



ANNUAL REPORT

2021 - 2022

Annual General Meeting

May 19, 2022

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2022 AGM Agenda

Call to Order and Welcome – *Co-President, Krista Curry*

1. Approval of Agenda

2. Approval of Minutes

2.1 AGM – May 20, 2021

2.2 Fall Members Meet – October 28-29, 2021

3. Co-Presidents Report – *Krista Curry and Pauline Clarke*

4. Table Officers and Executive Director's Reports

4.1 Vice-President – *Christian Michalik*

4.2 Treasurer – *Jason Young*

4.2.1 Approval of 2021-2022 Budget

4.3 Executive Director – *Barb Isaak*

5. Standing and Focus Committee Reports

5.1 Student Learning – *Roza Gray*

5.2 Finance and Legislation – *Jason Drysdale*

5.3 Leadership Development – *Jonathan Toews*

5.4 Professional Learning – *Carolyn Cory*

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

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

5.7 Early Child Education – *René Déquier*

5.8 Indigenous Education – *Dan Ward*

(**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.)

6. External Committee Reports

7. Nominations and Election of Officers/Regional Directors for 2022-2023 – *Reg Klassen*

8. MASS Priorities

8.1 MASS Priorities for 2022-2023 – *Krista Curry*

9. Resolutions

9.1 Report on Resolutions 2021-2022

9.2 Reaffirmation and New Resolutions for 2022-2023

10. Members' Questions and Comments and New Business

11. Adjournment

MINUTES OF ANNUAL GENERAL MEETING
Friday, May 20, 2021
VIRTUAL MEETING

CALL TO ORDER AND WELCOME

President Pauline Clarke welcomed the membership to the 2021 Annual General Meeting and called the meeting to order at 1:15 pm.

APPROVAL OF AGENDA

MOTION: Jason Young moved the agenda for the 2021 Annual General Meeting be approved as amended. Seconded by René Déquier.

CARRIED

APPROVAL OF MINUTES

MOTION: Dan Ward moved that the minutes of the Annual General Meeting held June 5, 2020 be approved. Seconded by Krista Curry.

CARRIED

MOTION: Krista Curry moved that the minutes of the 2020 Fall Membership General meeting held November 6, 2020 be approved.
Seconded by René Déquier.

CARRIED

TABLE OFFICERS' AND EXECUTIVE DIRECTOR'S REPORTS

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

TREASURER'S REPORT

Christian Michalik presented the Treasurer's Report that was included in the 2020-2021 Annual Report Book. The report includes the Income/Expense – Budget vs. Actual Report as at April 30, 2021 which indicates that the 2020 - 2021 budget shows a surplus. The report indicates that a projected surplus at June 30, 2021 is estimated to be \$76,244. Communications line: proposing a 30,000 set aside – given projected surplus we're confident in budgeting. Enough ... enhance our communication strategy next year, given the challenges expected in the coming year.

The Treasurer's Report also includes a proposed 2021-2022 Budget which is based on the MASS Budgeting principles.

MOTION: Christian Michalik moved that the MASS 2021-2022 budget be approved in the amount of \$340,800. Seconded by René Déquier.

CARRIED

MOTION: Tyson Mac Gillivray moved that the reports submitted by Table Officers' and the Executive Director be approved as presented.
Seconded Carolyn Cory.

CARRIED

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: Carolyn Cory moved that all Standing & Focus Committee reports included in the 2020 - 2021 Annual Report Book be received as information. Seconded by Jason Drysdale.

CARRIED

MOTION: Krista Curry moved that External Committee Reports included in the 2020 - 2021 Annual Report Book be received as information. Seconded by Jason Young.

CARRIED

AMENDMENT of BY-LAWS

MOTION: "That By-Law 1, Item 6.6 (a) be amended to read:
'The Chairperson of the MASS Nomination Committee: (a) shall select to the committee two recent MASS Presidents or Table Officers who are Active Members of the Corporation not presently serving on the Board.'"

"That a new item 6.8. (a) be adopted and subsequent Items in Article 6 be renumbered.

6.8 Should an event occur which could threaten the entity of the corporate body such as amalgamation, pandemic, provincial restructuring or a similar event, the executive may recommend through the nominating committee to add up to two (2) executive positions for a maximum one-year term by adhering to the following conditions:

- a. Proposed additional positions must be presented to the members at a general members meeting, complete with rationale and require a majority vote of two-thirds (2/3) of participating members.
- b. Only one additional position may be allocated for a Table Officer.
- c. Additional position(s) will be considered a one-year term.

Jason Drysdale moved that By-Law 1, Article 6 be amended as presented. Seconded by Jason Young.

CARRIED

NOMINATING COMMITTEE REPORT & ELECTIONS

Table Officers

Mike Borgfjord presented the Nominating Committee's slate of candidates for MASS Table Officer positions for 2021-2022. There being no further nominations from the floor, the following were elected as MASS Table Officers for 2021-2022.

Co-Presidents	Krista Curry and Pauline Clarke
Vice President	Christian Michalik
Treasurer	Jason Young

MOTION: Dan Ward move that the slate of candidates presented be approved as Table Officers for 2021-2022. Seconded by Tyson Mac Gillivray.

CARRIED

Directors-At-Large

Mike Borgfjord presented recommended candidates for Directors-At-Large positions for 2021-2022. There being no further nominations from the floor, the following were elected as MASS Directors at Large for 2021-2022:

MOTION: Ron Sugden moved that (a) the terms for Director At-Large for René Déquier (Rural/Urban) and Dan Ward (Rural/North) be extended for an additional year and (b) that Celia Caetano-Gomes be elected as Director-at-Large for a one year term (Metro). Seconded by Krista Curry.

CARRIED

MASS Regional Directors and Director of Professional Learning

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 2021-2022 are:

Metro	Verland Force Jason Drysdale Lisa Boles Jenness Moffatt
North	Tyson MacGillivray
South West	Stephen David
South Central	Stephen Ross
South East Interlake	Roza Gray

The Director for Professional Learning for 2021-2022 is Carolyn Cory.

MOTION: Jason Drysdale moved the slate of candidates presented be approved as Regional Directors and Director for Professional Learning for 2021-2022. Seconded by Ron Sugden.

CARRIED

MASS PRIORITIES

President Pauline Clarke advised MASS Priorities will remain status quo for 2021-2022.

MOTION: Krista Curry moved that the MASS Priorities presented be approved for 2021 – 2022. Seconded by Jason Young.

CARRIED

ACTIONS TAKEN FOR 2020 – 2021 MASS RESOLUTIONS

Action reports for the 2020 – 2021 Resolutions were reviewed.

MOITON: Tyson Mac Gillivray moved that Action reports for 2020 – 2021 Resolutions be approved. Seconded by Krista Curry.

CARRIED

PROPOSED RESOLUTIONS

SECTION 1 – Executive Resolutions

Reaffirmed 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.

Moved by Verland Force; Seconded by Roza Gray

CARRIED

Reaffirmed 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.

Moved by Dan Ward; Seconded by Carolyn Cory

CARRIED

Reaffirmed 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.

Moved by Verland Force; Seconded by Lisa Boles

CARRIED

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.

Moved to by René Déquier; Seconded by Elaine Lochhead **CARRIED**

Resolution 1.5.....Indigenous Education
(MASS Indigenous Education Committee)

MOTION:

BE IT RESOLVED that 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.

Moved by Krista Curry; Seconded by René Déquier **CARRIED**

SECTION II – Regional Resolutions

Reaffirmed Resolution 2.2Vaccinations
(South Central)

MOTION:

BE IT RESOLVED THAT the Manitoba Association of School Superintendents works collaboratively with Regional Health Authorities in the province of Manitoba on a public health / education strategy to promote the benefits of vaccinating children in order to improve the health and wellbeing of all children in Manitoba.

Moved by Ron Sugden; Seconded by Krista Curry **CARRIED**

MEMBERS QUESTIONS/COMMENTS and NEW BUSINESS

Nil

ADJOURNMENT There being no further business to discuss, Christian Michalik moved that the 2021 MASS Annual Meeting be adjourned at 1:43 pm. Seconded by Mike Borgfjord.

CARRIED

MINUTES OF THE 2021 FALL MEMBERSHIP MEETING

Thursday, October 28, 2021

Welcome and Introduction of New Members

MASS Co-President Krista Curry opened the meeting at 9:00 am and welcomed 78 members to the meeting.

Leanne Peters introduced following new members with a slide show:

Joyce Wong	Director	Winnipeg SD
Susan Gilleshammer	Assistant Superintendent	Brandon SD
Cameron Mateika	Superintendent	Swan Valley SD
Terry Simpson	Interim Assistant Superintendent	Turtle Mountain SD
Maggie Andres	Interim Assistant Superintendent	Turtle Mountain SD
Candace Wilson	Assistant Superintendent	Frontier SD
Dino Fabrizio	Director	Winnipeg SD
Darcy Cormack	Assistant Superintendent	Louis Riel SD

MASS Business Meeting

Treasurer's Report – Treasurer, Jason Young and Ryan Rawluk, Auditor

Ryan Rawluk presented the Auditor's Report and Financial Statement for 2020-2021.

MOTION: Jason Young/Krista Curry

"That the Auditor's Report and Financial Statement for 2020-2021 be accepted as presented."

CARRIED

Appointment of Auditor for 2020-2021

MOTION: Jason Young/Krista Curry

"That Rawluk & Robert Chartered Professional Accountants Inc. be appointed as the 2021-2022 auditors for MASS."

CARRIED

Adjournment

With no questions having been brought forward from the membership, the business meeting was adjourned at 9:15 a.m.

TABLE OFFICERS' REPORTS

Co-Presidents' Report

As we reflect to engage in writing this report, we wonder where to begin? We are finishing our second full year of leading through a global pandemic and have learned so much and grown together as collective. This growth and change resulted in MASS having Co-Presidents for the first time. We believe this was a benefit as we transitioned from daily to weekly to monthly meetings with provincial representatives and our ability to share both rural and urban perspectives and lessons learned along the way.

In the 2021-2022 school year MASS members continued to support their home divisions with local remote learning strategies as well as provincial shifts to remote learning, navigated staffing shortages and likely the most prominent change in our second year of pandemic leading, was the availability of vaccines and the implications that had in the public education sector. The vast geography of our province also led to diversity in community responses to the mandates placed upon us by government. Throughout, MASS members continued to support each other and lean on neighbors and colleagues through some dark days. In the depths of loneliness and isolation, there is always a member there to lend a shoulder of support. This is a significant strength of our organization.

MASS continues to be advocates for public education in Manitoba. Although not a political body, many members worked tirelessly with their school board in advocating against Bill 64 and some of the proposals shared in BEST. We now find ourselves in a hopeful place with some significant items removed from the table and others now being shared as part of an educational road map to improvement.

Whether it is at the Response Planning table, Operations table, or direct meetings with the Minister or Deputy Minister of Education and staff, MASS will continue to be at the table, asking wondering questions and promoting what we know is best practice in education. Your input into those conversations will continue to be vital for the advocacy to continue.

We have learned that the voice of MASS is a critical one in bringing the realities of education to government and partner organizations. We also know that, going forward, MASS will continue to be key in planning the future of education in Manitoba.

We want to thank our Executive Director, Administrative Assistant, our Executive Members, and each member of MASS for your support, exceptional work and insights. You are valued and you are an integral part of the public education system in Manitoba. Thank you to all for your leadership locally and provincially as part of MASS. The dedication you show to your communities and the families you serve is admirable and appreciated by many.

Respectfully submitted,
Pauline Clarke and Krista Curry, MASS Co-Presidents

Vice-President's Report

Throughout this 2021-2022 school year, MASS members were faced with continued uncertainty and disruption from responding to the ongoing pandemic to navigating the political storm occasioned by Bill 64 and its four-pillar strategy. Working through this turmoil, we demonstrated, both individually and collectively, an extraordinary amount of courage, resilience, and collaboration.

Despite the uncertainty, we remained committed to MASS's strategic priorities and vision for public education in Manitoba. That commitment is outlined in this year's Annual Report.

Living through such unprecedented times offers the opportunity to pause and discover new ways of looking at ourselves and the communities we serve. It has also brought MASS members together in an unparalleled way. My cautious optimism is that the lessons learned in 2021-2022 will help us strengthen our organization in support of our members' local efforts to build a more hopeful and equitable post-pandemic future.

Respectfully submitted,
Christian Michalik, Vice President

Treasurer's Report

MASS Financial Position

The Profit & Loss Budget vs. Actual Statement (July 1, 2021 to April 30, 2022) is attached to this report. The statement indicates that MASS had a challenging year but 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 14,869.33 as of April 22, 2022. No claims were made this year.

General investments at April 30, 2022 include a Canadian T-Bill Fund in the amount of 55,088.60

The MASS bank balance at April 30th, 2022 was \$189,640.

The 2021-2022 budget was based on projected net revenue for the following sessions:

<u>Budgeted</u>	<u>Session</u>
\$ 70,000	Summer Institute
\$ 9,000	Leadership Development
\$ 8,000	Members Sessions
<u>\$ 65,000</u>	Breakspear Team Sessions
\$152,500	

Due to cancellations mandated by COVID-19 restrictions, some events were either cancelled or were held virtual at minimal registration fees.

With the engagement of a new corporate lawyer and additional work generated as a result of Bill 64, legal fees were substantially higher than budgeted.

Salaries were higher than budgeted due to the Canadian Emergency Wage Subsidy (CEWS) program ending October 23, 2021 and the Executive Director continuing to work full-time up until March 31, 2022. The Executive Assistant contract was reviewed and amended.

Auditor's fees were higher than projected due to assistance with processing CEWS reports.

The Department of Education provided funding of \$40,000 to cover expenses for mentorship and professional learning for 2021-2022.

At present, MASS is anticipating a projected year-end surplus of approximately \$2,712. Combined with the net assets (\$283,323 as outlined in the audit), this would result in approximately \$241,035 in available funds at June 30, 2022.

2022-2023 Proposed Draft Budget

A copy of the 2022-2023 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 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 \$171,200, of which \$157,000 will be covered by membership dues.

The projected accumulated surplus at June 30, 2022 of \$241,035 represents approximately 67% of the 2022-2023 budget.

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

The following recommendation will be presented during consideration of the 2022-2023 budget at the 2022 Annual General Meeting:

1. That the 2022-2023 budget be approved in the amount of \$357,495.

MASS FINANCIAL POSITION as of April 30, 2022

Legal Fund	\$ 14,825
T-bill Fund Premium Class at March 27, 2022	\$ 55,047
Bank Balance at April 30, 2022	\$189,640
Total Funds Available	<u>\$259,512</u>
Accumulated Surplus at June 30, 2021	\$238,323
Projected Year-end Surplus at June 30, 2022	2,712
Projected Accumulated Surplus at June 30, 2022	<u>\$241,035</u>

2022-2023 Budget
Proposed Budget: \$357,495

Principle	Proposed Budget
The budget supports the achievement of the MASS mission statement and strategic plan	
<p>Membership fees should offset core expenditures of the organization.</p> <p>Salaries & Benefits: \$ 145,000</p> <p>Executive: \$ 10,000</p> <p>Office: \$ 10,000</p> <p>Executive Director: \$ 8,200 (includes \$6,000 PD)</p> <p>Audit: 6,000</p> <p>Committee: \$ 2,000</p> <p style="text-align: right;">\$171,200</p>	<p>Membership Fees: \$157,000</p> <p>Core Expenditures: \$171,200</p> <p>(A determined portion of professional learning revenue will be applied to core expenditures)</p>
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.	<p>Projected accumulated surplus of \$241,035 represents 67% of the 2022-2023 budget of \$357,495</p>
A responsible use of surplus would be for one-time expenditures/initiatives and emergencies.	
PD registration fees should remain accessible to encourage full participation.	

BUDGET

	Budget 2021/22	End of Apr '22	Year end Forecast	Budget 2022/3
REVENUE				
AGM & Banquet	13800	4,980	13,800	15995
Leadership Development	9000	15,985	15,985	10500
Members Sessions	8000	43,785	43,785	25000
Membership Fees	155000	141,675	141,675	157000
Mentorship Program	3000	3,000	3,000	15000
Breakspear Team Sessions	65000	16,440	16,440	15000
Summer Institute	70000	0	0	80000
Government Funding		40,000	40,000	40000
Uncategorized Income /CEWS	17000	24,978	24,978	2000
TOTAL INCOME	340800	290,843	299,663	357495
EXPENSES				
AGM & Recognition Banquet	13700	0	13,700	15000
Amortization	300	0	300	300
Audit	6000	6,623	6,623	6000
Bank Charges	1000	829	1,000	1000
CASSA Membership	6000	5,733	5,733	6695
Interorganizational	0	0	0	1000
Committee Meeting Expenses	2000	81	90	2000
Executive Director Expenses	1500	796	1,000	2200
Executive Committee Expenses	8000	3,009	3,500	10000
Leadership Development	9000	5,500	14,500	9000
Legal Fund	6500	10,457	10,457	6500
MASS Directed Travel	9000	0	2,500	12000
MASS Public Relations	2000	0	0	2500
Members Sessions	8000	18,649	18,700	10000
Member Recognition	0	50	3,000	2000
Mentorship Program	3000	3,115	6,300	12000
Office Equipment	1000	4,661	4,661	1000
Office Operations	9000	9,272	10,242	10000
Website Management				3000
PD Executive Director	6000	736	3,000	6000
ED Travel to Regional Mtgs	500	0	0	1500
Publishing and Printing	2000	0	100	1500
Salaries and Benefits	140000	141,114	184,045	145000
Summer Institute	70000	0	0	80000
Breakspear Team Sessions	30000	4,200	7,200	10000
Uncategorized Expenses	300	0	0	300
Writing Contract/Communications	30000	115	300	4000
	340800	214,941	296,951	357495

Executive Director's Report

While the 2021 – 2022 year has been filled with many opportunities and challenges, reflecting on the year provides opportunity to acknowledge the varied leadership and learning opportunities that MASS has been engaged in. The continuation of regular communication through weekly calls and the 'Members Update' has supported ongoing conversation and collaboration.

Our conversations have included the impacts and actions necessary to meet the challenges of COVID 19, the removal of the Education Modernization Act, the release of the 'Roadmap in Response to the recommendations of the Commission on K – 12 Education and the provincial 'Framework for Learning'. Further dialogue about the details of the latter documents will guide some of the conversation in the days to come.

Year in Review

Impacts of COVID 19:

As we are able to participate in the 2022 MASS Annual General Meeting in person, we acknowledge that much of our work over the year has been done electronically. The impact of COVID 19 on staff and students continues to create challenges for schools and divisions. We hope the return to school in the fall will arrive with less impact on the day-to-day work in classrooms and schools. Though regular meetings with Public Health have drawn to a close, the opportunity for ongoing collaboration is a possibility.

Work of MASS:

Each of us has continued to extend our technological skills as meetings have been online. The importance of ongoing communication and the opportunity to check our thinking with others has been critical. Thank you for your participation and willingness to share questions, wonderings, and wisdom with others.

The work of various MASS committees has continued throughout the year. As you will notice in the committee reports, each group has had an impact on reaching the organizations goals and areas of focus. The dedication of time and energy to the work of MASS during challenging times has been commendable. We celebrated the opportunity to learn together throughout the year. We do look forward to many more learning opportunities starting with an in-person Summer Institute in August 2022.

The Executive has worked diligently to represent the regions and the membership. Thanks to each Executive member who has supported the organization through conversation and direction setting. A special thank you to each committee chair, and Table Officers Krista Curry, Pauline Clarke, Christian Michalik and Jason Young. Karen Wohlgemuth continues to keep us organized and on track. Thanks!

Learning Together:

Our learning together has taken several directions over the course of the year including a 'Teaching Sprints' webinar series with Simon Breakspear which saw more than 100 Manitoba educators participate. Leanne Peters again facilitated two Teaching Sprints coaching series which provided further opportunity for learning and collaboration. Members came together to learn more about how to support Indigenous Education, a session with Usha James regarding critical thinking and the opportunity to reflect on and learn about ways to support our own wellness and well – being.

Manitoba Landscape:

The MASS organization is in a very different place than it was 12 months ago, when we anticipated that June 2022 would signal the end of the organization as we know it. Given the removal of Bill 64, MASS will continue to provide educational and instructional leadership in the years to come as we navigate the future and continue to learn from and with others. Thanks to each school division who contributed to the 2021 -2022 MASS Journals celebrating the role of public education in the province of Manitoba.

Respectfully Submitted,
Barb Isaak, Executive Director

STANDING AND FOCUS COMMITTEE REPORTS

Student Learning Committee

Committee Members: Rosa Gray, Cathy Tymko, Cheryl Mangin, Jenness Moffatt, Karen Boyd, Krista Reynolds, Marianne Fenn, Matt Henderson, Pamela Garnham, ex officio: Barb Isaak

The MASS Student Learning Committee held meetings with Janet Tomy and Glenys MacLeod on Friday, November 12, 2021 and Monday March 7, 2022

- to gain a perspective and provide feedback on the Manitoba Education Framework for Learning.
- To recommend that Manitoba Education present to MASS on April 21st prior to the Leadership Development session.

The committee met on April 14th and will meet once more prior to the May 19th AGM

- to facilitate table conversations regarding the Framework for Learning,
- to collect feedback from member to share with the Dept.

Respectfully submitted,
Rosa Gray, Chair

Finance and Legislation Committee

Committee Members: Jason Drysdale, Jason Young, Jeff Anderson, Tyson MacGillivray, Margaret Ward, Stephen Ross, Krista Curry, Mathew Gustafson, Reg Klassen

The MASS finance and legislation committee has used the overall purpose (to make recommendations to the MASS Executive regarding Education Finance and Legislation matters) and terms of reference to guide our work. Additionally, the committee has referenced the MASS priorities to assist us in our efforts. The priorities reminded the committee of our commitment to being leaders of learning who are working to support quality education for all students that is inclusive of achievement and well-being.

Summary of Committee Work:

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

Finance

- Executive Compensation
 - Researching models across Canada and the development of a preliminary draft set of principles for a possible MASS framework
- The new Funding of Schools model

Legislation

- Throne Speech and the possible implications
- K-12 Review Commission Report
- The development of a Provincial Student Information System

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: Mark Bruce, Stephen David, Barb Issak, Louise Legal-Perrin, Remi Lemoine, Selena Mell, Jonathan Toews (Chair)

The MASS Leadership Development Committee met four times this year. One workshop was planned for the year.

Leadership Development Sessions for 21/22:

The initial planning step for the committee was to survey MASS members based on the following questions:

1. What have been areas for celebration in our profession during the past 18 months?
2. What are the challenges that you have experienced in your role over the last 18 months?
3. How would you characterize your work/life balance and job satisfaction?
4. What is needed for your job satisfaction to be sustained or improved?

The responses provided the primary planning lens for the both the January and April workshops.

The committee adapted the January plan from an in-person Thursday evening-Friday event to a half-day virtual (Friday am) with 32 MASS members in attendance. The purpose of the workshop was to provide senior leaders the opportunity to network with colleagues with a focus on wellness. Darci Lang, author and motivational speaker, facilitated an engaging session based on the notion of "focusing on the 90% of your life that is positive rather than the 10% that is not." As an outcome of this session, the committee implemented a "connecting question" to engage MASS members during weekly MASS meeting in conversations beyond work.

The committee was fortunate to connect with EdCan who worked with us to develop a second workshop focused on wellness: "Well at Work - Taking Care of Those Who Take Care of Others." Thankfully we were able to host an in-person event with 47 MASS members able to attend. The purpose of the workshop was to consider this big idea: "As system leaders, we understand our role in attending to the wellbeing of the system – our principals, teachers, support staff and students. But who takes care of those who make the care of others their priority?"

Teamwork is key:

It has been an honour to work with this group of visionary leaders. I thank them for their dedication and perseverance to working as a team; it is in this way that we were able to plan such valuable, relevant learning opportunities for MASS colleagues.

When the committee membership is in place for the 22-23 school year, they will meet to decide on the 2022-23 workshops. Thank you to Karen and Barb for organizing and supporting the committee throughout the year.

Respectfully submitted,
Jonathan Toews, Chair

Professional Learning Committee

Committee Members: Carolyn Cory, Leanne Peters, Matt Henderson, Karen Boyd, Darlene Willetts, Jon Zilkey, Cheryl Mangin

The Professional Learning Committee worked to provide members with learning experiences that continued our work of the previous year and extended learning in response to the varied challenges of 2021-22.

August 2021

- Jenni Donohoo – Restoring Collective Efficacy
- Review of Bill 64 with Fred Thiessen

Fall Conference, October 28/29, 2021

- Jenni Donohoo – Restoring Educational Leadership
- Overview of the Mamahtawisiwin Strategy with the Indigenous Inclusion Directorate
- Dr. Cidro – Understanding the Complexities Around Indigenous Social Determinants of Health
- Bearpit session with DM Rudy and team

March 4, 2022 – Members' Meeting

- Usha James, Executive Director of the Critical Thinking Consortium led an initial exploration of refining our practice to nurture high quality thinking for all learners
- Inquiry Work as presented by division and school teams

May 19, 2022

- Usha James continued her work in assisting members in building an inquiry stance and developing a personal learning plan in preparation for the Summer Institute

Teaching Sprints Sessions – Fall 2021

- The PL Committee hosted a series of two webinars for school teams with Dr. Breakspear.

Local Teaching Sprints Network – January - April 2022

- Led by Dr. Leanne Peters

Plans for 2022-2023

- Summer Institute with Usha James
- Potential for cross committee work through a framework from the Critical Thinking Consortium
- Potential for ongoing work with Dr. Breakspear and his team with the intent of continuing to build leadership capacity across Manitoba
- Potential for ongoing local Sprints Networks to provide continuing contact
- Continued collaboration with MASS Committees

Thanks to each member of the Professional Learning Committee for their responsiveness, flexibility, clarity, and willingness to share ideas and take on various responsibilities. Special thanks to Karen for her tireless work behind the scenes, and to Barb for her guidance and support during a challenging year for all.

Respectfully submitted, Carolyn Cory, *Chair*

Advocacy and Support Committee

Committee Members: Celia Caetano-Gomes (Chair), Kelly Barkman, Scott Hill, Tyler Moran, Reg Klassen, Barb Isaak

Mandate:

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

1. Journal

- The committee published two journals that honoured the work in school divisions to celebrate school divisions in Manitoba.
- All school divisions were featured and honoured in either the fall or spring edition.

2. Book Club Selection for Summer Institute

- The committee identified books to support the MASS priority areas, including leadership, planning and change management for 2022-2023.

3. AGM Banquet and Recognition

- MASS will be returning to an in-person banquet and recognition.
- The committee will be resuming the host region schedule to coordinate entertainment at the retirement and recognition banquet.

4. Mentorship

- The MASS Mentorship Program supports onboarding new members into MASS
- There has been an average of 10-12 new members on an annual basis.
- The committee hosted an onboarding session prior to the Fall Conference and coordinated virtual mentoring in partnership with Jordan Tinney.

5. Membership Services Advocacy

- The committee coordinated a follow up session with the lawyer to review the implications of Bill 64 and the Provincial K-12 Education Review.

6. Policy

- MASS is completing the first two-year term, following the introduction of the new leadership structure for President, Vice-President, table officer positions and regional representation. There will be an opportunity to elect a new President at the 2023 AGM for a new two-year term.

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), Daniel Preteau, Roza Gray, Stephen Jaddock, Tammy Mitchell, Jason Cline, Barry Pitz, Lisa Boles, Lorie Henderson

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 2021-2022

- Participated in ongoing conversation with the Director of Manitoba Inclusion Support Branch on the five-year plan, *A Pathway to Mental Health and Community Wellness: A Roadmap for Manitoba*.
- MASS representation on the *Mental Health Initiative in Education Steering Committee*.
- MASS representation on the *Canadian School Mental Health Leadership Network*.

Objectives:

- A written response to the five-year plan, *A Pathway to Mental Health and Community Wellness and Community Wellness: A Roadmap for Manitoba*, highlighting recommendation from the position and discussion paper.
- Collaborate with provincial partners re: mental health promotion, prevention and treatment.
- Pursue inter-sectorial liaisons with public and mental health organizations and agencies.
- Seek out and participate in current research and programs in mental health and well-being.

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 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: Dan Ward, Lorie Henderson, Jerret Long, Mark Bruce, Jackie Connell, Thelma Nice, Cathy Tymko, Barry Pitz, Todd Cuddington, Jason Cline

MASS Support: Barb Isaak, Karen Wohlgemuth

The MASS Indigenous Education Focus Committee continues to focus on three priority areas from the existing affirmations.

- Build capacity in MASS and school divisions to address the Truth and Reconciliation Calls to Action.
- Promote and advance academic achievement, increased graduation, and school completion rates.
- Actively support the teaching of Indigenous perspectives, corrective history, culture and the use of Indigenous languages.

Meeting Dates

October 7, 2021, December 1, 2021, February 16, 2022, April 20, 2022

Janet Tomy and Flora-Lee Trueman from Manitoba Education and Early Childhood Learning met with the committee in preparation for the MASS Fall Conference in October where the Department presented the draft Mamàhtawisiwin Framework and plans for the October 28 workshop. Feedback on the document was provided to the Department.

Committee members worked with Professional Learning to assist in organizing the MASS Fall Conference. In addition to the Mamàhtawisiwin session led by Helen Robinson-Settee (Director of the Indigenous Inclusion Directorate), Dr. Jaimie Cidro from the University of Winnipeg provided a session to MASS members on the Social Determinants of Health and their impact on the well-being of Indigenous youth.

Over the course of the year, the committee met with post-secondary institutions and discussed how system leaders and universities could work together to increase the number of Indigenous teachers in the system. The meetings included discussions with John Minshull (PENT Program) and Dr. Heather Duncan, Dean of Education, from Brandon University, Dr. Ken Friesen-Cardinal from the University of Winnipeg (CATEP Program) and Gina Guiboche, Dean of Education from the University College of the North. The committee also met with two PENT students to get their perspectives on programming and supports. Information on these programs were provided to the general membership through the regular MASS Members Updates.

The Early Childhood Education Committee and Indigenous Education Committee met to discuss school readiness assessments and preschool programming across the province. The committees agreed to meet again to discuss recommendations on future MASS PD sessions.

Respectfully submitted,
Dan Ward, Chair

Early Childhood Education Committee

Committee Members: René Déquier (Chair), Shelley Amos, Tyler Moran,
Thelma Nice, Donald Nikkel

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 advocate for the implementation of Student Learning Recommendation 2.5: Integrate Inter-sectoral Support/Initiatives to ensure Student readiness for school from the MASS Education Review submission.
2. A letter is written to the Poverty task force to reaffirm the importance of early childhood education as an effective way of reducing effects of poverty on children.
3. The committee is exploring and sharing the use of early year's metrics to guide interventions with community partners.
4. The committee is collaborating with other committees to offer learning opportunities in ECE for MASS members.

We would like to thank Indigenous Education, Mental Health and Well-being and Early Childhood Education committee chairs as well as Barb Isaak for their contribution to this year's activity.

Respectfully submitted,
René Déquier, Chair

EXTERNAL COMMITTEE REPORTS

Attendance Task Force

This committee has reviewed attendance strategies from around the world. Currently working on an attendance strategy that takes in to account the many factors that impact attendance. A significant part of our conversation has been the need for cross sector coordination combined with improved connections between home and school. The Pandemic has also added complications and a major part of the discussion has been exploring how to bring about a systemic shift in the approach to attendance. Attendance is complex and multi layered and the committee has been challenged on many fronts to find solutions that are easily implemented.

Committee Members: Helen Robinson-Settee (EDU), Crystal Smith (EDU), Shari Block (EDU), Cameron Zacharias (JUS), Frankie Snider (JUS), John Mikula (FAM), Brian Malkowich (FAM), Pauline Clark (WSD), Celia Caetano-Gomes (WSD), Reg Klassen (FSD), Tyson MacGillivray (FSD), Barb Isaak (MASS), Emily Keijzer (IRNR), Scott DeJaegher (IRNR), Kent Dueck (ICYA), Sel Burrows (Community).

Directions Evidence and Policy Group: Charles Unger, Ruth Baumann, Geniva Liu.

Respectfully Submitted

Reg Klassen, Chief Superintendent, Frontier School Division

Certificate in School Leadership Review

The committee met on May 20th, and October 12th, 2021, Tuesday, January 25th, and Monday May 2nd, 2022.

Our committee work over the past two years has included a review and update of the MOU as its term has ended. A new agreement has been signed by the signatories.

Given the Pandemic, all courses went 100% on-line. This has allowed courses to be available almost without interruption, and as we transition back to in-person our new-found technology skills will allow students to continue to access courses remotely.

The Committee has completed a grandfather clause that will allow applicants who have completed a master's degree in education with a specialization in education administration from a province outside of Manitoba to apply for certification. Certain dates and credit hours apply.

Future work will involve a scan of Leadership Frameworks from across the country as we review our current Domain Framework and determine how the work of the new Provincial school Leadership Framework intersects with ours.

Committee Members: Cheryl Chuckry (MTS) Chair, Reg Klassen (MASS), Joel Ruest (St. B), Janis Arnold (MSBA), Peng Liu (UM), Jacqueline Kirk (BU), Lesley Trudel (UW), Darryl McCrae (RRC), Connie Lehky (ECCL), Janet Tomy (ECCL).

Respectfully Submitted

Reg Klassen, Chief Superintendent, Frontier School Division

University of Manitoba Graduate Programs Committee (GPC)

The Graduate Programs Committee (GPC) serves as an oversight committee with the focus on graduate studies at the University of Manitoba Faculty of Education. The committee is chaired by Dr. Melanie Janzen (Associate Dean – Graduate Programs and Research). Committee membership includes members of the Faculty of Education, graduate students, Manitoba Association of School Superintendents (MASS), Manitoba School Board Association (MSBA), Université de Saint-Boniface (USB), Manitoba Teachers Society (MTS) and Manitoba Education. The Committee met 6 times over the course of the 2019 – 2020 school year.

The Committee receives reports from internal committees as well as provides a discussion forum for the work and direction of graduate programs. The opportunity for partner organizations to learn and participate in this aspect of decision making for the graduate program provides insight and builds capacity.

Topics have included:

- Initiation of graduate program review (M. Ed and Ph. D)
- Course additions/change including pre-requisites
- Faculty advising process
- Professional learning opportunities
- Ph.D Student Handbook update

Respectfully submitted,
Barb Isaak, Executive Director

HBN ITV Advisory Board – May 2022

The HBNI ITV committee consists of MASS, Manitoba Education, and HBNI ITV representatives. The HBNI ITV Advisory Committee met on April 19, 2022. The focus of the committee is on the Hutterian Broadband Network. For the 2021-2022 school year, HBN ITV offered thirty courses to two hundred and sixty-two students enrolled in seven hundred and seventy-five credits. We reviewed course enrollments, course marks, and the annual financial statement at our yearly meeting. Course offerings are dependent on teacher availability and priority. Fifteen Hutterite students have completed their education degree at Brandon University in the past year, and five will graduate this spring. The next meeting will be in January 2023.

Respectfully submitted,
Pamela Garnham

Indigenous Inclusion Directorate Advisory Council

Meeting Dates: August 24, 2021, October 25, 2021, November 25, 2021, February 28, 2022

The 15-member council has met several times over the year. Most of the meetings have been virtual. The council's mandate is to provide advice, guidance and recommendations to the Director of the Indigenous Inclusion Directorate on K-12 initiatives and action areas. The next meeting is planned for July 2022 in the north. The summer meetings are traditionally hosted in the north.

Highlights for the year include:

1. Reviewed the council's role and membership (Aug)
2. Reviewed protocol for engagement with Indigenous leaders and partners for a document (Nov)
3. Reviewed the annual report for submission to the Deputy Minister
4. Presentation on the Education Roadmap (Feb)
5. Presentation on the Framework for Learning. (Feb)
6. Treaty Education Professional Development – Importance is high but time constraints.
7. Land Acknowledgement feedback for EECL
8. Co-Created a statement on the Legacy of Residential Schools for EECL
9. Continued participation in the Mamahawisiwin document (provincial Indigenous inclusion document)
10. Continued participation in the IAA reporting rubric

Respectfully submitted,
Lorie Henderson, Superintendent Representative

Manitoba High Schools Athletic Association

Manitoba High Schools Athletic Association is governed collaboratively by a Board of Directors, which includes active participation of students, teachers, school leaders, senior administration and staff from provincial education organizations (COSL, Manitoba Education, MASS, MSBA). MASS has been represented on the Board during the 2021-2022 school year by Karen Boyd (urban) and Tyler Moran (rural). Additionally, overall leadership of the Board has been provided admirably by Jerret Long (MHSAA President).

MASS representatives are active participants in regular board meetings and provide leadership in the work of MHSAA's standing committees as well as the Executive Committee. The opportunity to provide feedback to MHSAA Staff on behalf of school divisions and zones throughout the province has been critical in the ongoing work associated with the return to school sport throughout the COVID-19 pandemic. A broad range of sport opportunities have been available in the current school year and participation levels for student athletes remains very strong. The return to school sport has been an important step for the well-being of our communities.

Respectfully submitted,
Tyler Moran, Rural Representative and Karen Boyd, Metro Representative

RPT Sub-Committee

The purpose of the committee is to examine the big question, "What has been the impact of COVID on student learning?"

MASS members on the committee: Roza Gray, Jenness Moffat, Leanne Peters, Darlene Willetts

Other committee members: Gilles Landry, Jennifer Maw, Debra Mayer, Glenys McLeod (chair), Sara McPherson, Allison Potter, Barbara Riou, Youyi Sun, David Woitowicz

The committee met bi-weekly in November and December and then meetings were suspended. During the initial meetings, the group explored a variety of possible research questions around changes in credit attainment, attendance, behaviour and engagement. Manitoba Education shifted to gathering internal data that supports those broad categories. We anticipate the committee will resume meeting when that data is ready for analysis.

Respectfully submitted,
Leanne Peters

Teacher Certificate Review Committee

The Teacher Certificate Review Committee is a statutory committee of Manitoba Education and Early Childhood Learning. It serves in an advisory capacity to the Minister of Education and Early Childhood Learning on matters of discipline and teacher certification. The recommendations arising from the committee are not binding on the Minister. The proceedings and recommendations of the committee's work are protected and confidential.

The Certificate Review Committee is comprised of representatives of the Manitoba Teachers' Society, the Manitoba School Boards Association, the Manitoba Association of School Superintendents, and the Department of Education. The Minister of Education and Early Childhood Learning also appoints one of the members of the committee as chairperson and an additional person from the Department acts as secretary who is not a voting member of the committee. Due to many factors associated with COVID, the committee representatives who were on the committee prior to the pandemic remained as committee members throughout the past year. Ted Fransen and Jason Young were the past committee members and carried on in that capacity.

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

It has been our privilege to represent Superintendents/Assistant Superintendents on this committee.

Respectfully submitted,
Jason Young

Red River Polytechnic Teacher Education Advisory

The Red River Polytechnic Teacher Education Advisory met on November 25, 2021. This advisory committee includes Manitoba Education, Manitoba Teachers' Society, Vocational Teachers' Association, Technology Educators Association of Manitoba, MASS, Technical Vocational Leadership Council, and MSBA.

The mandate of the Teacher Education Department at Red River is to deliver:

- The only undergraduate Joint Bachelor of Education Program (the University of Winnipeg in the province of Manitoba for public school educators in;
- Business /Technology
- Industrial Arts/Technology
- Technical Vocational Education

Students graduating from these programs will receive a Bachelor of Education Degree. Student enrollment in the programs for 2021-2022 are:

- Business Technology – 15
- Industrial Arts and Technology program – 52
- Part-time Technical program – 94

The full-time technical program was ceased for 2021-2022. To bridge this issue, the full-time applicants were offered entrance into the part-time program, but with the ability to complete the program at the full-time pace. Applications for the full-time program are being accepted for 2022-23.

At the November convocation, sixty-six students graduated from Teacher Education programs.

There is a concern that recently, the entrance requirements to the University of Manitoba University One no longer accept technology education courses for entrance into the program. This change in requirements may have a negative impact on students choosing technical vocational options at high school.

Our next meeting is scheduled for May 18, 2022.

Respectfully submitted,
Pam Garnham

**ELECTION and RATIFICATION
of 2022-2023 MASS EXECUTIVE**

Table Officers

Presidents	Krista Curry
Vice-President	Christian Michalik
Treasurer	Jason Young

Directors-At-Large

Rural/Urban	Lorie Henderson
Rural/Metro	Pauline Clarke

Regional Directors and Professional Learning Director

Metro	Jenness Moffatt Matt Henderson Tammy Mitchell Troy Scott
North	Tyson MacGillivray
South West	Stephen David
South Central	Stephen Ross
South East Interlake	René Déquier
Professional Learning Director	Carolyn Cory

PRIORITIES 2021 - 2022

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 learners 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.

The **Indigenous Education Committee** will take leadership to ensure that 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.
- ☐ Sharing of Mental Health & Well-being paper with community and provincial partners.

2020-2021 RESOLUTIONS REPORT

Action Taken on Resolutions Adopted at the Annual General Meeting May 21, 2021

SECTION 1 – Executive Resolutions

Reaffirmed 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.

ACTION: While outside of the scope of school safety as originally defined when writing this resolution, MASS worked very closely with Manitoba Education to ensure key measures were taken to provide safe spaces for student learning during the COVID-19 pandemic.

Reaffirmed 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.

ACTION: Due to an unprecedented focus on other health issues during the 2020-2021 school year, there was little progress on the development of the MOU.

Reaffirmed 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 “StudentWell-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.

ACTION: Progress outlined in detail in the Mental Health and Well-Being Committee Report.

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 advocate for the implementation of Student Learning Recommendation 2.5 : Integrate Inter-sectoral Support/Initiatives to ensure Student readiness for school from the MASS Education Review submission.

ACTION:

1. A letter is written to the Poverty task force to reaffirm the importance of early childhood education as an effective way of reducing effects of poverty on children.
2. The committee is exploring and sharing the use of early year's metrics to guide interventions with community partners.
3. The committee is collaborating with other committees to offer learning opportunities in ECE for MASS members.

In collaboration with the MASS executive, a clarification of roles and responsibilities is sought with Manitoba education and early child hood learning.

3,Resolution 1.5Indigenous Education
(MASS Indigenous Education Committee)

MOTION:

BE IT RESOLVED that The Manitoba Association of School Superintendents (MASS) commits to enhancing and recognizing the achievement and well-being of Indigenous youth while working to dismantle colonial policies and systems. MASS also commits to advancing the Truth and Reconciliation Commission's (TRC) Calls to Action by prioritizing and creating space for Indigenous Ways of Knowing, Learning and Being.

MASS affirms and values the contribution of Indigenous knowledges and calls on all Manitoba educational organizations to:

- Ensure that the mandated Indigenous perspectives and outcomes in the provincial curriculum are addressed in the classroom in a meaningful and culturally respectful way for all students.
- Infuse existing curricula with Indigenous content.
- Ensure sufficient resources for the teaching of the mandatory outcomes in the provincial curriculum concerning Manitoba treaty education and the history of residential schools.
- Offer and promote specific courses in Indigenous studies and languages.
- Continue to actively support the recommendations of the Truth and Reconciliation Commission's 94 Calls to Action.
- Promptly address stereotypical images of Indigenous people in texts, media and in the general school environment.

MASS believes that Indigenous Education is a vehicle for the cultural, political and economic renewal of Manitoba. We call on all educational organizations to:

- Affirm Indigenous cultural knowledge and experiential learning systems in all aspects of the educational experience.
- Promote Indigenous student success by creating opportunities for Indigenous leadership in all educational settings.
- Incorporate experiential and land-based educational initiatives where appropriate.
- Promote Indigenous student success by valuing achievements through scholarships, bursaries and partnerships with employers.
- Share the successes of existing Indigenous Education initiatives.

MASS is committed to developing partnerships in order to create a system that is culturally responsive and engaging for all learners in Manitoba, at all levels. MASS calls on all Manitoba educational organizations to:

- Lobby the federal government to bring First Nations Education funding to par with public schools funding levels.
- Develop Indigenous Education policy and promote research into Indigenous Education and program development.
- Assist in the development of teacher education programs, educational assistant training and leadership training responsive to Indigenous populations.
- Develop targets for hiring Indigenous teachers, administrators and educational assistants.
- Develop strategies that encourage Indigenous youth to consider future careers in education.
- Examine school board governance models that more fully involve Indigenous communities and knowledge keepers.

ACTION: Progress outlined in detail in the Indigenous Education Committee Report.

SECTION II – Regional Resolutions

Reaffirmed Resolution 2.1 Vaccinations
(South Central)

MOTION:

BE IT RESOLVED THAT the Manitoba Association of School Superintendents works collaboratively with Regional Health Authorities in the province of Manitoba on a public health / education strategy to promote the benefits of vaccinating children in order to improve the health and wellbeing of all children in Manitoba.

ACTION: While outside of the scope of vaccinations as originally defined when writing this resolution, MASS worked very closely with Manitoba Education and Manitoba Health to ensure key measures were taken to encourage and provide opportunities for vaccination during the COVID-19 pandemic. Programs for other vaccinations are in place and will continue to progress.

PROPOSED RESOLUTIONS

for 2022 - 2023

SECTION 1 – Executive Resolutions

Reaffirmed Resolution 1.1 (amended wording)..... School Safety
(MASS Executive)

MOTION:

BE IT RESOLVED that MASS work together with Manitoba Education and Early Childhood Learning to develop a comprehensive business continuity (Education Plan) to support school divisions in the event of a pandemic or emergency situation which impacts the schooling of children.

Reaffirmed Resolution 1.2 (amended wording) At Risk Youth
(MASS Executive)

MOTION:

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

Reaffirmed Resolution 1.3..... Mental Health and Well-being
(MASS Executive)

MOTION:

BE IT 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, Manitoba Education & Early Learning and the University of Manitoba in a multi-year action research project.

Resolution 1.4 (new).....Mental Health – Trauma Informed Practice
(MASS Executive)

MOTION:

Be it resolved that MASS takes a leadership role in pressing the current provincial government to recognize the impact of the pandemic on students, staff and school communities. This will include establishing collaborative partnerships with Public Health, The Manitoba Advocate for Children and Youth and community agencies. MASS will advocate for preventative, timely and appropriate mental health services and promotion for children and youth with an acknowledgment of the escalation of students requiring supports and the wait times to receive care.

MASS will press the government to provide appropriate budgets for trauma informed and suicide prevention training, along with the addition of clinicians and contracted services in schools.

RATIONALE:

Research is showing the pandemic has impacted the mental health of students and staff. MASS is committed to lobbying the Provincial government, Public Health and other Government Departments to establish partnerships to make services, resources and supports accessible to school divisions.

Resolution 1.5 (new)..... Indigenous Education
(MASS Indigenous Education Committee)

MOTION:

BE IT RESOLVED that The Manitoba Association of School Superintendents (MASS) commits to enhancing and recognizing the achievement and well-being of Indigenous youth while working to dismantle colonial policies and systems. MASS also commits to advancing the Truth and Reconciliation Commission's (TRC) Calls to Action. MASS commits to offering one or more professional development sessions to members in the area of Indigenous Education per school year.

MASS affirms and values the contribution of Indigenous knowledges and calls on all Manitoba educational organizations to:

- Ensure that Indigenous perspectives and outcomes in the provincial curriculum are addressed in the classroom in a meaningful and culturally respectful way for all students.
- Prioritize and create space for Indigenous Ways of Knowing, Learning and Being.
- Infuse existing curricula with Indigenous content.
- Ensure sufficient resources (including professional development) for the teaching of the mandatory outcomes in the provincial curriculum concerning Manitoba treaty education and the history of residential schools.
- Offer and promote specific courses in Indigenous studies and languages.
- Continue to actively implement the recommendations of the Truth and Reconciliation Commission's 94 Calls to Action with a particular emphasis on the areas involving education.
- Promptly address stereotypical images of Indigenous people in texts, media and in the general school environment.

MASS believes that Indigenous Education is a vehicle for the cultural, political and economic renewal of Manitoba. We call on all educational organizations to:

- Affirm Indigenous cultural knowledge and experiential learning systems in all aspects of the educational experience.
- Promote Indigenous peoples' success by creating opportunities for Indigenous leadership in all educational settings.
- Incorporate experiential and land-based educational initiatives where appropriate.
- Promote Indigenous student success by valuing achievements through scholarships, bursaries and partnerships with employers.
- Share the successes of existing Indigenous Education initiatives.
- Support the implementation of Mamàhtawisiwin: The Wonder We Are Born With — a Provincial Indigenous Education Policy Framework

MASS is committed to developing partnerships in order to create a system that is culturally responsive and engaging for all learners in Manitoba, at all levels. MASS calls on all Manitoba educational organizations to:

- Lobby the federal government to bring First Nations Education funding to par with public schools funding levels.
- Develop Indigenous Education policy and promote research into Indigenous Education and program development.
- Assist in the development of teacher education programs, educational assistant training and leadership training responsive to Indigenous populations.
- Develop targets for hiring Indigenous teachers, administrators and educational assistants.
- Develop strategies that encourage Indigenous youth to consider future careers in education.
- Examine school board governance models that more fully involve Indigenous communities and knowledge keepers.

RATIONALE:

MASS acknowledges the harmful impacts of colonization on Indigenous peoples and the historical role education has played in colonization. System leaders and the education community need to work towards eliminating the social divide between Indigenous and Non-indigenous students. This work includes implementing the TRC Calls to Action relating to education, culture, language, history, spirituality and self-determination for Indigenous peoples in Canada.

Reaffirmed Resolution 1.5 (Amended wording) 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 advocate for the implementation of Student Learning Recommendation 2.5 : Integrate Inter-sectoral Support/Initiatives to ensure Student readiness for school from the MASS Education Review submission. Committees should identify strategic partnerships with community organisations that ensure all children the right to quality early learning programs and opportunities.

SECTION II – Regional Resolutions

RESOLUTION 2.1 (new)..... Information Sharing /Advocacy with Manitoba Education (SISA) and Early Childhood Learning

MOTION:

BE IT RESOLVED that MASS provide a current framework on the role and responsibilities of the Superintendent to Manitoba Education and Early Childhood Learning and partner agencies.

BE IT FURTHER RESOLVED that MASS develop clear protocols regarding engagement / communication from Manitoba Education and Early Childhood Learning

BE IT FURTHER RESOLVED that MASS advocates that Manitoba Education and Early Childhood Learning honors the roles and responsibilities framework and the proposed communication and engagement strategy.

RATIONALE:

Manitoba Education and Early Childhood Learning has previously indicated it intends to clarify its role internally and with respect to school divisions.

SISA believes it is essential that MASS inform/ advocate with Manitoba Education and Early Childhood Learning regarding the roles and responsibilities of the Superintendent and emphasize the importance of the role of the Superintendent as critical to efforts to enhance/improve our schools.

Further, given the confusion and frustration created by some of Manitoba Education and Early Childhood Learning's communication and engagement strategies, SISA is asking that MASS develop parameters for the communication and engagement strategies we would like Manitoba Education and Early Childhood Learning to adopt while engaging MASS members.

2021 - 2022 New Members

<i>Maggie Andres</i>	<i>Turtle Mountain School Division</i>
<i>Darcy Cormack</i>	<i>Louis Riel School Division</i>
<i>Dino Di Fabrizio</i>	<i>Winnipeg School Division</i>
<i>Garth Doerksen</i>	<i>Garden Valley School Division</i>
<i>Susan Gilleshammer</i>	<i>Brandon School Division</i>
<i>Cheryl Mangin</i>	<i>Prairie Spirit School Division</i>
<i>Cameron Mateika</i>	<i>Swan Valley School Division</i>
<i>Terry Simpson</i>	<i>Turtle Mountain School Division</i>
<i>Candace Wilson</i>	<i>Frontier School Division</i>

2021-2022 Retirees (New Life Members)

<i>Kelly Barkman</i>	<i>River East Transcona School Division</i>
<i>Elaine Egan</i>	<i>Pembina Trails School Division</i>
<i>Verland Force</i>	<i>Seven Oaks School Division</i>
<i>Jacqueline Julien</i>	<i>Sunrise School Division</i>
<i>Julie Millar</i>	<i>Winnipeg School Division</i>
<i>Jonathan Toews</i>	<i>Border Land School Division</i>

We also want to acknowledge Remi Lémoine, Assistant Superintendent at DSFM, a member since 2019, who is moving on to assume the role of Principal within the division.

A Special “Thank-You” for temporarily filling positions waiting to be filled

<i>Maggie Andres</i>	<i>Turtle Mountain School Division</i>
<i>Garth Doerksen</i>	<i>Garden Valley School Division</i>
<i>Simon Laplante</i>	<i>Seine River School Division</i>
<i>Elaine Lochhead</i>	<i>Seine River School Division</i>
<i>Keith Murray</i>	<i>Pine Creek School Division</i>
<i>Terry Simpson</i>	<i>Turtle Mountain School Division</i>

Service Anniversaries

15 YEARS

Julie Millar
Todd Monster

10 YEARS

Louis Gauthier
Clarke Hagan
Louise Legal-Perrin
Tyson Mac Gillivray
Rochelle Rands
Darren Skog

5 YEARS

Tammy Ballantyne
Brad Curtis
Pam Garnham
April Krahm
Jerret Long
Tammy Mitchell
Tyler Moran