant Superintendents, one Student Services Director and one Student Services Manager.

The program is structured to provide a combination of whole group and individual support for new members. In addition to whole group workshops and teleconferences, each participant is provided with an opportunity to access up to three hours of one on one consultation time with the MASS mentor. All workshops and consultations are invitational.

# Summary of Activities:

1. **Whole Group Sessions**
   1. MASS Summer Institute - August 2018 (Hecla Resort)
      1. Workshop - Leadership and Superintendency- This workshop provided participants with an overview of the purposes of education and the role of the Superintendent in supporting those purposes. Participants were provided an orientation to the Superintendency in the domains of leadership, politics, administration and ethics as well as an introduction to governance. Participants also had the opportunity to engage in dialogue with their colleagues and develop some strategies for their own context.
      2. Meeting - Orientation to MASS and the Mentorship program
   2. Group Teleconferences *- October 10, 2018; November 21, 2018*; Teleconferences are scheduled in advance and held early morning to avoid schedule conflicts. Participants identified topics for discussion.
   3. Group Workshops
      1. Ethical Leadership – February 15, 2019

This workshop introduced participants to the theory and frameworks of ethical leadership and engaged participants in dialogue on case studies of ethical dilemmas and decision-making.

* + 1. Leadership, Culture and Coherence – April 25, 2019 This workshop introduced participants to theories and frameworks of leadership practices focused on

organizational culture and engaged participants in dialogue regarding the importance of developing collaborative cultures in their organizations.

# Individual Consultation Meetings

* 1. On-site consultation meetings were held with new members who requested support. These meetings ranged from 2-3 hours and focused on a variety of different issues related to their roles.
  2. Teleconference consultation meetings were held with new members who requested support. These meetings ranged from 30- 90 minutes and focused on a variety of different issues related to their roles.

1. **Communication** through email and telephone conversations to assist new members with specific issues who requested support.

# Conclusion:

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

Respectfully submitted,

*Paul Cuthbert, MASS Mentor*

**EXTERNAL COMMITTEE REPORTS**

**Undergraduate Programs Committee (UPC) Advisory Committee**

*Barb Isaak*

The Undergraduate Programs Committee (UPC) serves as an oversight committee with the focus on undergraduate studies at the University of Manitoba Faculty of Education. The Committee is chaired by Dr. Francine Morin, (Associate Dean Undergraduate Programs). Committee membership includes 7 members of the Faculty of Education and Music, Manitoba Association of School Superintendents (MASS), Manitoba School Board Association (MSBA), L’Universite de Saint-Boniface (USB), Manitoba Teachers’ Society (MTS) and Manitoba Education and Training (MET). The Committee is scheduled to meet ten (10) times during the school year.

The Committee receives reports from internal sub- committees as well as documents that guide the work and direction of the undergraduate programs. The opportunity for partner organizations to learn and participate in this aspect of decision making for the undergraduate program provides insight and builds capacity as well.

The Committee has met 8 times during the 2018 – 2019 year with 2 more meetings scheduled. Topics have included information including

* assessment,
* recruitment events,
* student attendance policy,
* B. Ed electives,
* Indigenous Teacher Education Concentration
* admissions.

It has been my privilege to represent MASS on this committee during the 2018 2019 school year.

**Teacher Certificate Review Committee**

*Ted Fransen, Marco Ratté, Jason Young*

The Teacher Certificate Review Committee is a statutory committee of Manitoba Education and Training. It serves in an advisory capacity to the Minister on matters of discipline and the MB Teaching 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, Jason Young, Marco Ratté, and Ted Fransen represented MASS. Other education partners on the committee include MTS, COSL, MSBA, Ed Admin Services, provincial legal services, and the MB 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. If the Minister does remove the MB Teaching Certificate, all school divisions are provided with official notification of that action.

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

**Certificate in School Leadership Review Committee**

*Reg Klassen*

Our committee met on Wednesday, December 12, 2018 and Wednesday, April 3, 2019. The Committee has completed the review and update of the “Certificate in School Leadership Guidelines to Qualification”, as well as the five domains in the Domain Framework.

The Memorandum of Understanding (MOU) has reached the end of its five year term. The committee has begun the work of preparing the MOU for the signing organizations to sign another five year agreement.

New this year was the offering of the FLC-5 course developed by MASS using video conferencing which was a hybrid of Stream and Video. Over forty participants were enrolled in the course attending class in Dauphin, Cranberry Portage, Thompson, Norway House, and Winnipeg. The course was taught from Winnipeg, Norway House, and Thompson.

Committee Members: COSL Myles Blahut (Chair), MTS Cheryl Chuckry (Vice-Chair), MASS Reg Klassen, U of St.B Corinne Barrett DeWiele, MSBA Heather Demetrioff, U of M Cameron Hausemann, BU Jacqueline Kirk, U of W Kenneth Reimer, RRC Robert Cordingley, UCN David Williamson, and MB Ed. Sharon Curtis/Connie Lehky.

Our next meeting is scheduled for Wednesday, November 6, 2019 hosted by Frontier School Division.

**Manitoba High Schools Athletic Association (MHSAA)**

*Brett Lough*

This report is intended to help keep the MASS membership informed about the work of the MHSAA this past year. The report highlights the current operational structure, funding, the relationship between the MASS Executive and the Executive Director of the MHSAA, as well as, some of the current l issues that the MHSAA is working on.

**Operations -** In 2017-18, some changes were made to the organization of the Board of Directors and the role they play in overseeing the running of the MHSAA. These changes have ensured a more transparency with partner organizations, including MASS. The standing committees that were in place in 2018-19:  
  
**Governance Committee** - responsible for the development and review of all MHSAA polices and administrative procedures and staff performance reviews;  
  
**Competitive Standards Committee** – responsible for provincial championships, zone structure & organization, and sport rules;   
  
**Education Committee** – responsible for the Team Captain’s leadership workshop, athlete development, coach development, and referee development;  
  
**Eligibility Committee** – responsible for eligibility, appeals and transfers;

**Scholarship and Awards Committee** – responsible for scholarships, student bursaries, MHSAA Hall of Fame, and the annual MHSAA recognition awards.

The committees continue to meet prior to the quarterly business meetings of the Board. These committees oversee the work done by the Executive Director and his staff in the aforementioned areas.

**Relationship with MASS -** MASS continues to be well represented on the MHSAA Board of Directors, with three superintendents who sit on the board: President, Chris Gudziunas – (Assistant Superintendent, Hanover School Division), Urban Rep. – Brett Lough, (Superintendent, St. James-Assiniboia School Division), and the Rural Rep. – Jerret Long, (Assistant Superintendent, Lord Selkirk School Division).   
  
In order to be in synch with the upcoming classification changes taking place in 2019-20, MASS will need to review its appointments to reflect these changes. Currently, with the changes taking place in 2019-20, MASS has two representatives on the Board. (An Urban rep and a Rural rep are required)

**Funding** - In 2018-19, MHSAA received a 2% decrease in funding from Sport Manitoba.

MHSAA receives approximately 38% of its funding from school divisions in Manitoba. The work of the MHSAA and costs to school divisions would be much higher if not for the continued support the MHSAA receives from numerous sponsors around the province.

**Re-Classification 2019-20**

As in indicated in last year’s report, the MHSAA classification system required a few minor changes. A proposal was discussed at the April 27, 2018 Board meeting, with the following approved at the June 2018 AGM.

Reclassification: These changes were approved in order to ensure there isincreased parity and equitable competition within each classification.

Classification Process: To provide a clear and transparent process for determining classification on a yearly basis. A school’s classification for the current school year will be based on their enrollment numbers from the previous year’s EIS numbers.

With these changes, some school divisions will be impacted in the following ways in 2019-2020**:**

1. Schools moving between A and AA classifications will either see a decrease or increase in their MHSAA base membership fee of $50.00.
2. Schools moving between the AA and AAA classifications will either see a decrease or increase in their MHSAA base membership fee of $175.00.
3. Schools moving between the AAA and AAAA classifications will either see a decrease or increase in their MHSAA base membership fee of $75.00.
4. AAAA Winnipeg schools re-classified to the AAA level will now need to fulfill the MHSAA rule of having to play four games against AAA rural competition. At minimum, this will require attending at least one tournament hosted by an AAA Rural School. Extra costs for this may include hotel, food, and travel.
5. AAAA Winnipeg schools re-classified to AAA will need to plan and budget for attending AAA Provincials, which are frequently held in all areas of the province. There will be travel and accommodation costs to attend, along with participation and costs associated with special functions attached to the Provincials (i.e. banquets, opening ceremonies, skills competitions, etc.)
6. By defining rural and urban schools, larger schools currently playing in rural championships would now move to the urban championships. As this is primarily a soccer issue, this will affect when schools offer their soccer program (move from fall to spring) and where they find their competitive opportunities. This will require a school to look at arranging for some urban schools outside Winnipeg to move into other existing urban leagues.
7. Changes to the Zone 11 classification will leave R.D. Parker as the only AAA school in the North. As such, an interzone will need to be created for both volleyball and basketball to allow them the opportunity to qualify for Provincials. This will require more travel and costs for both R.D. Parker and the Zone matched up with them. R.D. Parker would continue to qualify for all other sports through Zone 11.

**Current Issues**1. Hockey Manitoba/MHSAA - Student EligibilityMHSAA and Hockey Manitoba are currently working on updating their current letter of agreement that would bring clarity to the eligibility of Grade 9 students in High School hockey and the use of Affiliated Players, beginning in 2019-20.  
  
2. Concussion Policy   
A concussion policy (currently in place in the majority of Divisions) will be implemented beginning in 2019-20. The policy and protocols will be easily accessed on the MHSAA website.   
  
3. Executive DirectorThe Governance Committee has secured Chad Falk to remains as the Executive Director for MHSAA for the next three years.

**Additional Information**

The 57th Annual General Meeting of the MHSAA, will be held on June 16-18, 2019 at

Canad Inns Destination Centre Club Regent Casino Hotel in Winnipeg. The deadline for

registration is Monday, May 13, 2019. If interested in attending the AGM, contact the

MHSAA office or visit the MHSAA website.

**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 newcomers to Canada. Abdikheir Ahmed serves as coordinator of IPW.

MASS is an invited member of the council, a broad-based representation of federal, 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 newcomer 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 four years.

**Trades Training Advisory Council (TTAC)**

*Tyson Mac Gillivray*

To provide a forum for discussion, and better understanding, of key issues related to the development, implementation, accreditation, and sustainability of trades training at the secondary and post-secondary level to promote and increase student success in training in the designated trades.

The committee served as an advisory body to the Director, Educational Pedagogical Services Branch, Bureau de l’éducation française, the Director, Instruction, Curriculum and Assessment Branch and the Executive Director, Apprenticeship Manitoba.

**I was provided information in September 2018 that this committee was deemed duplication of service and the committee was ceased.**

**Red River College Education Strategic Council**

The purpose of this council is to navigate that strengthen the learning pathways with the K-12 system is one of the keys to encouraging high school completion and widening participation in post-secondary education. These partnerships will create the kind of permeable, dynamic and responsible post-secondary education system required in order for Manitoba to compete and succeed in the global economy.

The council is dedicated to be a facilitator to advance Manitoba’s economic and social prosperity through identification of learner educational needs, workforce development and related education /applied research.

An additional goal of the council is to advance the mission and vision of RRC as it relates to the strengthening of learning pathways with the K-12 system.

1. Identify shared goals and coordinate joint efforts on matters that will benefit all members and positively affect student success in achieving education and career aspirations.
2. Represent the needs of RRC to the education sector partners.
3. Represent the needs of the education sector partners to RRC.
4. Jointly address and find solutions to emerging needs or issues that influence RRC’s programs, services and research activities.
5. Develop recommendations related to college and K-12 Stakeholder in such areas as:
   * High school/RRC partnerships, including Dual Credits
   * New program development
   * Emerging trends and issues in education
   * New methods of delivery of RRC programming
   * Teacher training programs

**Areas that have been discussed by the council:**

1. Increase engagement and retention of students at high school through collaborative activities with RRC.
2. Increase dual credit options for K-12 students and adult learners as a way to support successful career exploration and academic achievement.
3. Strengthen connections between the High School Apprenticeship Program and the apprenticeship technical training offered by RRC.
4. Strengthen pathways for students in high schools or adult-learning centres in transitioning to post-secondary education.
5. Develop a venue for addressing emerging issues/needs in the K-12 and adult-learning centre education system that impact post-secondary participation and/or success.
6. RRC’s Language Training Centre (LTC) and how it promotes and supports International Students.
7. Strengthen pathways to post-secondary education in response to the Truth and Reconciliation Commission call to action.
8. Increase coordination with K-12 and Adult Learning Centres to strengthen pathways and support student success and retention.
9. Deepen understanding of the expectations and needs of students transitioning between systems and into RRC.
10. Increase engagement of students (early and often) in areas of career interest to reduce stigma of pursuing college as an alternative to university.
11. Enhance RRC’s capability to anticipate and respond to the system needs that influence new program development and new methods of program delivery.
12. Raise Indigenous participation and attainment in post-secondary education in response to the Truth and Reconciliation Commission call to action.  Discussion on development of INDSPIRE Program.
13. Support required and implemented at RRC to support Indigenous Students.
14. Current model of Adult Education in Manitoba and looking at ways of innovation to meet adult learners needs.
15. Council identified areas that need consideration in K-12 Review.
16. Support RRC in Language Revitalization Program.
17. importance of moving from a competency based assessment of perspective students and move away from a grade based approach which is currently in place.
18. Education beyond Winnipeg – partnering with rural areas

As Co-Chair of this committee we have quarterly meeting scheduled and have had great conversations and discussions pertaining to the above areas of concern.  The 13 member committee is committed to strengthen pathways to post-secondary education and working together to achieve this goal for all Manitoba students.

Tyson Mac Gillivray

Area 3 Superintendent

Frontier School Division

**Inclusive Education Committee**

**Manitoba Education and Training: Inclusion Support Branch**

*Elaine Lochhead, Geri Harder-Robson*

**Purpose**

The Student Services/Inclusive Education Consultation Advisory Committee provides a forum for discussions pertaining to student services and inclusive education. It provides opportunities to discuss the interests and mutual areas of focus and policies related to student services or inclusive education with our educational stakeholder groups.

The **Terms of Reference** for the committee would include:

* Identify interests that support students with diverse needs.
* Provide consultation to government and recommendations in the development of policies, procedures and initiatives that impact inclusive programming and student services.
* Provide opportunity for updates and current information on student services to the participating organizations.

**Committee Membership**

Committee representatives are requested from the following organizations:

* Manitoba School Boards Association (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)
* Manitoba Council for Exceptional Children (MCEC)
* Manitoba First Nations Education Resource Center (MFNERC)
* Manitoba First Nations School System
* Student Services Administrators Association of Manitoba (SSAAM)
* Manitoba Education & Training: Inclusion Support Branch
* University Inclusive Education Committee
* Manitoba Association of Parent Councils (MAPC)
* Children’s Coalition/Inclusion Winnipeg
* Healthy Child Manitoba
* Families – Children’s disAbilities Services, Community Living disAbilities Services
* Indigenous Education Directorate
* Other members may be invited to attend on an ad hoc basis or as need arises.

**Focus 2018-19**

1. Reviewed Protection of Children Information Sharing Act (PCISA)
2. Edit and revise the Standards for Student Services.
3. Edit and revise a provincial IEP - R
4. Developed understanding of Student Specific Plans: Differentiating between Individualized programming. Modified programming

**NOTES**

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**PRIORITIES 2018 - 2019**

**Mission:**

**MASS provides leadership for public education by advocating in the best interests of learners, and supports its members through professional services.**

**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. MASS believes a quality education empowers the whole child to constructively participate in global society.**

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 safe, 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 well-being* 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, curiosity, creativity and artistic expression enables all students to achieve success and to flourish in life, academics and career.
* A respect for and openness to authentic youth voices and support for meaningful student action are critical for building capacity and self-efficacy in our students.

**MASS actively works towards equity and quality throughout the public education system, with a**

**special focus on three action areas:**

**Early Learning**

**Indigenous Education**

**Mental Health and Well-Being**

**The Early Learning Committee will take leadership to ensure that MASS:**

* Advocates for full implementation of the Calls to Action in the MASS position paper on Early Childhood Education.
* Participates actively on the Provincial Educaring Committee.

**The Indigenous Education Committee will take leadership to ensure MASS:**

* Builds capacity in MASS and school divisions to address the Truth and Reconciliation Calls to Action.
* Promotes ever increasing academic achievement, graduation, school completion and positive life outcomes for indigenous students, informed by collective inquiry into evidence.
* Actively supports the teaching of Indigenous perspectives, corrective history and culture and the use of Indigenous languages.

**The Mental Health and Well-Being Committee will take leadership to ensure that MASS:**

* Advocates for an implementation of a comprehensive provincial Children and Youth Mental Health Strategy.
* Collaborates with The Education for Sustainable Well-Being Research Group at the University of Manitoba and Manitoba Education and Training to develop tools and indicators for assessing the well-being and well-becoming of students in schools.
* 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 Mental Health Literacy in mental health for all educators and pre-service educators.
* Renewing MASS Mental Health position paper and calls to action.

**Action Taken on Resolutions**

**Adopted at the Annual General Meeting**

**May 17, 2018**

**2018-2019 RESOLUTIONS REPORT**

**SECTION 1 – Executive Resolutions**

**Resolution 1.1 Mental Health and Well-being**

*(MASS Executive)*

**MOTION:**

BE IT RESOLVED that MASS commits to the development of a comprehensive understanding of well-being and well-becoming and to a reconceptualization of student success in Manitoba public schools. This will include collaboration of MASS, MET and the University of Manitoba in a multi-year action research project and the development of a discussion and position paper to be widely shared.

**Rationale:**

MASS recognizes the critical importance of student well-being and well-becoming as a foundation for student success. Currently student success is often defined narrowly by quantitative indicators in provincial and national assessments and by graduation and completion rates.

MASS recognizes the shared responsibility of educational, community and government partners for the well-being and success of our children.

**Action:**

MASS continues to partner with MET and the University of Manitoba on a three year Well-Being and Well-Becoming working group. This was the second year of the project with a second cohort of six school divisions joining the working group. MASS will continue to be part of the planning in the third and final year.

MASS has worked in conjunction with the University of Manitoba (Thomas Falkenberg and Grace Ukasoanya) in the development of a student well-being and well-becoming discussion a paper.

**Resolution 1.2 Early Childhood Education**

*(MASS Executive)*

**MOTION:**

BE IT RESOLVEDthat the MASS focus committees for Mental Health and Wellness, Indigenous Education and Early Childhood Education identify a common call to action and develop a united strategy for implementation. This common call to action and strategy will then be shared with stakeholders so that the call to action extends beyond MASS.

**RATIONALE:**

In reviewing Position papers for three MASS focus committees, there is evidence of common threads.

As referenced in the MASS position paper, ***Mental Health Framework for Students (September 2012):***

1. Numerous studies indicate that mental health promotion and illness prevention aimed at children and adolescents can provide huge and long term positive impacts
2. Evidence of positive outcomes pointed to prevention initiatives such as positive parenting, anti- bullying, anti-stigma programs, anxiety, depression-, suicide awareness, and health promotion in schools.
3. Early Interventions can help these children and youth to lead a normal productive healthy life and save costs that would otherwise be incurred by providing them with social services throughout their adult lives.

As referenced in the MASS position paper, ***Manitoba Public Education: A View to the Future (March 2013):***

1. Aboriginal people, for a variety of historical and political reasons, have not been as well served by our schools as their non-Aboriginal counterparts…This dissonance is often perpetuated by parents, many of whom have had less than positive, in many cases disastrous, experiences with schools.
2. As educators, we are committed to: Find ways to live in harmony and balance in all aspects of one’s being and with the universe itself through sustainable and generative relationships.
3. As educators, we are committed to: Foster and support Aboriginal languages and cultures as they carry the oldest knowledge about life in Canada

As referenced in the MASS position papers, ***Early Childhood Education and Care (2007)*** and ***Early Childhood Education and Care Position Paper (2015)***:

1. As well, the Phoenix Sinclair Inquiry Report, released in 2013, recognizes that early childhood education programs “can significantly benefit children and their parents” and that the “[p]re- school years offer the most significant opportunity to influence children’s capacity to learn throughout their lifetime.” (Manitoba Government, 2013, Recommendation 59)
2. For every $1 spent on child care there is a $2 economic benefit. The benefit comes back through increased tax revenues and decreased social, education and health costs (Cleveland & Krashinsky, 1998).
3. The Manitoba Centre for Health Policy, in its report, concludes, “...change is possible. So long as there exists the right policies and programs, delivered to the right groups of children, at the right time” (Manitoba Centre for Health Policy, 2013).
4. The TD Economics Special Report, “Early Childhood Education Has Widespread and Long- Lasting Benefits” (2012), states that “economic, social, and health outcomes are better for children who were exposed to early education …. Studies show that children who enter kindergarten with a higher skill set generally experience fewer grade repetitions, on time

graduation, lower dropout rates and higher post-secondary attendance than those that enter with vulnerabilities.” Further, there were indications of “fewer instances of drug and alcohol use, smoking, teen pregnancies, and criminal behavior.”

Collaboration of the 3 MASS Focus committees will assure a more effective and stronger advocacy for change in common actions to improve early childhood education for Manitobans.

**Action:**

Members from the 3 focus committees were invited to discuss common elements in three position papers. Common call to action not yet determined. Three committee chairs agree to continue discussion in 2019-20. Start at MASS summer institute and narrow field of discussion with a focus on EDI results.

**Resolution 1.3 Indigenous Education**

*(MASS Executive)*

**MOTION:**

BE IT RESOLVEDthat The Manitoba Association of School Superintendents (MASS) endorses the Calls to Action in the Final Report of the Truth and Reconciliation Commission (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and holds these as the basis for all advocacy and action taken by MASS related to Indigenous education and reconciliation.

MASS specifically endorses Article 43 of UNDRIP which states, “The rights recognized herein constitute the minimum standards for the survival, dignity and well-being of the indigenous people of the world.”

MASS specifically endorses the statement in the Annex to UNDRIP which states, “Recognizing in particular, the right of indigenous families and communities to retain shared responsibility for the upbringing, training, education and well-being of their children, consistent with the rights of the child,

MASS is fully supportive of establishing UNDRIP in federal legislation, in order to create a harmonious and cooperative environment for working towards full reconciliation.

**RATIONALE:**

MASS acknowledges the importance the entire text of both the TRC Report and UNDRIP taken as whole, while specifically referencing Calls to Action and Articles relating to education, culture, language, history, spirituality and self-determination for Indigenous peoples in Canada.

The summary headings for each article cited below are meant to serve as an index only – the full meaning can only be gained by consulting the whole text of each document and of any specific article of interest:

|  |  |
| --- | --- |
| **TRC** | **Calls to Action** |
| Education …………………………………………………………………………………………………………………  Language and culture ...…………………………………………………………………………………………………  Funding of education ….…………………………………………………………………………………………………  Professional development for civil servants …………………………………………………………………………..  Education for reconciliation ……………………………………………………………………………………………..  CMEC commitment, Teacher training …………………………………………………………………………………  Canadian museum review ……………………………………………………………………………………………… | 8, 10  14  55  57  62  63  67 |
| **UNDRIP** | **Articles** |
| Self-determination ……………………………………………………………………………………………………….  Autonomy and self-government ……………………………………………………………………………………….  Maintain and strengthen their distinct political, legal, economic, social and cultural institutions ……………….  Manifest, practise, develop and teach their spiritual traditions, customs and ceremonies ………………………  Revitalize, use and transmit their languages, oral traditions, philosophies, writing systems and literatures …  Establish and control their Indigenous educational systems and institutions …………………………………….  Improve economic / social conditions, especially for elders, women, children and persons with disabilities  Maintain, develop, protect and control intellectual property over: ………………………………………………….  cultural heritage, traditional knowledge and cultural expressions;  sciences, technologies, medicines, knowledge of flora and fauna;  oral traditions, literatures, designs;  sports, traditional games, visual and performing art. | 3  4  5, 8, 11, 20  12, 15  13  14  21  31 |

**Action:** The Committee focused on developing a better understanding of resources which provide support and leadership in the area of Indigenous Education.  The Committee met with the Indigenous Inclusion Directorate, Sarra Dean from the National Centre for Truth and Reconciliation (NCTR), as well as a joint presentation by NCTR and Elections Canada. The Committee also participated in a trip to St. Laurent to learn together with Yvon Dumont.

**PROPOSED RESOLUTIONS FOR 2019-2020**

**SECTION 1 – Executive Resolutions**

**Resolution 1.1……………………………………………………………………………School Safety**

*(MASS Executive)*

**MOTION:**

BE IT RESOLVED that that MASS work together with Manitoba Education and Training to review, augment and coordinate crisis response/critical incident protocol and provide equitable support across the province.

**RATIONALE:**

Increasingly, school divisions need to respond to crisis/critical incidents occurring at or in the vicinity of schools. Protocol may vary from division to division, potentially causing confusion for staff, students, first responders and community.

**Resolution 1.2 ………………………………………………………………………… At Risk Youth**

*(MASS Executive)*

**MOTION:**

BE IT RESOLVED that MASS work together with Manitoba Education and Training and appropriate external agencies to develop an intersectoral Memorandum of Understanding (MOU) to support at risk youth in our schools.

**RATIONALE:**

Schools consistently work with at risk youth, their families and support systems to develop appropriate plans focusing on student success. The school is often the organization who coordinates the sharing of information and plan development with external stakeholders. An MOU would provide the structure for more seamless sharing and planning to support students with their learning.

**Resolution 1.3 ……………………………………………………Mental Health and Well-Being**

*(MASS Executive)*

**MOTION:**

MOTION TO BE RESOLVED that MASS takes 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 commits to the dissemination of the MASS “Student Well-Being and Well-Becoming” discussion paper to further develop a comprehensive understanding of wellbeing and well-becoming and to a reconceptualization of student success in Manitoba public schools. This will include a continued collaboration of MASS, MET and the University of Manitoba in a multi-year action research project.

**Rationale:**

MASS recognizes the critical importance of student well-being and well-becoming as a foundation for student success. Currently students’ success is often defined narrowly by quantitative indicators in provincial and national assessments and by graduation and completion rates. MASS recognizes the shared responsibility of educational, community and government partners for the well-being and success of our children.

**REAFFIRMED RESOLUTIONS FROM 2018 – 2019**

**Resolution 1.4 Early Childhood Education**

*(MASS Early Childhood Education Committee)*

**MOTION:**

BE IT RESOLVED that the MASS focus committees for  Mental Health and Wellness, Indigenous Education and Early childhood Education **continue to** identify a common call to action and develop a united strategy for implementation. This common call to action and strategy will then be shared with stakeholders so that the call to action extends beyond MASS. **Conversation will continue with a focus on EDI scores and divisional strategies to improve them.**

**RATIONALE:**

In reviewing position papers for 3 MASS focus committees there is evidence of common threads.

As referenced in the MASS Mental Health framework for students position paper:

1. Numerous studies indicate that mental health promotion and illness prevention aimed at children and adolescents can provide huge and long term positive impacts
2. Evidence of positive outcomes pointed to prevention initiatives such as positive parenting, anti-bullying, anti-stigma programs, anxiety, depression-, suicide awareness, and health promotion in schools.
3. Early Interventions can help these children and youth to lead a normal productive healthy life and save costs that would otherwise be incurred by providing them with social services throughout their adult lives.

As referenced in the MASS Indigenous Education document:

1. Aboriginal people, for a variety of historical and political reasons, have not been as well served by our schools as their non-Aboriginal counterparts…This dissonance is often perpetuated by parents, many of whom have had less than positive, in many cases disastrous, experiences with schools.
2. As educators, we are committed to: Find ways to live in harmony and balance in all aspects of one’s being and with the universe itself through sustainable and generative relationships.
3. As educators, we are committed to: Foster and support Aboriginal languages and cultures as they carry the oldest knowledge about life in Canada.

As referenced in the MASS Early Childhood Education position papers:

1. As well, the Phoenix Sinclair Inquiry Report, released in 2013, recognizes that early childhood education programs “can significantly benefit children and their parents” and that the “[p]re-school years offer the most significant opportunity to influence children’s capacity to learn throughout their lifetime.”(Manitoba Government, 2013, Recommendation 59)
2. For every $1 spent on child care there is a $2 economic benefit. The benefit comes back through increased tax revenues and decreased social, education and health costs (Cleveland & Krashinsky, 1998).
3. The Manitoba Centre for Health Policy, in its report, concludes, “...change is possible. So long as there exists the right policies and programs, delivered to the right groups of children, at the right time” (Manitoba Centre for Health Policy, 2013).
4. The TD Eco­nomics Special Report, “Early Childhood Education Has Widespread and Long Lasting Benefits” (2012), states that “economic, social, and health outcomes are better for children who were exposed to early education …. Studies show that children who enter kindergarten with a higher skill set generally experience fewer grade repetitions, on time graduation, lower dropout rates and higher post-secondary attendance than those that enter with vulnerabilities.” Further, there were indications of “fewer instances of drug and alcohol use, smoking, teen pregnancies, and criminal behavior.”

Collaboration of the 3 MASS Focus committees will assure a more effective and stronger advocate for change in common actions to improve education for Manitobans.

**Resolution 1. Indigenous Education**

*(MASS Indigenous Education Committee)*

**MOTION:**

BE IT RESOLVEDthat The Manitoba Association of School Superintendents (MASS) endorses the Calls to Action in the Final Report of the Truth and Reconciliation Commission (TRC) and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and holds these as the basis for all advocacy and action taken by MASS related to Indigenous education and reconciliation.

MASS specifically endorses Article 43 of UNDRIP which states, “The rights recognized herein constitute the minimum standards for the survival, dignity and well-being of the indigenous people of the world.”

MASS specifically endorses the statement in the Annex to UNDRIP which states, “Recognizing in particular, the right of indigenous families and communities to retain shared responsibility for the upbringing, training, education and well-being of their children, consistent with the rights of the child,

MASS is fully supportive of establishing UNDRIP in federal legislation, in order to create a harmonious and cooperative environment for working towards full reconciliation.

**RATIONALE:**

MASS acknowledges the importance the entire text of both the TRC Report and UNDRIP taken as whole, while specifically referencing Calls to Action and Articles relating to education, culture, language, history, spirituality and self-determination for Indigenous peoples in Canada.

**SECTION II – Regional Resolutions**

**Resolution 2.1**  **MSHAA Tournament Dates**

*(Metro)*

**MOTION:**

BE IT RESOLVED that School Divisions must not schedule MHSAA sanctioned tournaments or events (with the exception of Provincials) on Division or school-based professional development days, specifically during the regular school day hours.

**Rationale:**

Teacher professional development is highly regarded by all educational partners. With school divisions experiencing increasing demands on overall budgets, it is important for school divisions to further establish the importance of professional development days as protected space for all of our teaching staff.  Professional development or learning is, and must continue to be, a critical component of our ongoing commitment to improving student learning in our schools and classrooms.

**AMENDMENTS TO MASS POLICY and BY-LAWS**

(See full document on the AGM Event page - mass.mb.ca)

**Page 4 – Change of Officers**

**DEFINITIONS**

1. “Table Officers” refers to the members holding a commission on the Board of Directors, i.e. President, Vice President, and Treasurer

**Page 9 - Addition**

3. **Regional Organization**

3.3 If an active member attends a meeting of another region by invitation they may not officially represent that region or serve as Chairperson or Director of the Board.

*(amended June 1999;**May 2003; June 2016)*

**Page 22 – Change of Officers**

20. **Execution of Documents**

20.1 Deeds, transfers, licences, contracts and engagements on behalf of the Corporation shall be signed by either the President ~~or the Vice-President and by the~~ Treasurer, and the Treasurer shall affix the seal of the Corporation to such instruments as require the same.

**Page 29 – Clarity of Wording**

**Indigenous Education Committee Terms of Reference** *(Amended November 2017)*

Collaborate and liaise with Indigenous partner groups, builds awareness, identifies collective action and obtains resources to support the MASS Call to Action for Indigenous education and the Calls to Action in the TRC Final Report.

**Page 33 – Change of Committee Names**

**MASS POLICY DEVELOPMENT**

This policy defines a process by which policy statements are established for the Corporation.

2.2 The Legislation and Finance Committee shall receive proposals for formulation of new policy statements or changes to existing policies. Proposals can be initiated in writing by the Board, standing committees, and any member of the Corporation.

2.3 The Legislation and Finance Committee shall review all proposals and make recommendation to the Board.

2.8 The Member Advocacy and Support Committee shall review the overall structure of the policy manual in its entirety within a five-year period.

2.9 The Member Advocacy and Support Committee shall review each individual policy within a minimum of five years following its adoption.

**Page 34 -Clarity of Wording**

**MASS SPONSORSHIP AND ADVERTISING**

As a non-profit organization, MASS does not generally accommodate requests for sponsorship and/or advertising from other organizations.

**Page 35 – Clarity of Wording**

**MASS INVESTMENTS**

**3.1** Investment Committee

The Investment Committee will be comprised of the Treasurer, the Chair of the Legislation and Finance Committee and the Executive Director. The Committee will be responsible for:

**Page 36 - Addition**

**MASS REGIONS: ORGANIZATION AND ROLE**

4. That all active members shall be welcome to attend meetings of any and all regional groups as they may choose.

**Page 37 – Clarity of Wording**

**PAYMENT/REIMBURSEMENT OF EXPENDITURES**

**1. Executive and Standing/Focus Committee Members**

1.1 Executive and Standing or Focus Committee Members traveling from out of town to attend official MASS meetings shall be eligible for reimbursement for mileage and overnight accommodation in accordance with the guidelines of this policy.

**2. Table Officers**

2.1 Table Officers of MASS shall be eligible to attend national meetings of superintendents’ organizations in accordance with the guidelines of this policy. (Section 10 Bylaw 1:10.4 and 10.5)

5.2 Overnight accommodation shall be based on the cost of a moderately (standard or conference rate) priced room in the convention hotel or a local hotel, as applicable.

5.3 The per diem limit for meals, tips and incidental expenses shall be determined by the Executive.

**Page 38 – Clarity of Wording**

5.4 Accommodation and per diem expenses will be reimbursed for the duration of the conference/event plus one day for travel each way if required.

**Page 40 – Clarity of Wording**

**LEGAL ASSISTANCE TO MEMBERS**

**2. Assistance**

2.1 MASS will assist members to deal with employment-related issues or difficulties related to the interpretation of contracted rights, benefits, health-related documents, etc.

2.4 Disbursements on behalf of an active member shall not be limited to employment issues such as capricious or wrongful dismissal, but may include financial support of such action as defense against defamation (or other) suits, the seeking of a court injunction; legal action to secure benefits claimable under employee benefit plans (where the member’s employment contract does not already provide for support for such actions).

2.5 Reimbursement from the Legal Fund will be made only by formal resolution of the MASS Executive in response to a written request from a member through the Executive Director (to maintain confidentiality) including a copy

**Page 50 – Update and numbering**

**DUTIES OF THE EXECUTIVE ASSISTANT**

8. Prepare correspondence and mailings to the membership and external partners, as directed by the Executive Director.

11. Perform routine updates to the MASS website and portal.

12. Perform other duties consistent with the role of Executive Assistant that may from time to time be assigned by the Executive Director.

13 All the above ….

**2018-2019 New Members**

Shelley Amos Hanover School Division

Lisa Boles Pembina Trails School Division

Colin Campbell Hanover School Division

Jacqueline Connell Frontier School Division

Joanne Derksen Garden Valley School Division

Jacqueline Julien Sunrise School Division

Janice Krahn Garden Valley School Division

Tammy Mitchell River East Transcona School Division

Tyler Moran Interlake School Division

Lesley Nichol Pine Creek School Division

Jillian Patmore Southwest Horizon School Division

Daniel Preteau Division scolaire franco-manitobaine

Darlene Willets Lakeshore School Division

Donald Nikkel Lakeshore School Division

Henri Peloquin Louis Riel School Division

Matt Henderson Seven Oaks School Division

Associate Members

Brenda Hill-Yaschyshyn River East Transcona School Division

Kent Brewer River East Transcona School Division

**2018-2019 Retirees (New Life Members)**

Duane Brothers Louis Riel School Division

Grant Butler Rolling River School Division

Greg Daniels River East Transcona Division

Donna Davidson Mountain View School Division

Doug Edmond Winnipeg School Division

Chris Gudziunas Hanover School Division

Lydia Hedrich Seven Oaks School Division

Bruce Lyons Pine Creek School Division

Constance McLeese Flin Flon School Division

Greg Malazdrewicz Brandon School Division

Janet Martell Lakeshore School Division

Tim Mendel Swan Valley School Division

Susan Schmidt Pembina Trails School Division

Edwin Janz River East Transcona School Division

(Associate Member)

**Service Anniversaries**

**25 YEARS**

Doug Edmond

**20 YEARS**

Brian O’Leary

**15 YEARS**

Pauline Clarke

Don McCaskill

**10 YEARS**

Janet Martell

Chris Rhodes

Karen Seiler

**5 YEARS**

Monica Biggar

Brad Curtis

Greg Daniels

Elaine Egan

Verland Force

Alain Laberge

Steven Lawrie

Fatima Mota

Keith Murray

Rob Riel

Iain Riffel

**NOTES**

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**2019 Summer Institute**August 13, Executive & New Members Pre-Sessions

August 14-16, Elkhorn Resort & Conference Centre

**MASS 2019 Fall Members Meet**

November 1, Legacy Centre LRSD

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**MASS Leadership Development Module I**January 9-10, TBA

**Educating for ACTion: Our Learning Journey**

February 27-28, Victoria Inn, Winnipeg

**MASS Spring Members Meet**

TBA, Legacy Centre

**MASS Leadership Development Module II**April 16-17, TBA

**MASS Annual General Meeting & Recognition Banquet**

May 14, TBA

**MASS Summer Institute**

August 18, Executive & New Members Pre-Sessions

August 19-21, Lakeview Hecla Resort

**MASS Fall Members Meet**

October 9, Legacy Centre



**CALENDAR OF EVENTS**

**MASS OFFICE**

**900 St. Mary’s Road**

**Winnipeg, MB R2M 3R3**

**Phone: 204-219-7059**

**Website: www.mass.mb.ca**

**Executive Director:**

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