



ANNUAL REPORT

2022 - 2023

Annual General Meeting

May 18, 2023

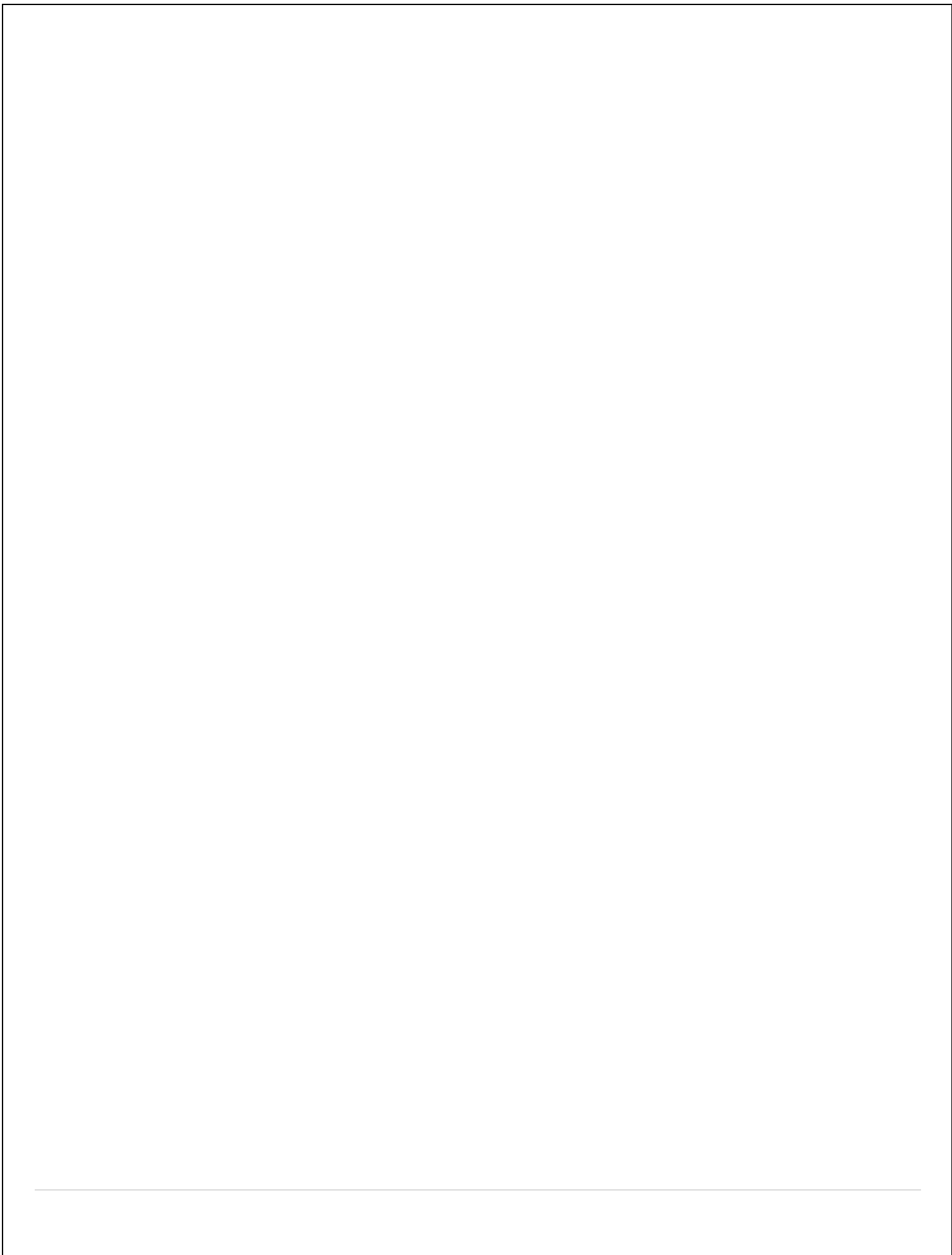


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2023 AGM Agenda

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

1. **Approval of Agenda**
 2. **Approval of Minutes**
 - 2.1 AGM – May 19, 2022
 - 2.2 General Membership Meeting – October 7, 2022
 3. **Presidents Report** – *Krista Curry*
 4. **Table Officers and Executive Director's Reports**
 - 4.1 Vice-President – *Christian Michalik*
 - 4.2 Treasurer – *Jason Young*
 - 4.3 Executive Director – *Barb Isaak*
 5. **Standing and Focus Committee Reports**
 - 5.1 Student Learning – *Jeness Moffatt*
 - 5.2 Finance and Legislation – *Stephen Ross*
 - 5.3 Leadership Development – *Stephen David*
 - 5.4 Professional Learning – *Carolyn Cory*
 - 5.5 Advocacy and Membership Services – *Tyson Mac Gillivray*
 - 5.6 Mental Health and Well-being – *Tammy Mitchel*
 - 5.7 Early Child Education – *René Déquier*
 - 5.8 Indigenous Education – *Lorie Henderson and 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. **Nominating Committee Report and Elections**
 - 7.1 Nominating Committee Report & Election of 2023-2024
 - 7.2 Officers Recognition of Newly Elected Regional Directors
 - 7.3 Introduction of Incoming Co-Presidents
 8. **Remarks from Incoming Co-Presidents**
 9. **2023-2024 Budget** – *Jason Young*
 - 9.1 Executive Director Position
 - 9.2 Presentation and Approval of 2023-2024 Budget
 10. **Roundtable Discussions**
 - 10.1 MASS Priorities for 2023-2024

11. Resolutions

11.1 Report on Resolutions 2022-2023

11.2 Reaffirmation and New Resolutions for 2023-2024

10. Members' Questions and Comments and New Business

11. Adjournment

MINUTES OF ANNUAL GENERAL MEETING
Thursday, May 19, 2022
Victoria Inn, Winnipeg

CALL TO ORDER AND WELCOME

President Krista Curry welcomed the membership to the 2022 Annual General Meeting and called the meeting to order at 1:12 pm.

APPROVAL OF AGENDA

MOTION: Jason Young moved the agenda for the 2022 Annual General Meeting be approved as amended. Seconded by Jason Drysdale.

CARRIED

APPROVAL OF MINUTES

MOTION: Dan Ward moved that the minutes of the Annual General Meeting held June 5, 2021 be approved. Seconded by Stephen Ross.

CARRIED

MOTION: Krista Curry moved that the minutes of the 2021 Fall Membership General meeting held October 21, 2022 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 2021-2022 Annual Report. The report includes the Income/Expense – Budget vs. Actual Report as at April 30, 2022 which indicates that the 2021 - 2022 budget shows a surplus. The report indicates that a projected surplus at June 30, 2022 is estimated to be \$241,035.

The Treasurer's Report also included a proposed 2022-2023 Budget which is based on the MASS Budgeting principles.

MOTION: Jason Young moved that the MASS 2022-2023 budget be approved in the amount of \$399,150. Seconded by Roza Gray.

CARRIED

MOTION: Roza Gray moved that the reports submitted by Table Officers' and the Executive Director be approved as presented. Seconded Stephen David.

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: Lisa Boles moved that all Standing & Focus Committee reports included in the 2021 - 2022 Annual Report be received as information. Seconded by Stephen David.

CARRIED

MOTION: Stephen Ross moved that External Committee Reports included in the 2021 - 2022 Annual Report be received as information. Seconded by Celia Caetano-Gomes.

CARRIED

NOMINATING COMMITTEE REPORT & ELECTIONS

Table Officers

Kelly Barkman presented the slate of candidates for MASS Table Officer positions for 2022-2023. There All positions remain status quo, except for there being no requirements for a Co-President.

President	Krista Curry
Bice President	Christian Michalik
Treasurer	Jason Young

Directors-At-Large

Kelly Barkman presented recommended candidates for Directors-At-Large positions for 2022-2023. There being no further nominations from the floor, the following were elected as MASS Directors at Large for 2022-2023:

MOTION: Kelly Barkman moved that (a) the terms for Director At-Large for Lorie Henderson (Rural/North) be elected for one year and (b) that Pauline Clarke be elected as Director-at-Large (Urban) 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 2022-2023 are:

Metro	Jenness Moffatt Tammy Mitchell Matt Henderson Troy Scott
North	Tyson Mac Gillivray
South West	Stephen David
South Central	Stephen Ross
South East Interlake	René Déquier

The Director for Professional Learning for 2022-2023 is Carolyn Cory.

MOTION: Kelly Barkman moved the slate of candidates presented be approved as Regional Directors and Director for Professional Learning for 2022-2023.
Seconded by Elaine Lochhead.

CARRIED

MASS PRIORITIES

President Krista Curry advised MASS Priorities will remain status quo for 2022-2023.

MOTION: Krista Curry moved that the MASS Priorities presented be approved for 2022 – 2023. Seconded by Jason Young.

CARRIED

ACTIONS TAKEN FOR 2021 – 2022 MASS RESOLUTIONS

Action reports for the 2021 – 2022 Resolutions were reviewed.

MOTION: Tyson Mac Gillivray moved that Action reports for 2021 – 2022 Resolutions be approved. Seconded by Krista Curry.

CARRIED

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.

Moved by Janice Krahn. Seconded by René Déquier.

CARRIED

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.

Moved by Stephen David. Seconded by Jon Zilkey.

CARRIED

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.

Moved by Lisa Boles. Seconded by Celia Caetano-Gomes.

CARRIED

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.

Moved by Celia Caetano-Gomes. Seconded by Krista Reynolds.

CARRIED

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.

Moved by Dan Ward. Seconded by Roza Gray.

CARRIED

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.

Moved by René Déquier. Seconded by Roza Gray.

CARRIED

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.

Moved by Roza Gray. Seconded by René Déquier.

CARRIED

MEMBERS QUESTIONS/COMMENTS and NEW BUSINESS

Nil

ADJOURNMENT There being no further business to discuss, Roza Gray moved that the 2022 MASS Annual Meeting be adjourned at 1:43 pm. Seconded by Jason Young.

CARRIED

MINUTES OF THE 2022 FALL MEMBERSHIP MEETING
Thursday, October 7, 2022

Welcome and Introduction of New Members

Matt Henderson opened the meeting at 9:00 am and welcomed 52 members to the meeting.

MASS President Krista Curry provided the membership with an overview of a recent meeting held between MASS Table Officers and Deputy Minister Dana Rudy.

The following new members presented with MASS pins:

Shauna Hamm	Tony Kreml	Jón Olafson
Cully Robinson	Jordana Buckwold*	Ryan Anderson
Ron Cadez	Potoula Locken*	
Suzanne Cottyn	Lars Feilberg	
Jennifer McGowan	Lisa Blixhavn	

The following members were unable to attend the meeting:

Rod Kehler	Colleen Roberts	Troy Scott
Luc Brémault	Teresa Hampton	Chris Szun

MASS Business Meeting

Treasurer's Report *Jason Young, Treasurer*

Ryan Rawluk, Partner of Rawluk & Roberts, Chartered Professional Accountants, presented the membership with Year-End Financial Statements for 2021-2022.

MOTION:

"That the Auditor's Report and Year-End Financial Statement for 2021 - 2022 be accepted as presented." Moved by: Stephen David Seconded by: Dan Ward **Carried**

MOTION:

"That the firm of Rawluk & Roberts, Chartered Professional Accountants be appointed as the 2022 - 2023 auditors for MASS." Moved by: Jason Drysdale Seconded by: Pauline Clarke **Carried**

The Deputy Minister of Manitoba Education and Early Learning, together with a team of ADM's and ED's, made a presentation regarding provincial updates. A Q&A session followed.

Representation from the University of St. Boniface provided an update regarding the ongoing expansion of the B. Ed Program at the University, and the role MASS is playing in this program.

Representation from the Indigenous Inclusion Directorate provided a quick overview of Mamàhtawsiwin and a focused presentation on proactive research on the tools for reflection, planning and reporting.

Adjournment The meeting was adjourned at 3:00 pm.

TABLE OFFICERS' REPORTS

President's Report

As the end of the 2022-2023 school year draws near, I pause to reflect on the year and all that has happened. Schools hit the ground running in September with staff, students, in person learning for all and the activities that had been paused were in full swing. This led to feelings of joy but also some anxiety and weariness for some. School division leaders were in the position to question thinking around what practices should come back as they were before, and what changes made throughout the pandemic resulted in positive change and should remain.

The 2022-2023 school year saw several initiatives put forward from Manitoba Education and Early Childhood Learning Action Plan. Conversations were held regarding a new funding model, a new SIS, poverty and education report, student presence and engagement policy directive, provincial assessment, Mamàhtawisiwin, and core competencies. MASS appreciates all the members who participated in committees to inform these initiatives. We recognize the importance of this work but also the demand it placed on senior leaders and divisions. As we move into the next school year, we anxiously anticipate an opportunity to go deeper into these priorities and have less new items to be added.

MASS is a respected organization and I believe that the knowledge and expertise we bring to the table is increasingly valued and appreciated. Individually and as table officers, we will continue to meet with the Minister and Deputy Minister of Education as well as Assistant Deputy Ministers who lead these initiatives. MASS will continue to be at the table, advocating, asking wondering questions and promoting what we know is best practice in education. Going forward, MASS will continue to be key in planning the future of education in Manitoba. Your input into those conversations will continue to be vital for the advocacy to continue.

A significant thank you to our Executive Director, Executive Assistant, Executive Members, and each member of MASS for your support, exceptional work, and insights. You are highly regarded, and you are an integral part of the public education system in Manitoba. Thank you to each of you 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.

It has been a privilege to represent you as the MASS President. The level of expertise, professionalism, and dedication to public education is inspiring and I have learned so much from you as my colleagues. We came together through COVID and the doors opened to greater collaboration across our system. That is a practice we need to protect. I have come to understand, value, and appreciate that no matter where you work in the province, there are always people willing to help. Just ask!

Respectfully submitted,
Krista Curry, MASS President

Vice-President's Report

It's been another busy year! When thinking about the challenges we navigated, I'm grateful for the community we nurture as a professional organization.

We started our journey 10 months ago learning with Usha and Warren from The Critical Thinking Consortium (TC2). Their call to action was to make inquiry our stance. I'm happy to see that Usha is bookending the 2022-2023 school year.

As a Senior Leadership Team in the Louis Riel School Division, one of our takeaways from the Summer Institute was the power of an overarching question to inspire our collective learning journey. Usha convinced me that this approach would help us focus our energies in the 2022-2023 school year. As we started September with the optimism that we were continuing to move closer to a post-pandemic future, we asked staff and students to share their thoughts to create an overarching question. More than 500 participants shared 293 questions, with some of those reflecting a group response as a whole school staff or classroom. We synthesized the 239 suggestions and landed on the following overarching question: How do we prioritize belonging? As we've come together throughout the year, it's been amazing to see how students, staff and families have engaged with the question.

This idea of an overarching question only came about as a result of the learning community that is the Manitoba Association of School Superintendents. I appreciate the colleagues who introduced me to Usha in August and to all the membership that contributed their knowledge and experience to building our collective efficacy as senior leaders in public education. I wish everyone a relaxing and rejuvenating summer.

Respectfully submitted,

Christian Michalik, Vice President

Treasurer's Report

MASS Financial Position

The Financial Statement (July 1, 2022 to April 30, 2023) 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 \$15,019.24 as of April 22, 2023. No claims were made this year.

General investments at April 30, 2023 include a Canadian T-Bill Fund in the amount of 56,664.

The MASS bank balance at April 30th, 2023 was \$236,637.41.

The 2022-2023 budget was based on projected net revenue for the following sessions:

<u>Budgeted</u>	<u>Session</u>	<u>Actual</u>
\$ 80,000	Summer Institute	51,245
\$ 10,500	Leadership Development	40,287
\$ 22,000	Members Sessions	23,800
<u>\$ 15,000</u>	Breakspear Team Sessions	0
\$137,500		

A reduced number of registrants for the 2022 Summer Institute resulted in lower income and expenses.

Registration fees were increased for Leadership Development sessions as a result of additional costs incurred for guest speakers and increased hotels costs.

Due to increased workloads and reduced interest, Breakspear Team sessions did not materialize.

The Department of Education provided funding of \$40,000 to cover expenses for mentorship and professional learning for 2022-2023.

At present, MASS is anticipating a projected year-end surplus of approximately \$36,595. Combined with the net assets (\$212,771) as outlined in the 2021-22 audit), this would result in approximately \$249,366 in available funds at June 30, 2023.

2023-2024 Proposed Draft Budget

A copy of the 2023-2024 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 \$186,400, of which \$160,000 will be covered by membership dues.

The projected accumulated surplus at June 30, 2023 of \$249,366 represents approximately 66% of the 2023-2024 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 2023-2024 budget at the 2023 Annual General Meeting:

1. That the 2023-2024 budget be approved in the amount of \$378,000.

MASS FINANCIAL POSITION as of April 30, 2023

Legal Fund	\$ 15,019
T-bill Fund Premium Class at March 27, 2023	\$ 56,664
Bank Balance at April 30, 2023	\$236,637
Total Funds Available	<u>\$308,320</u>
Accumulated Surplus at June 30, 2022	\$212,771
Projected Year-end Surplus at June 30, 2023	36,595
Projected Accumulated Surplus at June 30, 2023	<u>\$249,366</u>

2023-2024 Budget
Proposed Budget: \$378,000

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> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">Salaries & Benefits:</td> <td style="text-align: right;">165,000</td> </tr> <tr> <td>Executive:</td> <td style="text-align: right;">10,000</td> </tr> <tr> <td>Office:</td> <td style="text-align: right;">11,000</td> </tr> <tr> <td>Executive Director:</td> <td style="text-align: right;">8,200 (includes 6,000 PD)</td> </tr> <tr> <td>Audit:</td> <td style="text-align: right;">6,000</td> </tr> <tr> <td>Committee:</td> <td style="text-align: right;"><u>1,200</u></td> </tr> <tr> <td></td> <td style="text-align: right;">\$201,400</td> </tr> </table>	Salaries & Benefits:	165,000	Executive:	10,000	Office:	11,000	Executive Director:	8,200 (includes 6,000 PD)	Audit:	6,000	Committee:	<u>1,200</u>		\$201,400	<p>Membership Fees: \$160,000</p> <p>Core Expenditures: \$201,400</p> <p>(A determined portion of professional learning revenue will be applied to core expenditures)</p>
Salaries & Benefits:	165,000														
Executive:	10,000														
Office:	11,000														
Executive Director:	8,200 (includes 6,000 PD)														
Audit:	6,000														
Committee:	<u>1,200</u>														
	\$201,400														
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 \$249,366 represents 66% of the 2023-2024 budget of \$378,000</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 2022/23	April 30/23	Yr end Forecast	Budget 2023/24
REVENUE				
AGM & Banquet	15995		17000	18000
Leadership Development	10500	40287	40287	20000
Members Sessions	22000	23800	23800	25000
Membership Fees	157000	158956	158956	160000
Mentorship Program	15000	3233	3233	16000
Breakspear Team Sessions	15000	0	0	0
Summer Institute	80000	51245	51245	80000
Government Funding	40000	40000	40000	40000
Matrix	0			2000
Uncategorized Income	2000	250	250	2000
TOTAL INCOME	357495	317771	334771	363000
EXPENSES				
AGM & Recognition Banquet	15000	1649	15000	15000
Amortization	300		300	300
Audit	6000	4815	4815	6000
Bank Charges	1000	613	700	850
CASSA Membership	6695	5760	5760	6000
Interorganizational	1000	666	60	600
Committee Meeting Expenses	2000	400	800	1200
Executive Director Expenses	2200	1495	1600	2200
Executive Committee Expenses	10000	7443	10000	10000
Executive Members Travel				5,000
Leadership Development	9000	16320	31000	15000
Legal Fund	6500	0	0	6500
MASS Directed Travel	12000	5305	6000	12000
MASS Public Relations	2500	440	2500	2000
Members Sessions	10000	3070	5000	8000
Member Recognition	2000	445	2000	2000
Mentorship Program	12000	10841	10841	12000
Office Equipment	1000	800	800	1000
Office Operations	10000	11003	12000	11000
Website Management		0	0	5000
PD Executive Director	6000	918	2000	6000
ED Travel to Regional Mtgs	1500	0	0	1500
Publishing and Printing	1500	133	1000	1000
Salaries and Benefits	145000	124181	148000	165000
Summer Institute	80000	38000	38000	80000
Breakspear Team Sessions	10000	0	0	0
Uncategorized Expenses	300	0	0	300
Writing Contract/Communications	4000	0	0	2550
	357495	234297	298176	378000

Executive Director's Report

The 2022 – 2023 year has been filled with many opportunities and challenges and has been met with confidence and commitment by MASS members. It is important to reflect on the varied leadership and learning opportunities that MASS has been engaged in. The continuation of regular communication has supported ongoing conversation and collaboration.

Year in Review

Ongoing Impacts of COVID 19:

The impact of COVID 19 on staff and students continued to create challenges for schools and divisions. Absentee rates of staff and students were at times higher than during the past two years. The return to many in person events and learning opportunities needed to be balanced with the reality that things had 'not returned to normal'. Areas such as the transportation of students have posed significant challenges to many school divisions over the course of the year. In response to the Auditor General's report during the 2021 – 2022 school year, the creation of an intersectoral 'Emergency Response Planning Group' whose task is to provide a better preparedness framework should another pandemic arise.

Work of MASS:

The positive influence of technology has allowed for the continuation of bi – weekly member meetings to provide updates and engage in some professional learning on a variety of topics throughout the year. The opportunity for all members to receive important information at the same time is important for continuity and communication. Thank you for your participation and willingness to share questions, wonderings, and learnings with others.

The various MASS committees have been active throughout the year, providing leadership to the organization and the opportunity to move MASS priorities, areas of focus and questions forward. The commitment of time and energy to the work of MASS during the past year has been commendable. We celebrated the opportunity to learn together throughout the year. We do look forward to many more learning opportunities during the 2023 – 2024 school year, beginning with our Summer Institute in August 2023.

MASS has been represented on many of the Manitoba Education and Early Childhood Learning working groups and committees. Work continues to increase communication channels between MEECL and MASS, including the timing and notice of meetings, useful and positive supports for divisions, and requests for divisional representation at workshops. The voice of MASS is a constant when problem solving and leading discussions about positive solutions.

The Executive has worked diligently to represent their regions and the membership. Thanks to each Executive member who has supported the organization through conversation, direction setting and posing questions of inquiry. A special thank you to each committee chair, and Table Officers Krista Curry, Christian Michalik and Jason Young for your continued leadership. Thanks also to Karen Wohlgemuth continues to keep us organized and on track and provides the support necessary for a successful organization to function.

Learning Together:

MASS members have had engaged in a variety of learning opportunities throughout the year. While the return to in person events has been wonderful, the option of joining remotely has been provided as often as possible. We will continue to look for ways to provide equitable access to professional learning for all members. Our larger than usual cohort of new members had the opportunity to learn together through in person and virtual sessions. Thanks for providing your voice during the year. There were two opportunities to learn more about how to support Indigenous Education in our school divisions, and session with Usha James regarding critical thinking and how to think about the use of data in planning.

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 knew it. The energy, direction and commitment provided by local school divisions as local and provincial priorities have been actioned has been significant over the course of the year.

The ongoing yearly funding allocations and implications for support to academic and mental health and wellbeing needs continues to be challenging. The possibility of a new funding model being implemented for the 2024 – 2025 school year will be monitored carefully. Initiatives such as a new provincial Student Information System (SIS), policy implications regarding student presence and attendance, as well as further understanding of Bill 35 are some of many provincial priorities which have long term implications for school divisions. We will continue dialogue with MEECL regarding next steps.

Thank- you to each school division who contributed to the 2022 -2023 MASS Journals celebrating the role of public education in the province of Manitoba. We appreciate learning about the excellent work that is being done, and the opportunity to reflect and think about things differently.

We appreciate working together with our educational partners and look forward to further opportunities for collaboration and dialogue during the next school year.

Respectfully submitted,
Barb Isaak, Executive Director

STANDING AND FOCUS COMMITTEE REPORTS

Student Learning Committee

Committee Members: Jenness Moffatt, Krista Reynolds, Karen Boyd, Cathy Tymko, Marianne Fenn, Matt Henderson, Grant Wiesner, Pam Garnham, Suzanne Cottyn

The MASS Student Learning Committee met with Janet Tomy (ADM, Student Achievement and Inclusion Division) and Rhonda Shaw (A/Executive Director, Learning and Outcomes Branch) to discuss areas of interest from the K- 12 Action Plan. Questions posed were related to the enactment of the Priority Areas identified:

Framework for Learning and Global Competencies:

- Timelines, roles, responsibilities for professional learning
- Climate for change; challenges in the field

Curriculum Development:

- Priority areas for revision

Provincial Assessment and Report Card:

- Provincial Assessment plans
- Next Steps for reporting student achievement

Over the past months, the committee continued to review the developments of the K-12 Action Plan and requested another meeting with the Department in May 2023 to communicate further questions, issues, and collective struggles and feedback on the implementation of the action plan.

Respectfully submitted,
Jenness Moffatt, Chair

Finance and Legislation Committee

Committee Members: Stephen Ross, Jason Drysdale, Margaret Ward, Terry Osiowy, Krista Curry, Mathew Gustafson, Reg Klassen, Jeff Anderson, Tyson Mac Gillivray, Shelley Amos , Jason Young

This year the committee worked on a number of issues. The Funding Formula Review was a topic of discussion and we had expected that once it was released, that members would need some time to review the formula and it's impacts on their work. As the formula review was not enacted, we are awaiting to learn what is next for in regards to the Funding Review.

The committee also continued work on member compensation and contracts. This has been a focus for the committee for a number of years. The goal of this work was to continue to gather information to assist members in contract negotiations as well as to get a baseline in the event MSBA or the Province move to standardize MASS contracts following the current Provincial Teacher negotiations. The information gathered from the member survey is being reviewed with the hope of providing the Executive Director with a frame to assist new members with contract development. The survey work was led by Jason Drysdale with the assistance of Tyson MacGillivray and the Advocacy Committee.

The committee has also discussed and is awaiting the passing of Bill 35 – Teacher Misconduct, as it is likely to have implications for the work of MASS members.

Lastly, the Executive has tasked the committee to review reimbursement for Director expenses with a view to ensure all regions can be represented on the MASS Executive. There is a significant financial cost for divisions, particularly those in the north, to have a representative on the MASS Executive. A sub-committee is working on a proposal for consideration by the Executive and then members at large. We hope to be able to share this draft with the membership in the near future.

Respectfully submitted,
Stephen Ross, Chair

Leadership Development Committee

Committee Members: Stephen David, Carrol Harvey, Mark Bruce, Barb Isaak

Committee Members:

- Carrol Harvey, Mark Bruce, Stephen David with regular involvement by Barb Isaak.

Terms of Reference

- *Purpose* -To provide recommendations to the MASS Executive regarding superintendent development focused on superintendents' leadership and management roles.
- *Objectives:*
 - To plan, organize and coordinate focused leadership development sessions to support superintendents and their senior leadership teams in their leadership and management roles.
 - To support the mentorship program for new superintendents and assistant superintendents through the planning of modules applicable to new members.
 - To oversee the MASS field-led course for Principal Certification.
 - To communicate with MASS membership about the leadership development sessions.
 - To gather feedback and input from MASS membership.

Meetings:

- The MASS Leadership Development Committee met 4-5 times prior to each of The leadership development event but most often these were short connections by Zoom.

Learning Focus for 2023-2024:

- Our theme was what system leaders can do to advance truth and reconciliation.

Workshops:

- In January, the authors of *Valley of the Birdtail* shared perspective about how two communities became separate and unequal—and what it means for the rest of us.
- In April, the members of the provincial Elders and Knowledge Keepers Advisory Council participated in an informal visit with tea and bannock. The guests shared their lived experiences and provided guidance.
- During both sessions, we heard lessons or stories from the field. Thanks to Louis Riel, Frontier, and St. James-Assiniboia who led the Thursday evening session in January and Winnipeg, Frontier, and Mystery Lake who were featured in April.

Planning for Next Year:

- When the committee membership is in place for the 2023-2024 school year, they will work with the MASS Executive to decide on our next focus for leadership development.

Thank you to Karen and Barb for organizing and supporting the committee throughout the year.

Respectfully submitted,
Stephen David, 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 2022-23.

August 2022, Summer Institute

- *Planning for Significant Positive Impact, Leading in a Good Way* with Usha James and Warren Woytuk, Critical Thinking Consortium.

October 7, 2022, Fall Members' Meeting

- Members engaged in a reflection of *Leading in a Good Way* from our Summer Institute.
- Members received the Year End Audit Report, an update from Deputy Minister Rudy and team, and an opportunity for feedback regarding a support document for Mamatawisiwin with Helen Robinson-Settee.
- MASS welcomed our new members.

March 3, 2023 – Members' Meeting

- MASS members led a panel discussion on the use of data/evidence and assessment practice.
- ADM Janet Tomey and team provided an update from the Student Achievement and Inclusion Division.
- ADM Sarah Whiteford shared an update with regards to early childhood learning. The MASS Early Childhood Committee led a review of MASS's position paper and gathered feedback from membership.
- MASS members engaged in a Bearpit Session to review current topics of interest.

May 18, 2023

- Usha James continued her work in assisting members in building an inquiry stance, reframing data as guidance, and developing a personal learning plan in preparation for the Summer Institute.
- MASS committees provided reports and/or requests for information from the membership.
- Members were provided an overview of *The Leaf*.

Plans for 2023-2024

- Summer Institute with Usha James
- Potential for cross committee work through a framework from the Critical Thinking Consortium
- Continued collaboration with MASS Committees
- A new approach to Book Club in collaboration with MASS Committee Chairs

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

Respectfully submitted,
Carolyn Cory, Chair

Advocacy and Support Committee

Committee Members: Tyson MacGillivray (Chair), Jason Drysdale, Leanne Peters, 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 reflected the great work school divisions are facilitating in Manitoba.
- Many school divisions contributed to the fall or spring edition.

2. Book Club Selection for Summer Institute

- The committee collaborated with the Professional Learning Committee to review and revamp the books club for the 2023-2024 school year. Each MASS Standing Committee will select a text that supports the priority areas, including leadership, planning and change management for 2023-2024.

3. AGM 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
- We had approximately 17 new members participate in the mentorship program with Jordan Tinney.
- The committee hosted several onboarding sessions and coordinated virtual and in person mentoring with Jordan Tinney.

5. Membership Services Advocacy

- The committee coordinated with Finance and Legislation to review compensation in Manitoba and other provinces.

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

Respectfully submitted,
Tyson Mac Gillivray, Chair

Mental Health and Well-being Committee

Committee Members: Tammy Mitchell, Daniel Preteau, Roza Gray,
Stephen Jaddock, Sandra Meilleur, Marianne Fenn,
Grant Wiesner

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 2022/23:

- 26 October 2022 – Vicki Toews, Director, Mental Health and Community Wellness, presented the government's document *Pathway to Mental Health and Community Wellness: A Roadmap for Manitoba*.
- 28 November 2022 – Allan Hawkins, Executive Director, Inclusion Support Branch, Manitoba Education and Early Childhood Learning, shared an update on the provincial mental health in schools strategy and its alignment with the K-12 Action Plan.
- 12 January 2023 – Committee prepared a briefing outlining our responses to the three questions Vicki Toews posed to MASS members during her presentation.
- 28 Feb – Meeting held with Allan Hawkins & Vicki Toews; updates from education and mental health were shared from each.
- 21 March – Committee reviewed the letter from SSAAM and confirmed our commitment to collaborate with SSAAM on student regulation and wellbeing; reviewed the MASS resolutions pertaining to the mental health committee.
- 19 May 2023 – Meeting to be held with Allan Hawkins & Vicki Toews.

Committee Objectives:

- Collaborate with provincial partners in health and education to understand and inform the *Provincial Pathway to Mental Health and Community Wellness: A Roadmap for Manitoba* and the *Manitoba K-12 Action Plan: A Roadmap in Response to the Commission on K-12 Education* within the Student Engagement and Wellbeing pillar.

Committee Goals:

- To advocate for and participate in provincial conversation regarding how best to support the mental health needs of children and youth, how best to strengthen the relationship between education, community-based supports and the healthcare system to support the mental health needs of children and youth and how best to create a well-functioning, responsive system for children and youth.

Respectfully submitted,
Tammy Mitchell, Chair

Indigenous Education Committee

Committee Members: Lorie Henderson, Dan Ward, Rob Riel, Mark Bruce, Suzanne Cottyn, Cathy Tymko, Todd Cuddington, Jason Cline
MASS Support: Barb Isaak, Karen Wohlgemuth

The MASS Indigenous Education 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 13, 2022, November 29, 2022, February 24, 2023, April 20, 2023

In November, members met with Deputy Minister Dana Rudy, Treaty Commissioner Loretta Ross and Treaty Education Manager Amanda Simard from the Treaty Relations Commission of Manitoba (TRCM) at the Indigenous Inclusion Directorate Office (Winnipeg). Commissioner Ross delivered a presentation on Treaty Education and the mandate of the TRCM. The Province has provided financial assistance to the Commission to fulfill its education mandate.

Deputy Minister Rudy provided an update on the Treaty Education Steering Committee. Dan Ward represents the Indigenous Inclusion Directorate Advisory Council (IIDAC) on the committee and Barb Isaak represents MASS (other stakeholders include TRCM, MTS, MFNERC, MSBA, MEECL and Manitoba Federation of Independent Schools). The partners believe Treaty Education is essential and are looking at ways to support divisions in the facilitation of Treaty Education and implementing Mamàhtawisiwin.

The Commission offered to continue to work with MASS in a shared effort to support school divisions in facilitating Treaty Education and building capacity amongst educators in this area.

Dawn Wood and her team from the Indigenous Inclusion Directorate (IID), including Alex Ireland (Policy Analyst), Lola Whonnock (Indigenous Inclusion Consultant) and Michael McCrossan (Senior Program Analyst), provided an overview of the role of the IID and progress to date on Mamàhtawisiwin and the Elder and Knowledge Keepers initiative. The committee discussed Indigenous Academic Achievement funding with IID, and the timing of grants.

In February, the committee received a presentation from the School District of Mystery Lake facilitated by Lyle Massan (Family Outreach) and Loretta Dykun (Cultural Proficiency Consultant). They shared the variety of Indigenous Education programming in SDML, including a video from Akhtaso Camp.

In April, the committee co-chairs assisted the Leadership Development Committee in facilitating a conversation with the Elders and Knowledge Keepers Advisory Council as part of the MASS Leadership Development Session.

Respectfully submitted,
Lorie Henderson & Dan Ward, Co-Chairs

Early Childhood Education Committee

Committee Members: Shelley Amos, Pam Garnham, Tyler Moran, Thelma Nice,
Donald Nikkel, René Déquier

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. Communication with Dr. Jean Clinton on the possibilities of sharing Dr. Clinton's experience with MASS members.
3. Sarah Whiteford and her team are invited to a MASS session to share vision and work of Manitoba Education and Early Childcare Learning.
4. MASS members share reflections on MASS position paper and next steps for MASS in ECE.

We would like to thank Professional learning, Indigenous Education, Mental Health and Wellness committee chairs as well as Barb Isaak for their contribution to this year's activities.

Respectfully submitted,
René Déquier, Chair

EXTERNAL COMMITTEE REPORTS

Emergency Measures Management Program

MASS Representatives: Krista Curry, Christian Michalik, Barb Isaak

The Provincial Emergency Management Program was developed in November 2022 as a response to the Office of the Auditor General's report following the pandemic. The intent of the group was to meet monthly to:

- develop an emergency management program for the province.
- Define roles and responsibilities for responding to a pandemic, or similar emergency that could impact the K-12 school system.
- Ensure all schools and divisions have emergency response plans aligned with MEECL emergency response program.
- Develop and maintain a communication strategy.
- Determine what data is needed during a pandemic and develop mutually agreed to processes for obtaining quality data in a timely manner during a future pandemic.
- Develop and implement evidence-based plans to address significant long term impacts from the pandemic.
- Gather system level data and analyze it to inform plans implemented.
- Develop solutions (short and long term) to improve internet connectivity to ensure access to online learning is available across the province.

The province has hired a consultant with emergency preparedness experience and she is taking us through a process to address the items above. We met three times this school year and to date the meetings have been information gathering. In addition to these meetings, a survey was developed, shared and then revamped to be shared again to gather feedback from the entire system about the recent pandemic response.

The MASS reps will continue to attend the meetings and share concerns, feedback and suggestions from MASS members in regard to planning for future emergency scenarios.

Submitted by:

Krista Curry, Christian Michalik, Barb Isaak

HBN ITV Advisory Board

The HBNI ITV committee comprises MASS, Manitoba Education, and HBNI ITV representatives. The HBNI ITV Advisory Committee met on April 11, 2023. The focus of the committee is on the Hutterian Broadband Network. For the 2022-2023 school year, HBN ITV offered thirty courses to two hundred and twenty-nine students enrolled in seven hundred and forty-three 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. In addition, twelve candidates attend university to enroll in education after completing their degree.

Respectfully submitted,
Pamela Garnham

Indigenous Academic Achievement Advisory Council

MASS Representatives: April Krahn, Rob Riel, Lorie Henderson, Jason Drysdale

The committee has continued to meet to support planning linked to the Indigenous Academic Achievement Grant as well as related structures and processes. The committee of the whole met on November 1, 2022, February 16, 2023

In collaboration with staff from the Indigenous Inclusion Directorate, along with representation from select school division Indigenous Education leads and MTS, the committee has engaged in planning conversations related to the following topics:

- Building Student Success With Indigenous Parents Grant (BSSIP)
- Mamàhtawisiwin Supplement: Tools for Reflection, Planning and Reporting
- Indigenous Academic Achievement Grant Rubric
- Mamàhtawisiwin Symposium and Planning
- Elders and Knowledge Keepers Guidelines

Respectfully submitted,
April, Rob, Lorie and Jason

Indigenous Inclusion Directorate Education Advisory Council

MASS Representatives: Dan Ward, Lorie Henderson

June 7, 2022– Teams meeting to plan IIDAC summer meeting

July 24 -26, 2022 Summer meeting – Paint Lake, Manitoba

- IID staffing update,
- Treaty Education discussion – updates, challenges and next steps
- Elders and Traditional Knowledge Keepers initiative update
- Mamahtawisiwin discussion
- Attendance Policy Directive discussion
- Seven teachings activity
- Review and revision of the annual report to the DM

October 20, 2022 – Teams meeting

- DM conversation on September 30th – Truth and Reconciliation Day
- Reviewed the draft of the Elders and Knowledge Keepers document
- Reviewed membership

November 16, 2022 – all day meeting

- Presentation of the annual report to the DM
- Mamahtawisiwin framework review and discussion
- Survey on Indigenous Teachers for 2022
- Manitoba Aboriginal Language Strategy (MALS) update
- Treaty Education update

March 15, 2023 – Joint council meeting with Kiskentamowin

- IID updates
- Kiskentamowin Advisory council update
- Update from the DM of MEECL and AET
- Presentation on Elders and Knowledge Keepers from David Newhouse from Trent University

Respectfully submitted,
Dan Ward and Lorie Henderson

RFP Process for the Provincial SIS System

MASS Representatives: Clarke Hagan, Colin Campbell

Our first meeting as part of the Manitoba Education Student Information System RFP committee took place on December 20th. We were told during this meeting that we only had one meeting to develop a “must-have” student information system (SIS) requirement list. This list was built from the existing “SIS Priorities” list, which was collected during various stakeholder consultations that Manitoba Education had completed over the past year. The purpose of establishing a “must-have” list for the RFP, is to make sure that the new SIS can provide school divisions with the features required for an effective SIS.

Ultimately, we informed the committee that if school divisions have shared their priorities for an SIS, they should all be considered “must-haves.” After persistent advocating on school divisions' behalf, the “must-have” list climbed significantly based on the priorities shared with Manitoba Education during previous stakeholder consultations.

The one meeting for the SIS committee grew to 3 meetings. After we approved the final “must-have” document, the committee was thanked for our contributions, and our work was done.

Since the end of the RFP committee meetings, Clarke and I are now representing MASS on the Stake Holder for Implementation Team led by Manitoba Education. We have had one meeting. The main takeaway from this meeting was the awareness that Manitoba Education has again pushed off the completion of the SIS RFP. A completion date has not been provided. As a result, the Implementation Team has yet to meet for a second meeting.

Respectfully submitted:

Colin Campbell, Clarke Hagan

Red River Polytechnic Teacher Education Advisory

Mass Representative: Pamela Garnham

The Red River Polytechnic Teacher Education Advisory met on November 16, 2022. 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 Polytech is to deliver the following:

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

Students graduating from these programs will receive a Bachelor of Education Degree. Student enrollment in the programs for 2022-2023 are:

- Applied Commerce Education Program – 17
- Industrial Arts and Technology Program – 49
- Part-time Technical Program – 88

The full-time technical program was ceased again for 2022-2023. 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. Therefore, applications for the full-time program are being accepted for 2023-24.

At the May convocation, four graduates from the Applied Commerce Education Program and fifteen from the Industrial Arts Program are expected. Red River Polytech is working on initiatives to increase Applied Commerce Education Program enrollment.

Our next meeting is scheduled for May 17, 2023.

Respectfully submitted,
Pam Garnham

Teacher Certificate Review Committee

MASS Representatives: Cathy Tymko, Jason Young

The Teacher Certificate Review Committee is currently 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.

The committee was requested to convene on three separate occasions this past year to hear appeals from teachers whose teaching certificates were at risk of being rescinded by the Minister. In all three instances, the hearings did not occur either due to certificates being surrendered or due to delays required in the hearing process.

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

Respectfully submitted,
Jason Young

U of M Undergraduate Program Advisory

MASS Representative: Dan Ward

Meeting Dates: October 31, 2022, December 5, 2022, February 5, 2023, March 6, 2023, May 8, 2023

MASS is represented on the University of Manitoba Undergraduate Program Advisory Committee. Other external representatives include MTS, MSBA and Manitoba Education and Early Childhood Learning.

Matters discussed throughout the year included program admissions requirements, Indigenous Studies and course requirements, the future of Human Ecology MY/SY as a teachable subject, student diversity within the faculty, and distance/remote programming within the B.Ed and PBDE programs.

Respectfully submitted,
Dan Ward

Graduate Studies, University of Manitoba

MASS Representative: Barb Isaak

The Graduate Studies Committee (GPC) meets monthly between September and June. The committee is comprised of members of the Faculty of Education, a graduate student, U of M support staff and educational partners including Manitoba Teachers Society, Manitoba School Board Association, Manitoba Association of School Superintendents, and the provincial Certification Branch.

The GPC also has two subcommittees (Grad Awards and Doctoral Studies) which meet regularly to continue conversations which occur at the committee level and bring recommendations for next steps to the larger group. The creation of the sub – committees has been new for 2022 -2023 and has resulted in a more streamlined meeting structure.

Topics discussed during the 2022 – 2023 year include:

- Graduate Fellowship Awards,
- Graduate course additions and deletions
- PhD writing group
- Research panel presentation
- Copy editing support
- Graduate program review

Respectfully submitted,
Barb Isaak

MHSAA

MASS Representatives: Karen Boyd (MASS – Metro), Tyler Moran (MASS – Rural)

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 2022-2023 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. This year the MASS representatives took part in the strategic planning process for MHSAA, helping to set direction for the organization over the next few years. In addition, the board has reviewed and revised several policies to better support equitable access to sport across the division. The opportunity to provide feedback to MHSAA Staff on behalf of school divisions and zones throughout the province continues to be critical in the ongoing work associated with the return to school sport including the retention and recruitment of coaches and officials. MHSAA has been instrumental in providing a wide range of sport opportunities over the current school year, and in addition has welcomed back spectators for league games and Provincial Championships.

Respectfully submitted,
Karen Boyd

Workforce Planning Committee

MASS Representative: Barb Isaak

The Workforce Planning Committee is an intersectoral committee that grew out of the COVID 19 experience and continued to meet during the 2022 – 2023 school year. The focus of the committee was to coordinate and provide the most effective communication process possible to support school divisions with workforce related concerns.

The committee representation included members from:

- Pupil Transportation (MEECL)
- Manitoba Association of School Business Officials (MASBO)
- Manitoba School Board Association (MSBA)
- Manitoba Federation of Independent Schools (MFIS)
- Executive Director of the Governance and Policy Branch (MEECL)
- Manitoba Association of School Superintendents (MASS)
- Manitoba Teachers Society (MTS)

The committee met approximately every 6 weeks to discuss any emerging issues and possible actions.

In response to the shortage of substitutes, MASS and MASBO the MEECL met with the Council of Deans in Education to explore possible options for practicum teachers substituting on their non-teaching days. While each university had their own response, the opportunity to participate in a joint conversation was helpful. The Committee also collaborated with Manitoba Economic Development, Investment and Trade to participate in a career fair focused on newcomers in Manitoba. The Executive Directors from MASS and MASBO as well as representatives from MSBA Labour Relations were present at the Fair. Thanks to all school divisions for keeping your job postings current and connected to the MSBA site to assist in filling positions.

Thanks also to Janice Krahn from Garden Valley School Division for providing her thoughts and insights.

Respectfully submitted,

Barb Isaak

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

Table Officers

Co-Presidents	Christian Michalik Jason Young
Past President	Krista Curry
Treasurer	Jeness Moffatt

Directors-At-Large

Rural/Urban	Thelma Nice
Rural/Metro	Tyler Moran

Regional Directors and Professional Learning Director

Metro	Celia Caetano-Gomes Matt Henderson Tammy Mitchell Troy Scott
North	Lorie Henderson
South West	Mathew Gustafson
South Central	Dan Ward
South East Interlake	René Déquier
Professional Learning Director	Leanne Peters



PRIORITIES 2022 - 2023

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 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.

2021-2022 RESOLUTIONS REPORT

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

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.

ACTION: MASS is actively engaged in doing work with the province.

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.

ACTION:

Limited progress regarding the development of the Memorandum of Understanding.

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.

ACTION: Progress has been made in closer collaboration with the Province.

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.

ACTION:

Aligning the role of education in this area of Mental Health has been a challenge; however, progress is being made.

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 Mamāhtawisiwin: 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.

ACTION:

Leadership Development sessions have focused on "The Road to Reconciliation", and work being done dovetails with MASS Priorities.

Reaffirmed Resolution 1.5 (Amended wording)..... **Early Childhood Education**
(MASS Early Childhood Education Committee)

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*. MASS ECE Committee should identify strategic partnerships with community organisations and provincial partners that ensure all children the right to quality early learning programs and opportunities.

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 student's 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."

As Manitoba education and early childhood learning's role is evolving in early learning school divisions have an opportunity to help communities more efficiently. As experienced system leaders, MASS members hold valuable advice on efficiently delivering coherent services to Manitoban communities to ensure the development of the full potential of their citizens.

ACTION:

1. In consultation with chairs from other focus committees and professional learning committee, a workshop was organised for March 3rd. The workshop aims to review MASS ECE position paper in post-pandemic and 2023 vs 2015 context.
2. In collaboration with the MASS executive, the ECE committee continues to strive toward cohesive interaction support of quality early learning environments for all Manitoba children.

SECTION II – Regional Resolutions

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

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.

ACTION:

As a follow-up to discussions at MASS executive and in the SISA region, table discussions are planned for MASS members at the MASS AGM. Discussions will focus on the existing MASS document *Leading Together* and the need for a similar document clarifying collaborative Roles and responsibilities of MASS members and MEECL.

**PROPOSED
RESOLUTIONS**

for 2023 - 2024

SECTION 1 – Executive Resolutions

Reaffirmed Resolution 1.1 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) 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.

Reaffirmed Resolution 1.3 (amended) Youth with Complex Needs and Supports
(MASS Mental Health and Well-being Committee)

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 youth with complex needs and supports in our schools.

Reaffirmed Resolution 1.4 Trauma Informed Practice
(MASS Mental Health and Well-being Committee)

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.

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

MOTION:

BE IT RESOLVED that The Manitoba Association of School Superintendents (MASS) commits to enhancing the achievement and well-being of Indigenous youth while working to build more inclusive 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 commits to recognizing, sharing and celebrating successes in all of these areas.

MASS calls on all Manitoba educational organizations to:

- Ensure that Indigenous perspectives, content 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.
- 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 local and provincial courses in Indigenous studies, treaty education 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.
- Support the implementation of Mamàhtawisiwin: The Wonder We Are Born With.

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. The work of implementing the TRC Calls to Action relating to education, culture, language, history, spirituality and self-determination for Indigenous peoples in Canada requires commitment from within our education system and through community partnerships.

Re-Affirmed Resolution 1.5 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. MASS ECE Committee-should identify strategic partnerships with community organisations and provincial partners that ensure all children the right to quality early learning programs and opportunities.

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 student's 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. Every Canadian has the right and responsibility to understand the layers of complex relationships that exist between Indigenous and non-Indigenous peoples. Education systems have been complicit in the oppression of Indigenous peoples and in producing the present-day realities that Indigenous peoples face. As educational leaders, it is our role to repair the harms caused by past eras of educational institutions; this includes addressing the social and educational gaps between Indigenous and non-Indigenous learners, ensuring that accurate knowledges are shared in our schools, and prioritizing decolonization and anti-racism in our governing structures and policies.
2. MASS proposes we foster and support Indigenous languages and cultures to thrive as they are embedded in the ancient landscapes across this country now called Canada.
3. MASS proposes we 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.

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.”

As Manitoba education and early childhood learning's role is evolving in early learning school divisions have an opportunity to help communities more efficiently. As experienced system leaders, MASS members hold valuable advice on efficiently delivering coherent services to Manitoban communities to ensure the development of the full potential of their citizens.

SECTION II – Regional Resolutions

Re-affirmed Resolution 2.1Information Sharing /Advocacy with Manitoba (SISA) Education 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 communication between MASS and Manitoba Education and Early Childhood Learning

BE IT FURTHER RESOLVED that MASS advocates and encourages clarity and transparency between Manitoba Education and Early Childhood Learning and MASS in their communication and honours the roles and responsibilities of Superintendents as outlined in the proposed framework. -

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-schools.

A clear understanding of roles can help MASS and MEECL to optimise efficiency of resources directed at filling community needs.

Further, SISA is asking that MASS engage with key members of MEECL to understand and clarify how we can better communicate to support common goals.

2021 - 2022 New Members

Shannon Hamm	Border Land School Division
Luc Brémault	Division scolaire franco-manitobaine (DSFM)
Rod Kehler	Hanover School Division
Cully Robinson	Kelsey School Division
Ron Cadez	Louis Riel School Division
Michelle Jean-Paul	Louis Riel School Division
Suzanne Cottyn	Mountain View School Division
Colleen Roberts	Pembina Trails School Division
Troy Scott	Pembina Trails School Division
Ryan Anderson	Seine River School Division
Teresa Hampton	Seine River School Division
Chris Szun	Seine River School Division
Tony Kreml	Seven Oaks School Division
Jennifer McGowan	Seven Oaks School Division
Jordan Buckwold*	St. James-Assiniboia School Division
Potoula Locken*	St. James-Assiniboia School Division
Sandra Melo	St. James-Assiniboia School Division
Lars Feilberg	Sunrise School Division
Lisa Blixhavn	Turtle Mountain School Division
Ryan Hughes	Winnipeg School Division
Jón Olafson	Winnipeg School Division

2021-2022 Retirees (New Life Members)

Louise Legal-Perrin	Division scolaire franco-manitobaine (DSFM)
Roza Gray	Evergreen School Division
Todd Monster	Garden Valley School Division
Lisa Aitken	Louis Riel School Division
Steve Lawrie	Louis Riel School Division
Carolyn Cory	Southwest Horizon School Division
Fatima Mota	Winnipeg School Division

Service Anniversaries

15 YEARS

Stephen David
Reg Klassen
Barry Pitz
Julie Smerchanski

10 YEARS

Carolyn Cory
Bradley Hampson
Marlene Murray
Terry Osiowy
Tim Stefanishyn

5 YEARS

Shelley Amos
Colin Campbell
Joanne Derksen
Janice Krahn
Daniel Preteau

