



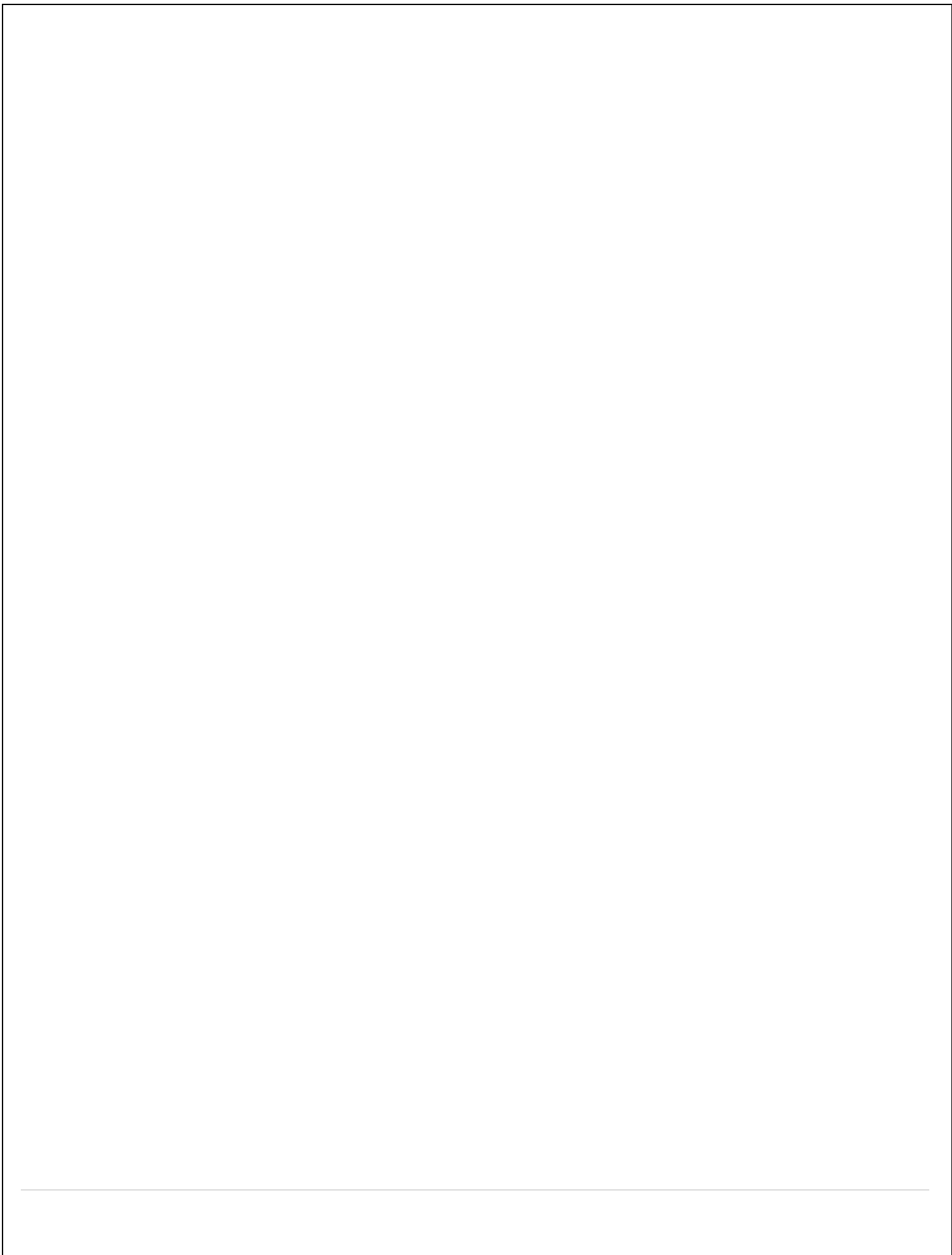
# **ANNUAL REPORT**

**2024 - 2025**

**Annual General Meeting**

**May 15, 2025**

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## 2025 AGM Agenda

**Call to Order and Welcome** – *Co-President, Jason Young*

1. **Approval of Agenda**
  2. **Approval of Minutes**
    - 2.1 AGM – May 16, 2024
    - 2.2 General Membership Meeting – October 25, 2024
  3. **Co-Presidents Report** – *Jason Young, Jenness Moffatt*
  4. **Table Officers and Executive Director's Reports**
    - 4.1 Past President – *Christian Michalik*
    - 4.2 Treasurer – *Dan Ward*
    - 4.3 Executive Director – *Barb Isaak*
  5. **Standing and Focus Committee Reports**
    - 5.1 Student Learning – *Tyler Moran*
    - 5.2 Finance and Legislation – *Mathew Gustafson*
    - 5.3 Professional Learning and Leadership Development – *Leanne Peters*
    - 5.4 Leadership Development – *Sandra Herbst*
    - 5.5 Advocacy and Membership Services – *Shelley Amos*
    - 5.6 Mental Health and Well-being – *Jennifer Mc Gowan and Daniel Preteau*
    - 5.7 Early Child Education – *Pamela Garnham*
    - 5.8 Indigenous Education – *Dan Ward*
- (Note: Committee reports to be received as a single item of business, followed by the opportunity for comments and questions. Committee recommendations will be dealt with under New Business.)
6. **External Committee Reports**
  7. **Nominating Committee Report and Elections**
    - 7.1 Nominating Committee Report & Election of 2025-2026 Officers
    - 7.2 Recognition of Newly Elected Regional Directors
    - 7.3 Introduction of Incoming Co-President
  8. **Remarks from Incoming Co-Presidents**
  9. **2025-2026 Budget** – *Dan Ward*
    - 9.1 Membership Fees
    - 9.2 Presentation and Approval of 2025 - 2026 Budget
  10. **Resolutions**
    - 10.1 Report on Resolutions 2024-2025
    - 10.2 Reaffirmed and New Resolutions for 2025-2026
  11. **Members' Questions and Comments and New Business**
  12. **Adjournment**

**MINUTES OF ANNUAL GENERAL MEETING**  
**Thursday, May 16, 2024**  
The Leaf, Winnipeg

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**CALL TO ORDER AND WELCOME**

Co-President Christian Michalik welcomed the membership to the 2024 Annual General Meeting and called the meeting to order at 1:00 pm.

**APPROVAL OF AGENDA**

**MOTION:** Jenness Moffatt moved the agenda for the 2023 Annual General Meeting be approved as amended. Seconded by René Déquier.

**CARRIED**

**APPROVAL OF MINUTES**

**MOTION:** Mathew Gustafson moved that the minutes of the Annual General Meeting held May 16, 2024 be approved. Seconded by Dan Ward.

**CARRIED**

**MOTION:** Celia Caetano-Gomes moved that the minutes of the Fall Membership General meeting held October 26, 2023 be approved. Seconded by Leanne Peters.

**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**

Jenness Moffat presented the Treasurer's Report that was included in the 2023-2024 Annual Report. The report includes the Income/Expense – Budget vs. Actual Report as at April 30, 2024 which indicates that the 2023 - 2024 budget shows a healthy surplus. The report indicates that a projected year end surplus at June 30, 2024 is estimated to be \$29,161 and the projected accumulated surplus to be \$280,100.

The Treasurer's Report also included a proposed 2024-2025 Budget which is based on the MASS Budgeting principles. The 2024-25 budget is a deficit budget, operating on surplus funds.

**MOTION:** Jenness Moffatt moved that the MASS 2024-2025 budget be approved in the amount of \$394,510. Seconded by Mathew Gustafson.

**CARRIED**

**MOTION:** Tyler Moran moved that the reports submitted by Table Officers' and the Executive Director be approved as presented. Seconded Troy Scott.

**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:** Leanne Peters moved that all Standing & Focus Committee reports included in the 2023 - 2024 Annual Report be received as information. Seconded by Sandra Herbst.

**CARRIED**

**MOTION:** Dan Ward moved that External Committee Reports included in the 2023 - 2024 Annual Report be received as information. Seconded by Darcy Cormack.

**CARRIED**

## NOMINATING COMMITTEE REPORT & ELECTIONS

### Table Officers

On behalf of the 2023 nomination committee consisting of Krista Curry, Reg Klassen and Sandra Herbst, Krista Curry presented the slate of candidates for MASS Table Officer positions for 2024-2025.

Co-Presidents	Jason Young Jeness Moffatt
Past President	Christian Michalik
Treasurer	Dan Ward

**MOTION:** Krista Curry moved that the slate of candidates presented be approved as Co-Presidents for 2024-2025, and that outgoing Co-President, Christian Michalik, will assume the role of Past President for one year. Seconded by René Déquier.

**CARRIED**

**MOTION:** Krista Curry moved that Dan Ward be approved for the position of Treasurer for 2024-2025. Seconded by Tyler Moran.

**CARRIED**

### Directors-At-Large

Krista Curry presented recommended candidates for Directors-At-Large positions for 2024-2025. There being no further nominations from the floor, the Thelma Nice (Northern) and Daniel Preteau (SISA) were elected as MASS Directors at Large for 2024-2025:

**MOTION:** Krista Curry moved that the slate of candidates presented be approved as Directors-At-Large for 2024-2025. Seconded by Leanne Peters.

**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. Four members are elected from the Metro Winnipeg Region and one member from each of the other MASS Regions.

The Regional Directors for 2024-2025 are:

Metro	Sandra Herbst Shelley Amos Jennifer McGowan Rob Riel
North	Lorie Henderson
South West	Mathew Gustafson
South Central	Pamela Garnham
South East Interlake	Tyler Moran

The Director for Professional Learning for 2024-2025 is Leanne Peters.

### **ACTION REPORT ON 2022-23 RESOLUTIONS**

Progress reports for resolutions passed in 2023 were reviewed.

**PROPOSED 2024-25 RESOLUTIONS** (see following pages)

### **ADJOURNMENT**

There being no further business to discuss, Leanne Peters moved that the 2024 MASS Annual Meeting be adjourned. Seconded by Mathew Gustafson.

**CARRIED**

**RESOLUTIONS  
for 2024 - 2025**

**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.

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

**CARRIED**

**Reaffirmed Resolution 1.2** ..... **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.

Moved by Tammy Mitchell. Seconded by Troy Scott.

**CARRIED**

**Reaffirmed Resolution 1.3** ..... **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.

Moved by Tammy Mitchell. Seconded by Leanne Peters.

**CARRIED**

**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.

Moved by Tammy Mitchell. Seconded by Tyler Moran.

**CARRIED**



**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 calls on all Manitoba school divisions to:

- Prioritize and create space for Indigenous Ways of Knowing, Learning and Being.
- Advocate with the Manitoba Education Partners to work together to enhance the achievement and well-being of Indigenous youth while working to build more inclusive policies and systems.
- Continue to actively implement the recommendations of the MASS Position Paper on Indigenous Education.
- 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.

Moved by Dan Ward. Seconded by Troy Scott.

**CARRIED**

**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 Early Childhood Education Committee should identify strategic partnerships with community organizations and provincial partners and continue working with Manitoba Education and Early Childhood Learning to ensure all children the right to quality early learning programs and opportunities.

**RATIONALE:**

In reviewing position papers for three (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 childcare 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.

Moved by René Déquier. Seconded by Pamela Garnham.

**CARRIED**

## SECTION II – Regional Resolutions

### **Re-affirmed Resolution 2.1 ..... Information 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 honors 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 optimize efficiency of resources directed at filling community needs.

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

Moved by René Déquier. Seconded by Reg Klassen.

**CARRIED**

**MINUTES OF THE 2024 FALL MEMBERSHIP MEETING  
October 25, 2024**

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**Welcome and Introduction of New Members**

Leanne Peters opened the meeting at 9:00 am with a Land Acknowledgement and welcomed Attending members to the meeting.

MASS Co-Presidents Jason Young and Jenness Moffatt presented the following new members presented with MASS pins:

Rob Tomlinson   Joe Thiessen   Tammy Brant   Cindy Hamilton   Louise Langevin  
Jennifer Wiebe   Kevin Clace   Corey Kapilik

The following members were unable to attend the meeting:

Kent Schiltroth   Trevor Reid   Brent Johnson   Trevor Lane

**MASS Business Meeting**

Co-President Jason Young presented a proposal to amend criteria for Associate Member, followed by a rationale by Sandra Herbst.

**MOTION:**

"That an Associate Member must be a superintendent of schools, a director of education or an assistant or deputy assistant superintendent of schools, or holds a position judged by the Board of Directors to be equivalent to one of the foregoing job titles and the employment contract provides that said employee falls outside the scope of the employer's teacher-related collective agreement; is eligible for a Manitoba Professional Teaching Certificate, but does not have experience as a teacher, supervisor or administrator in education to meet requirements for full active membership."

**Treasurer's Report** *Dan Ward, Treasurer*

Ryan Rawluk, Partner of Rawluk & Roberts, Chartered Professional Accountants, presented the membership with Year-End Financial Statements for 2023-2024.

**MOTION:**

"That the Auditor's Report and Year-End Financial Statement for 2023 - 2024 be accepted as presented."

Moved by: Krista Curry   Seconded by: Scott Hill

**Carried**

**MOTION:**

"That the firm of Rawluk & Roberts, Chartered Professional Accountants be appointed as the 2024 - 2025 auditors for MASS."

Moved by: Shelley Amos   Seconded by: Ryan Hughes

**Carried**

Usha James of The Critical Thinking Consortium joined virtually to discuss next steps for the MASS Strategic Plan.

The Deputy Minister of Manitoba Education and Early Learning, Brian O'Leary, provided provincial updates. A Q&A session followed.

Paul Grower and Kelsey Yakimoski, of Fillmore Riley LLP, provided a refresher and update on The Freedom of Information and Protection of Privacy Act ("FIPPA").

**Adjournment** The meeting was adjourned at 3:00 pm.

## TABLE OFFICERS' REPORTS

### Co-Presidents' Report

Dear MASS Members,

As Co-Presidents, we are honored to present this annual report, reflecting on a year marked by significant developments and heartfelt moments within Manitoba's education landscape.

The 2024–2025 school year began with the introduction of government-imposed cell phone restrictions in schools, alongside initiatives such as the universal nutrition program and the launch of the newly developed MASS Strategic Plan. These changes created meaningful opportunities for collaboration across the organization in communication, implementation planning, support, and professional learning.

As the school year comes to a close, we've seen incredible leadership and unwavering support among our members continue throughout the year. MASS members have consistently reached out to one another to navigate cybersecurity challenges, and to respond to the political and cultural developments in our communities and beyond. As your Co-Presidents, we recognize and deeply appreciate this commitment to collaboration and leadership.

Amid these events, we also experienced a significant loss with the passing of our esteemed Minister of Education, Nello Altomare. Minister Altomare was a tireless advocate for public education in Manitoba. The MASS Table Officers were fortunate to have had many positive engagements with him. He communicated a clear vision for working closely with the MASS organization, believing that collaboration would lead to better outcomes for all Manitoba students. He will be deeply missed.

This year also marked the official launch of the new MASS Strategic Plan. The plan is designed to strengthen our collective capacity to support professional learning, member connection, and advocacy.

Here are some key highlights from our year of action as Table Officers in these priority areas:

#### **Advocacy**

- Meetings with members of government, including several ministers, deputy ministers, and the education critic, to advocate for the needs and priorities of our education system.
- Advocated for equitable funding, proposed changes to legislation to ensure the essential employment of a Superintendent in the PSA, and dedicated resources for capital projects.
- Provided feedback on emerging and proposed legislation relevant to public education.

#### **Professional Learning**

- With the Strategic Plan at the heart of our work, we ensured members had numerous opportunities to engage with the Strategic Plan.
- Explored revisions to committee structures and terms of reference, and collected data from members to inform our next steps for working more effectively together.
- Continued focus on Indigenous Education, Early Learning, and Mental Health and Wellbeing as foundational themes in our learning and conversations.

## **Networking**

- Engaged with our Manitoba education partners (MASBO, MSBA, and MTS) regularly throughout the year, resulting in impactful joint communications to government, including letters and follow-up meetings on topics such as capital projects and education funding.
- Participated on the CASSA Board of Directors and contributed to their national strategic planning process.

The theme of our professional learning this year, **“Leading in Complex Times”** felt especially relevant. We are all navigating new territory in the evolving landscape of public education. Yet, with our collective energy, a strong support network, and a shared commitment to advocacy, the future remains bright for Manitoba students.

Thank you all for your dedication, time, and leadership in doing what is often the most challenging and the most important work, to lead and learn in a good way.

## **Respectfully,**

Jason Young & Jenness Moffatt  
*MASS Co-Presidents*



## **Past-Presidents' Report**

During the 2024-2025 academic year, the Manitoba Association of School Superintendents (MASS) reaffirmed its core values and mission. We focused our efforts on rebuilding relationships with government and educational partners, underscoring the critical role MASS plays in Manitoba's public education system. Supported by the collective expertise of the MASS executive, the Table Officers diligently advocated for the interests of each learner served by public schools in Manitoba.

During this period, we also faced a great loss with the passing of Nello Altomare, Minister of Education and Early Childhood Learning. We honour his contributions and commitment to public education in Manitoba. In recent months, we have had the opportunity to get to know the current Minister, Tracy Schmidt, and we look forward to continuing our collaborative efforts to nurture a public school system where all learners feel seen, heard, and valued. We believe every student can achieve excellence with the right supports and learning opportunities to empower them to develop the aptitudes, skills and knowledge to thrive. We desperately need a provincial government to do its part by adequately funding those supports and learning opportunities.

I am pleased to observe the multi-year strategic plan (MYSP) continuing to take shape. It is gratifying to see that the executive team is further refining the plan. I believe it holds the promise of showing a clear direction for our organization and nurturing collective efficaciousness for our membership by assisting us in better acquiring resources for the organization, measuring progress relative to our priorities, adapting to changes, and engaging our members effectively.

In recent weeks, Sandra Herbst, Krista Curry and I formed the nominating committee for the 2025-2026 school year. It's reassuring to see members eager to serve in leadership roles.

As my tenure on the MASS Executive concludes this spring, I reflect with pride on my role as a teacher and gratitude for the opportunities provided to serve in a variety of leadership capacities. It has been a distinct honour to serve as a member on the MASS Executive. I will always advocate for our organization and remain enthusiastic about its future.

Respectfully submitted,  
*Christian Michalik*

## Treasurer's Report

### MASS Financial Position

The Financial Statement (July 1, 2024 to April 30, 2025) 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 \$15,956.63 as of April 22, 2025. One claim was made this year.

General investments at April 30, 2025 include a Canadian T-Bill Fund in the amount of \$61,557.57.

The MASS bank balance at April 30<sup>th</sup>, 2025 was \$306,954.13.

The 2024-2025 budget was based on projected net revenue for the following sessions:

<u>Budgeted</u>	<u>Session</u>	<u>Actual</u>
\$ 80,000	Summer Institute	74,225
\$ 20,000	Leadership Development	28,610
\$ 30,000	Members Sessions	30,250

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

The Department of Education provided funding of \$40,000 to cover expenses for mentorship and professional learning for 2024-2025.

Additional expenses included the development of a five-year strategic plan and the redevelopment of the MASS website.

At present, MASS is anticipating a projected year-end surplus of approximately \$9,703. Combined with the net assets (\$279,373) as outlined in the 2023-24 audit, this would result in approximately \$289,076 in accumulated surplus at June 30, 2025.

## **Executive Director's Report**

The 2024 - 2025 school year multi-year strategic planning process with the support of Usha James from the Critical Thinking Institute has been invigorating and thought provoking, setting the stage to energize the organization in the future.

Conversations at the Committee and Executive level have facilitated regular touchpoints of engaging, reviewing and reflecting on the plan as well as the articulation of next steps. Looking ahead, the MASS Executive remains dedicated to nurturing a vibrant and dynamic organization, capable of responding to the challenges and opportunities of the future. This involves not only maintaining the momentum of our current initiatives but also exploring new avenues for growth and development.

MASS has prioritized professional development, ensuring that members are equipped with the latest knowledge and skills to navigate the evolving educational landscape. The commitment to professional learning is evident in the meticulously planned sessions by the Professional Learning and Leadership Development committees that foster collaboration and innovation among members. These two committees are developing a longer-range plan for maximum effectiveness for MASS members. The awareness of the interconnectedness of the work has been an important consideration in planning for the future.

Thanks for your participation in the two MASS surveys which have come your way. The insights that you have provided will assist in charting the next steps. Thank – you to each committee chair for leading the work with a commitment to reflect and process.

Advocacy by the MASS organization has been an ongoing topic and area of focus. A reflection on the past year provides many data points which warrant celebration.

- The MASS Journal is a wonderful example of how the excellent work being done by public school divisions/districts can be shared and celebrated. The Journal is shared with all school divisions/districts and provincial post-secondary institutions, Manitoba Education and Early Childhood Learning, provincial educational partners, educational partners in other provinces and numerous 'friends of MASS.
- MASS members participation on provincial committees allows the organization to provide its perspective while building relationships with provincial educational partners and perspective partners. A review of committee reports provides a lens into some of the work and relationship building that is being undertaken. Thank you to each member who has been willing to serve in this capacity.

You will have noticed several calls for committee participation throughout the year. Ongoing investment in the building of relationships with numerous educational partners has created additional opportunities for MASS involvement in shaping policies and contributing valuable insights that align with our strategic vision.

The work is not yet done – there will always be opportunities to expand our reach. Continued engagement with the Minister of Education Manitoba Education and Early Childhood Learning, the opposition critic as well as our education partners have provided opportunities for conversations which have the best interest of Manitoba students at the heart of the work.

We continue to welcome new members to MASS and want to provide them with the best experience and support possible. Thanks to Shelley Amos and Krista Curry who have led the new members' sessions this year. The five MASS regions also provide support for new members in a more local context.

The MASS Executive has supported a budget for 2025 – 2026 which supports identified areas within the strategic plan such as communication and advocacy. A newly designed MASS website and support for content development will promote increased connections within the organization as well as a stronger presence for those visiting our website.

The organization is fortunate to have an extremely committed Executive and Table Officer team. The Table Officers have met regularly to dialogue and plan together. Our co – presidents Jason Young and Jenness Moffatt are called upon regularly to represent MASS at meetings at the provincial level, education partner meetings and CASSA. Thank you for your leadership!

Thank you to Karen Wohlgemuth who continues to support every facet of the organization and keeps things running smoothly!

Wishing everyone a strong finish to the school year and the opportunity to recharge and rest during the summer.

Respectfully submitted,  
*Barb Isaak, Executive Director*

# STANDING AND FOCUS COMMITTEE REPORTS

## Student Learning Committee

**Committee Members:** Marianne Fenn, Grant Wiesner, Cheryl Mangin, Janice Krahn, Jennifer Wiebe, Joe Thiessen, and Lorie Henderson

The Student Learning Committee's discussions throughout the 2024-2025 school year have focused on **learning**, **connecting**, and **advocating** in support of MASS's newly developed strategic plan.

The Committee's terms of reference were revisited with intention at each meeting and a condensed summary of our actions are included below.

- **Communication with the MASS Executive:** The MASS Executive has been represented during committee meetings (Tyler Moran and Barb Isaak). Committee reports from each meeting have been shared at Executive meetings as required.
- **Liaison with external organizations:** No meetings were held this year with external organizations. No meeting requests from external organizations were received.
- **Communication with Manitoba Education:** MASS Table Officers and Executive Director are in regular communication with Department Staff. MASS Member representation on working groups and committees led by Manitoba Education has improved with the current government and will remain a focus for advocacy.
- **Providing recommendations to the MASS Executive:** A recommendation for professional learning opportunities in the area of early literacy as part of MASS's calendar of events for Members will be shared with the Executive for consideration.

The Student Learning Committee will meet with Manitoba Education Early Childhood and Learning ADM Janet Tomy to clarify the province's priorities and direction for student learning prior to the conclusion of the current school year.

I wish to express gratitude to the committee members for offering their time and their voices to this important work. The overall MASS Membership was represented with care and with integrity throughout our group's conversations.

Respectfully submitted,  
*Tyler Moran, Chair*

## MASS Finance and Legislation Committee

**Committee Members:** Debra Parker, Jason Drysdale, Jason Young, Jeff Anderson, Krista Curry, Margaret Ward, Scott Hill, Tony Kreml, Mathew Gustafson (ex officio: Barb Isaak)

The MASS Finance and Legislation Committee reviewed a number of different issues during the current school year.

### Funding Formula

- Concerns regarding the lack of clarity and understanding on how the funding formula is calculated
- Divisions experiencing changes after the funding announcement
- Funding formula committee is to be reinstated and a desire for MASS representation
- A strong desire for a formula that provides greater equity, more predictability and transparency

### Capital Projects

- Increasing demand for creating additional student capacity through new builds
- Province moving ahead with construction of new schools in multiple phases
- Aging infrastructure and the resulting capital improvements that are required are creating an additional demand
- Request for reinstatement of Public Schools Finance Board or a similar structure that allows for a sole focus on education capital needs with individuals who are knowledgeable regarding schools

### Bill 21

- Divisions expressed concerns with the unintended consequences of Bill 21
- Concerns were shared with the Department
- A provincial committee was formed with seven MASS members participating
- The committee work is resulting in a greater understanding of the concerns raised by divisions

### The Public Schools Act

- Discussion around the need for Superintendents to be included in the PSA
- Indications are that the Department is supportive of the PSA being amended to address this

### Collective Agreement between Manitoba School Boards Association and The Manitoba Teachers' Society

- Financial implications and future implications with harmonization
- Ongoing discussion around a number of financial implications resulting from the new CBA

Jordan's Principle

- Discussion around the change in approval for Educational Assistants and the resulting impact on some divisions

Manitoba Labour Board

- New Rules of Procedure
- The revised rules have implications for divisions
- Discussion occurred around the essential services referenced in the rules

I wish to express my appreciation to the committee members for their work as well as the Executive and Table Officers for raising the committee's questions and areas of concern.

Respectfully submitted,  
*Mathew Gustafson, Chair*

## Leadership Development Committee

**Committee Members:** Karen Boyd, Suzanne Cottyn, Chris Gamble, Heather Marks, Jordana Buckwold, Kevin Clace, Rob Tomlinson, Luc Brémault

On behalf of the Leadership Development Committee, I would like to extend sincere thanks to the committee members – Karen Boyd, Suzanne Cottyn, Chris Gamble, Heather Marks, Jordana Buckwold, Kevin Clace, Rob Tomlinson, Luc Brémault – for their thoughtful contributions and dedicated work over the past year.

Throughout the 2024–2025 school year, the committee focused its efforts on planning and preparing for the January 2025 and April 2025 Leadership Development sessions during its seven meetings. Our theme for the year centred on communication, with a particular emphasis on navigating media relations and managing crisis situations. The committee intentionally selected this focus for both sessions to allow MASS members to engage more deeply with the content and to support continuity in professional learning.

We were also mindful of the diverse divisional contexts represented within the group and sought to create opportunities for participants to reflect on their own practices while learning alongside and from their colleagues.

Each session included the following key elements:

- **Stories from the field**, shared by leaders from DSFM, Borderland, Brandon, and Pembina Trails
- **Engagement with external experts**, including Kirk Johnson, Dean of RRC Polytech School of Business, Information Technology and Creative Arts and team, Radean Carter, and Warren Weeks
- **Facilitated conversations**, centered on problems or questions of practice
- **An EdCamp framework** (April 2025 session only), to encourage open dialogue and peer-to-peer discussion

The structure of each session was designed to provide multiple entry points into the topic, allowing for differentiated engagement based on participants' experiences and interests. The committee would also like to express appreciation to Barb Isaak and Karen Wohlgemuth who provided invaluable support with registration and logistics for both sessions. Your expertise and attention to detail made this work possible—thank you. Looking ahead, the committee has considered whether it should continue as a standalone committee or merge with the Professional Learning Committee. A recommendation on this matter will be brought forward to the Executive at its May meeting.

Respectfully submitted,  
*Sandra Herbst, Chair*  
On behalf of the Leadership Development Committee



## **Professional Learning Committee**

**Committee Members:** Leanne Peters (Chair), Darlene Willetts, Jon Zilkey, Jordana Buckwald, Jenness Moffatt, with Barb Isaak and Karen Wohlgemuth

The MASS Professional Learning Committee organized and led several sessions throughout the year. Thanks to the committee and the membership for continuing to support Professional Learning. We had a focus on supporting the work of the Multi-Year Strategic Plan and provided opportunity and space for committees to meet during our PL days this past year. Thanks to Sandra Herbst and the Leadership Development Committee for taking on that portfolio and providing engaging learning opportunities for MASS members. Special thanks to Barb and Karen for keeping us on track.

### **October 25, 2024 – Members' Day**

- Welcomed new members
- Strategic Planning – Usha James
- Committee Meeting time
- Update from the Minister of Education – Hon. Nello Altomare
- Paul Grower - FIPPA

### **March 7, 2025 – Members' Day**

- Dr. Kawser Ahmed – Extremism and Radicalization
- Committee Meetings
- Update from the Minister of Education – Hon. Tracy Schmidt

### **May 15, 2025 (a.m.) – MASS AGM**

- Usha James – MASS Strategic Planning updates
- Dr. Steven Katz – preview to Summer Institute

### **August 13-15, 2025 – Summer Institute**

- Dr. Steven Katz – Systems Leadership

Respectfully submitted,  
*Leanne M. Peters, Chair*

## **Advocacy and Support Committee**

**Committee Members:** Shelley Amos (Chair), Krista Reynolds, Rod Kehler, Troy Scott, Jason Cline, Ron Cadez

**Purpose:** To strengthen the identity of MASS and promote advocacy for public education.

The following actions were taken by our committee in support of MASS members:

### **I. Advocacy**

- Recognition events for new MASS members as well as for those members leaving the organization.
- Publication of two exceptional editions of the MASS Journal sharing the experience and expertise of Manitoba school divisions.
- Engaged with a communications consultant to organize a member survey

### **II. Member Services**

- Ongoing support and facilitation of a mentorship program for new members led by Shelley Amos (Pembina Trails SD) and Krista Curry (Borderland SD).
- Upcoming member survey.
- Engaged with a communications consultant and website provider to initiate a refresh of the MASS website (purpose/content), and to examine social media connections when the website is completed.

### **III. Policy**

- In process of reviewing Leading Together document

The contributions of Committee Members are sincerely appreciated.

Respectfully submitted,  
*Shelley Amos, Chair*

## **Mental Health and Well-being Committee**

**Committee Members:** Cindy Hamilton, Jennifer Hughes, Jennifer McGowan, Lars Feilberg, Meghan Clements, Sandra Meilleur, Darlene Willets, Susan Gilleshammer, Joel Mangin, Daniel Preteau, Rochelle Rands, Teresa Hampton, Barb Isaak

### **Mandate:**

To structure and support incremental changes to address system wellness through a shift from a pathologizing lens that focuses on the individual to a system health lens that focuses on the well-being of the system.

### **The Committee will take leadership to ensure that MASS:**

- Explores professional learning with a focus on “calming” the system.
- Pursues a continued understanding of the impact of emotional regulation in the classrooms, staff and students.
- Pursues inter-sectorial 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
- Encourage unified communication between departments at MB Education to consider the impact of new and existing initiatives on Divisional operations.

### **Summary of Activities:**

- The committee met five times over the course of the year
- The scope of work for this year included:
  - Developing a MASS Mental Health Strategic Plan to provide direction and develop actionable items to pursue.
  - Explored Dr. David Tranter's work regarding systemic wellness.
- The work of the MASS Mental Health and Well-Being committee has been to continue the strategic planning process to provide ongoing direction for the committee

Respectfully submitted,  
*Jennifer McGowan, Chair*

## Indigenous Education Committee

**Committee Members:** Dan Ward, Rob Riel, Sherri Denysuik, Shauna Hamm, Corey Kapilik, Tammy Brant, Marsha Missyabit, Barry Pitz, Darren Kinden  
**MASS Support:** Barb Isaak, Karen Wohlgemuth

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

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

### **Meeting Dates**

October 25, 2024, December 4, 2024, February 18, 2025, April 15, 2025

In October, the committee reviewed and began drafting the Indigenous Education Committee Action Plan, aligning it with MASS' Strategic Directions.

In December, the committee revisited the MASS Position Paper on Indigenous Education, originally published in 2021, to ensure alignment with current priorities and initiatives.

In February, the committee met with Jackie Connell, Assistant Deputy Minister of the Indigenous Excellence in Education Branch, and Director Sara Gazan at the MEECL Dublin Avenue office in Winnipeg. The Department shared updates on several key initiatives, including:

- Progress in the teaching of Indigenous languages and teacher education;
- A proposed amendment to the Public Schools Act to support Indigenous Language Immersion programs, expanding beyond the current bilingual program model.

The Mamàhtawisiwin Framework was also discussed. The Province described it as an evolving, evergreen document, with upcoming revisions expected to incorporate Métis perspectives.

The committee discussed Treaty Education, noting that Dan Ward, Barb Isaak, and Jackie Connell are serving on the Provincial Treaty Education Steering Committee. While there are no immediate plans to implement a mandatory high school Treaty Education course, the provincial course currently in pilot is anticipated to be available soon.

MFNERC extended several invitations to MASS for the *Lighting the Fire Conference*, taking place May 7–9, 2025. The committee confirmed representation at this event.

In April, the committee began exploring a collaboration with the Professional Learning Committee to plan an event for the 2025–2026 school year. One suggestion was to adopt a “learning on the land” model, with a potential venue being the Aki Centre in the Seven Oaks School Division.

Respectfully submitted,  
Dan Ward, Chair

## **Early Childhood Education Committee**

**Committee Members:** Colin Campbell, Darcy Cormack, Pam Garnham (Chair), Barb Issak, Rod Kehler, Sandra Melo, Donald Nikkel, Krista Reynolds and Kim Young

### **Committee Actions**

This year, the ECE Committee has actively focused on various initiatives to enhance early childhood education (ECE) within our network. Key highlights of our progress include:

1. The committee's work was centred on developing the MASS ECE Committee's priorities to ensure they align with the overarching goals of the MASS Strategic Plan. This alignment is critical to ensuring coherence and maximizing the impact of our efforts across both strategies.
2. Committee members submitted ECE articles to distribute to MASS members, highlighting the importance of early childhood education. The committee has devoted time to reviewing ECE reference articles specifically targeted toward MASS members. This effort aims to provide our members with the most relevant and practical resources to support the development and implementation of ECE programs.
3. The committee met with Education and Early Childhood Learning to advocate for and build partnerships. We will advocate and partner on behalf of MASS to promote initiatives that support Early Childhood Education and further collective goals in the field.

Thank you to the committee members and Barb Isaak for contributing to this year's activities. We remain committed to enhancing our efforts in Early Childhood Education.

Respectfully submitted,  
*Pamela Garnham, Chair*

## **EXTERNAL COMMITTEE REPORTS**

### **Canadian School Mental Health Leadership Network (CSMHLN)**

*MASS Representative: Jennifer McGowan*

#### Leading School Mental Health with Balance and Hope

Toronto, Canada

October 24-25, 2024

An intimate gathering of approximately 15 representatives from across Canada committed to and invested in the mental health and well-being of Canadian students and school communities.

Dr. Cindy Finn and Dr. Kathy Short grounded our learning with a segment on enabling conditions for fostering hope through sustainable and scalable mental health practices.

Stephanie Priest, through the lens of Public Health, shared the importance of upstream school leadership and school mental health.

Representatives from CASSA and CSBA facilitated a robust dialogue in which meeting participants could share innovations and actions, successes, lessons learned, and outstanding questions.

Dr. Brenda Restoule and Dr. Chris Mushquash are two Indigenous Thought Leaders that gifted us with stories and lived experiences to enable hope through healing through effective school mental health practices.

Dr. Michael Unger shared that hope and resilience can be fostered through a research and practice perspective.

Submitted by:

*Jennifer McGowan*

### **Renewal of MB K-12 Framework for Continuous Improvement**

*MASS Representatives: Grant Wiesner, Lorie Henderson, Jenness Moffatt, Luc Bremault, Shauna Hamm, Sandra Herbst, Darlene Willetts*

The group has consisted of representation from MASS and multiple people from MEECL. The lead has been Ron Sugden. Their primary focus has been on developing a process that will aid school divisions/districts in creating continuous improvement plans. This will lead to updated documentation for divisions/ districts. There have also been conversations surrounding the visits to divisions by the department.

The hope is to have the process available to share with divisions in spring 2025.

Submitted by:

*Darlene Willetts*

## **HBN ITV Advisory Board**

The HBNI IITV committee, comprising representatives from MASS, Manitoba Education and Early Childhood Learning, and HBNI IITV, convened on April 22, 2025. The committee's primary focus is on the Hutterian Broadband Network.

For the 2024-2025 school year, HBN IITV offered thirty courses to two hundred and seventeen students, who collectively enrolled in six hundred and forty-eight credits. Twenty-four teachers facilitate these courses. In the 2023-2024 school year, there was a ninety-four percent credit attainment rate, with students registering for seven hundred and seventy-two credits. During our yearly meeting, we reviewed course enrollments, course marks, and the annual financial statement. Course offerings are contingent upon teacher availability and priority.

HBNI IITV is continuing to evaluate new equipment and is considering transitioning to a different platform, such as Google Meet, Microsoft Teams, or Zoom. A new system is necessary as the current one is becoming outdated.

Submitted by:  
*Pamela Garnham*

## **Indigenous Inclusion Directorate Advisory Committee**

*MASS Representative: Lorie Henderson*

The committee did not meet over the year. With the change to the Indigenous Excellence, I am not certain that the committee exists anymore. No written notification has been received.

Submitted by:  
*Lorie Henderson*

## **Indigenous Academic Achievement Advisory**

*MASS Representatives: Rob Riel, Lorie Henderson, Jason Drysdale*

The committee did not meet over the year. With the change to the Indigenous Excellence, I am not certain that this committee exists anymore. No written notification has been received.

There were 2 sub-committee meeting led by Lola Whonnock to review the IAA Support Grant document. Meeting dates were January 15, 2025 and January 29, 2025. The document has been revised to include clearer grant guidelines and priorities.

Submitted by:  
*Lorie Henderson on behalf of the committee members*

## **Industrial Arts Curriculum Review**

MASS Representative: Donald Nikkel

Work to update the Industrial Arts Curriculum continues to progress. Various sub-committees are now meeting to develop subject specific curriculum. The following is brief summary of status:

- Removal of G designation for Industrial Arts courses and change to S designation.
- Request to Minister for name to be changed to Applied Technology for better alignment across Canada.
- Curriculum is being developed for every course (currently there are courses with no curriculum, just titles).
- There is a goal to provide School Divisions with more Industrial Arts (Applied Technology) courses and options to meet their community and learners needs.
- Proposed changes to grade levels and credit options will provide School Divisions 30 more Applied Technology options to offer.
- An Industrial Arts safety committee has been formed to create safety resources.
- 4 Industrial Arts curriculums have been renewed and are in draft Applied Graphics, Applied Electronics and Robotics, Applied Metalwork, Applied Mechanics
- 9 more Industrial arts curriculums still need to be renewed
- Estimated date of completion of committee work is June 2025
- Estimated date of Applied Technology curriculum to be released June 2026

Submitted by:

*Donald Nikkel (adapted from a summary of Liam McLauchlan, curriculum renewal lead)*

## **Development of the Resident Pupil Template**

MASS Representatives: *Jon Zilkey Susan Gilleshammer, Cara Colorado, Marlin Adrian, Luc Bremault, Tyson MacGillivray, Pam Garnham, Barb Isaak, Darlene Willetts*

We have met with the department three times by Spring Break to work on the development of a guidance document and templates that school divisions/ districts may use and adapt for their own needs with regard to the recently introduced Bill 21.

Submitted by:

*Darlene Willetts*



## **MASS/BEF French Language Education Committee**

*MASS Representatives: Pamela Garnham, Jordan Buckwold, Colleen Roberts, Alain Laberge, Louise Langevin, Chris Gamble, Heather Marks*

**MASS/BEF** recently had their inaugural meeting to create a shared understanding of French language education in Manitoba. This is a revisiting of priorities, but also a coming together to establish needs as they exist today in FL1 and FL2 programs, and how BEF can best support. Plan is to meet 5 times per year. At our first meeting, specific topics of discussion include:

### 1. Recruitment and Retention of FI teachers:

Demand of the system is approximately 150 teachers, compared to approximately 50 graduates. The gap in need has been over 100 people per year (supply vs. demand).

BEF's focus area is to increase interest in French in both Senior Years and University

Since 2020 we have had 51.25 teachers resign across the province (not retirements). Trends can represent candidates using French an "in" for a permanent contract, then switching to English due to linguistic insecurity. This become more evident over time as it is challenging to persist in a second language, many transfers to English cite the workload is as being less.

Hiring of new grads was discussed. In 2025, it seems that not offering a permanent position does not feel like an option. Particular challenges were noted for rural school divisions.

### 2. Professional Learning

BEF is providing system-level leadership and strategies, many areas of professional learning are being offered this year. These opportunities fall into several areas of focus (ex. Inclusion, identity, new leadership cohort).

### 3. Dashboard

Manitoba's Recruitment and Retention Strategy for French Language Teachers, published in June 2023, outlines 30 actions to be undertaken. This was launched Jan. 27<sup>th</sup>, 2025.

Dashboard will help facilitate the collaborative work with BEF partners. Dashboard represents 30 actions, grouped into 6 themes. Progress in each area is visible and ongoing.

Submitted by:  
*Heather Marks*

## **MHSAA**

*MASS Representatives: Karen Boyd (MASS – Metro), Stephen David (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 2024-2025 school year by Karen Boyd (urban) and Stephen David (rural). Additionally, overall leadership of the Board has been admirably provided 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. MASS representatives serve as decision-makers in appeal processes when necessary. This year the MASS representatives continued to implement the direction of the new strategic plan. This year, following a search for new and enhanced funding sources, signed a 10-year multimedia rights agreement with Playfly. This deal made Playfly the MHSAA's exclusive rights holder and sponsorship arm.

The opportunity to provide feedback to MHSAA staff on behalf of school divisions and zones throughout the province continues to be critical to the ongoing work of this organization. The MHSAA focus on increasing equity and diversity in high school sports aligns with the principles of MASS. We continue to see an increasing number of students participating in sport and MHSAA has been instrumental in providing a wide range of opportunities over the current school year.

Submitted by:

*Karen Boyd and Stephen David*

## Student Services Inclusive Education Committee

MASS Representatives: Susan Gilleshammer, Potoula Locken

### Committee Mandate:

The Student Services Inclusive Education Committee (SSIEC) serves as a collaborative forum for addressing student services and inclusive education topics. The committee provides valuable feedback and guidance in fostering inclusive practices within educational systems. The committee is comprised of representatives from external organizations as well as Manitoba Government representatives:

#### External Organizations

Children's Therapy Network of Manitoba (CTNM)  
Family Advocacy Network of Manitoba (FAN)  
Inclusion Winnipeg  
Manitoba Association of School Superintendents (MASS)  
Manitoba Council of Exceptional Children (MCEC)  
Manitoba Federation of Independent Schools  
Manitoba First Nations Education Resource Centre  
Manitoba School Boards Association (MSBA)  
MTS Manitoba Association of Resource Teachers (MART)  
MTS Manitoba Educators for Inclusion (MEI)  
MTS Manitoba School Counsellors Association  
MTS Staff Officer  
Newcomer Education Coalition (NEC)  
  
Student Services Administrators of Manitoba (SSAAM)  
University Inclusive Education Committee  
  
Children's Coalition  
Family Advocacy Network of Manitoba (FAN)  
Inclusion Winnipeg  
St. Amant  
MTS Council of School Leaders

#### Government of Manitoba

Families  
Housing, Addictions and Homelessness, and Mental Health  
MEECL, Early Childhood Learning  
MEECL Indigenous Excellence in Education  
MEECL SAI Continuous Improvement Branch

#### Representative(s)

Mark Robertson  
  
Rachel Smith  
Lois Brothers  
Susan Gilleshammer  
Potoula Locken  
Joanna Kaptein  
  
Andrew Micklefield  
Lorna Prince  
Darlene Gerrior  
Amanda Asham  
  
Jesse Thomaschewski  
Natasha Herring  
Lia Gervino  
Hiwot Amare  
Sunni Matthews  
Jolene Brown  
Teresa Sanheim  
U of Brandon Dominique Gadsden  
U of Winnipeg Kishi Anderson  
Leachman  
David Kron  
Teresa Johnson  
Janet Forbes  
Suzanne Marius  
Chris Hicks

Cecile Bergen  
Jaclyn Van Drunen  
  
Gurpreet Grewal  
Kim Shier  
  
Rob Fisher

The committee met three times this year:

- The initial meeting in November included a review of the terms of reference as well as an overview of the work previously completed by the committee.
- January's meeting involved a review of the provincial document [Supporting Inclusive Schools: A Handbook for Resource Teachers in Manitoba](#) by Cheryl Beaumont, Program and Funding Review Unit., as well as a presentation by the [Children's Therapy Network of Manitoba](#) team regarding the Language and Literacy Pilot: [Blooming Words](#).
- The March meeting centred around Kelly Ring-Whiklo, Student Services Unit, Inclusion Support Branch, presenting the Student Services Inclusive Education Committee Engagement Process for Document Renewal. **This renewal process could be an opportunity for MASS to have input regarding future iterations of provincial documents.**
- Each meeting also features a Roundtable Organization Highlight Report, **which could be leveraged to present key messages aligned with the MASS strategic plan, tailored to the committee's audience, including external organizations and representatives from the Manitoba Government.**

Submitted by:

*Susan Gilleshammer and Potoula Locken*

## **Red River Polytechnic Teacher Education Advisory**

*MASS Representative: Pamela Garnham*

The Red River Polytechnic Teacher Education Advisory met on November 20, 2024. 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 only undergraduate Joint Bachelor of Education Program (the University of Winnipeg in the province of Manitoba for public school educators in;
- Applied Commerce Business /Technology
- Industrial Arts/Technology
- Technical Vocational Education

The college offers three streams of programming: a five-year integrated program, a Bachelor of Education degree, and an after-degree program.

Student enrollment in the programs for 2024-2025 are:

- Applied Commerce – Eleven students, six of whom are in their final certification year.
- Industrial Arts and Technology program – Thirty-five students, eleven of whom are in their final certification year.
- Part-time Technical program – Ninety-one students are enrolled. Fifteen students graduated last spring. They have ceased offering the full-time program, but it has become a course-based registration program.

Program Updates:

- Applied Commerce Education faculty are working on projects related to marketing and increasing enrollment in the programs. Teacher Education is working on marketing strategies to reach both secondary and postsecondary programming.
- The college held the third annual High School competition on April 16, 2025, with approximately 200 registrations.
- Significant investments have been made in the industrial arts college labs, with approximately a quarter of a million dollars spent on refreshing and cleaning them over the last four years.
- The improvements have enhanced the learning environment for students, making them feel ahead of what's happening in the public school system.
- The college ran Industrial Arts Days, bringing in approximately 100 grade nine and ten industrial art students from 19 schools. The event was driven by Red River students, who created and ran the activities, acting as teachers while faculty ensured smooth operations.

Respectfully submitted,  
*Pamela Garnham*

## **Teacher Certificate Review Committee**

*MASS Representatives: Robert Chartrand, Krista Curry Alternate: Jason Young*

The Teacher Certificate Review Committee is currently a statutory committee of Manitoba Education and Early Childhood Learning. It will remain in place for approximately another 1.5 years as the transition to the new Commissioner model evolves. 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 Manitoba Education and Early Childhood Learning. 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 Certification Branch who acts as secretary but is not a voting member of the committee.

The Certificate Review Committee hears appeals from teachers whose teaching certificates are at risk of/or already have been temporarily rescinded by the Minister.

This past year has been a busy year for the Review Committee, as those teachers who had been referred to the board prior to December 31, 2024, could determine which route they chose to engage with. Several have chosen the committee review process. It is also worth noting that the hearings often take more than one day to complete. As of the date of this AGM, the committee has had 4 hearings. The committee is also holding dates into the future, with 3 to 4 more hearings anticipated prior to the end of June.

It has been our privilege to represent the Manitoba Association of School Superintendents on this committee.

Respectfully submitted,  
*Robert Chartrand, Krista Curry, and Jason Young*

## **Graduate Studies, University of Manitoba**

*MASS Representative: Barb Isaak*

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

The Committee receives reports from internal committees as well as provides the opportunity for conversation regarding the work in graduate studies. The opportunity for partner organizations to learn and participate in the conversations increases understanding among all stakeholder groups.

Topics have included:

- Regulatory changes to Master's program
- Potential changes to guidelines regarding GenAI tools
- Updating of research strategic plan
- Admissions challenges arising from federal cap on International students
- Inclusion and deletion of courses

Respectively submitted,  
*Barb Isaak Executive Director*

## **University of Manitoba Undergraduate Program Advisory Committee**

*MASS Representative: Pamela Garnham*

The University of Manitoba Undergraduate Committee consists of MASS, the Manitoba Teachers' Society, and the University of Manitoba Professional Staff Representatives.

Topics of discussion included:

- **Pass/fail initiative:** A small group proposed the addition of new elective pass/fail courses and pass/fail options for required courses by utilizing special topics course numbers, while also examining the implications for admissions to other programs.
- **Connecting UM to principals and mentor teachers:** Explore strategies to engage principals and mentor teachers, and suggest adding the use of summative reports for hiring purposes.
- **Professional learning days and treaty training:** It was requested that they consider offering two days of treaty training so that students meet the requirements set by Manitoba Education Early Childhood and Learning upon graduation.

- **New Graduation Requirements**—To align with Manitoba's phase two amendments, Manitoba's teacher certification requirements should be aligned with those of other Canadian jurisdictions by removing stringent credit requirements for major and minor teachable and breadth requirements. This will be in effect for the 2026-2027 School Year.

Proposed changes to the admission requirements for the Bachelor of Education (B.Ed.) program at the University of Manitoba will take effect for the September 2026 intake. Recent updates to Manitoba's Teaching Certificates and Qualifications Regulations drive these changes to address teacher shortages, increase accessibility, and accommodate international applicants. The proposal includes 12 motions, summarized below:

1. **Removal of Breadth Requirements:** The 24-credit hour breadth component for Early and Middle Years streams will be eliminated to reduce barriers for applicants from condensed or subject-specific programs.
2. **Removal of Teachable Majors and Minors:** The Early and Middle Years streams will no longer require teachable majors and minors, except for Music and Physical Education specializations.
3. **Redefinition of Specializations:** Major and minor designations for Music and Physical Education in Early Years will be consolidated into a single specialization, requiring 18 credit hours.
4. **Middle Years Stream Changes:** Similar to Early Years, teachable majors and minors will be eliminated, and specializations in Music, Physical Education, Human Ecology, and Art will be redefined.
5. **Senior Years Stream Adjustments:** Teachable major requirements will be reduced from 30 to 24 credit hours, and teachable minor requirements will be reduced from 18 to 15 credit hours, except for specialized areas.
6. **General Science Requirements:** Restrictions on coursework levels and disciplines for General Science majors/minors will be relaxed, broadening applicants' options.
7. **Streamlining Terminology:** "Major" and "minor" will be renamed "first teachable subject" and "second teachable subject" to avoid confusion with university-wide definitions.
8. **International Applicant Pool:** Up to 5% of annual seats will be allocated to international applicants, prioritizing those already studying or residing in Canada.
9. **Single Application Rule:** To ensure a fair distribution of seats, applicants can submit only one application and declare one stream (Early, Middle, or Senior Years).

Respectfully Submitted by:  
*Pamela Garnham*



**ELECTION and RATIFICATION  
of 2025-2026 MASS EXECUTIVE**

**Table Officers**

Co-Presidents	Jeness Moffatt Dan Ward
Treasurer	Shelley Amos
Past President	Jason Young

**At-Large**

Tammy Ballantyne  
Bathélemy Bolivar

**Regional Directors and Professional Learning Director**

Metro	Corey Kapilik Sandra Herbst Rob Riel Jennifer McGowan
North	Tyson Mac Gillivray
Southwest	Grant Wiesner
South Central	Pamela Garnham
Southeast Interlake	Tyler Moran
Professional Learning	Leanne Peters

## **2025-2026 Proposed Draft Budget**

A copy of the 2025-2026 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 \$224,100, of which \$170,000 will be covered by membership dues.

The projected accumulated surplus at June 30, 2025 of \$289,076 represents approximately 69% of the 2025-2026 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 is being presented for consideration for the 2025-2026 budget at the 2025 Annual General Meeting:

That full membership fees be increased to \$1,600 and associate membership fees be increased to \$800.

That the 2025-2026 budget be approved in the amount of \$417,000.

### **MASS FINANCIAL POSITION as of April 30, 2025**

Legal Fund	\$ 15,956
T-bill Fund Premium Class at March 27, 2025	\$ 61,557
Bank Balance at April 30, 2025	\$306,954
<b>Total Funds Available</b>	<b><u>\$384.467</u></b>
Accumulated Surplus at June 30, 2024	\$279,373
Projected Year-end Surplus at June 30, 2025	9,703
<b>Projected Accumulated Surplus at June 30, 2025</b>	<b><u>\$289.076</u></b>

**2025-2026 Budget**  
**Proposed Budget: \$417,000**

Principle	Proposed Budget
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The budget supports the achievement of the MASS mission statement and strategic plan

Membership fees should offset core expenditures of the organization.

Salaries & Benefits:	180,000
Executive:	16,100
Office:	12,000
Executive Director:	9,000 (includes \$6,000 PD)
Audit:	6500
Committee:	<u>500</u>
	<b>\$224,100</b>

Membership Fees:  
**\$170,000**

Core Expenditures:  
**\$224,100**

(A determined portion of professional learning revenue will be applied to core expenditures)

Other expenditures (special projects, contractual services, MASS directed travel, PR and member services initiatives, publications, mentorship program) can be sustained through governmental or private partnerships or PD income.

A surplus of 20%, with a 5% variance, be maintained.

Projected accumulated surplus of \$289,076 represents 69% of the 2025-2026 budget of \$417,000

A responsible use of surplus would be for one-time expenditures/initiatives and emergencies.

PD registration fees should remain accessible to encourage full participation.

**BUDGET**

	24/25	30-Apr	Year End Forecast	25/26
<b>REVENUE</b>				
AGM & Banquet	18000	19935	20000	20000
Leadership Development	20000	28610	28700	30000
Members Sessions	30000	30250	30250	40000
Membership Fees	160500	160375	160375	170000
Mentorship Program	6000	0	350	2000
Summer Institute	80000	74225	74225	85000
MEECL Support	40000	40000	40000	38000
Misc Income (MASS Journal)	2000	4000	4000	2000
Website Advertising	2000	3000	3000	2500
<b>TOTAL INCOME</b>	<b>358500</b>	<b>360395</b>	<b>360900</b>	<b>389500</b>
<b>EXPENSES</b>				
AGM & Recognition Banquet	18000		18000	20000
Amortization	300		300	300
Audit	6500	5885	5885	6500
Bank Charges	550	197	250	300
CASSA Membership	6360	6300	6300	6500
Interorganizational	500	468	468	500
Committee Meeting Expenses	1000	20	100	500
Executive Director Expenses	2500	1912	2500	3000
Executive Committee Expenses	11000	7443	10000	12000
Executive Members Travel	5000	1136	1200	4100
Leadership Development	20000	21160	22000	22000
Legal Fund	6500	794	1500	6500
MASS Directed Travel	12000	7638	8000	10000
MASS Public Relations	2000	695	5000	5000
Members Sessions	10000	5125	7500	10000
Member Recognition	2000	130	2000	3000
Mentorship Program	10000	3910	4000	5000
Office Equipment	1000	353	400	5000
Office Operations	11000	10906	12000	12000
Website Management/Development	5000	15685	20000	5000
PD Executive Director	6000	2152	5000	6000
ED Travel to Regional Mtgs	1500		2000	2000
Publishing and Printing	500		500	500
Strategic Plan		13650	15000	5000
Salaries and Benefits	172000	150168	172000	180000
Summer Institute	80000	45700	45700	80000
Uncategorized Expenses	300		0	300
Writing Contract/Communications	3000		3000	6000
	<b>394510</b>	<b>301427</b>	<b>370603</b>	<b>417000</b>

## MISSION

Manitoba Association of School Superintendents (MASS) provides leadership for public education by advocating in the best interests of learners and supports its members through professional services.

## VISION

In the next 3 years, MASS will enhance our ability and capacity to support professional learning, connection and advocacy among our members.



### LEARNING

Ensure professional learning:

- reflects the priorities of the strategic plan
- respects the diverse needs of members
- is responsive to needs in public education
- is practical/directly applicable to the work of senior leaders



### CONNECTING

Ensure our approaches to networking and connection:

- support members' sense of efficacy in their divisional leadership
- deepen their understanding
- lead to meaningful collaboration/co-construction



### ADVOCATING

Ensure a strategic approach to advocacy that:

- clearly outlines a compelling case for change/improvement within MASS priority areas
- maps out a cohesive plan for advocacy throughout the organization's areas of action
- ensures actions support and are aligned to the plan

## HIGH LEVERAGE STRATEGIES

1

Ensure internal and external clarity about who we are, what we do and how we operate.

2

Build our capacity through increasing human and financial resources.

3

Nurture a culture of positive, meaningful and constructive engagement with members and external partners.

4

Review, re-imagine and revise structures that support all areas of our work.

5

Develop a cohesive and strategic approach to advocacy and a concrete plan to support implementation across the organization.

**2024-2025 RESOLUTIONS REPORT**

**Action Taken on Resolutions  
Adopted at the Annual General Meeting  
May 16, 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.

*The External Emergency Preparedness Working Group has been established and has monthly meetings scheduled throughout the school year. The Committee has representation from Manitoba Association of School Superintendents, Manitoba School Boards Association, Manitoba School Business Officials, First Nations School Districts and Manitoba First Nations Education Resource Centre working together with staff from Manitoba Education and Early Childhood Learning. There has been some outreach to school divisions to provide insight on a limited number of topics. The MEECL staff will continue to work throughout the summer and into the 2025 – 2026 school year.*

**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.

*Connected with Dr. David Tranter to explore a system wellness approach. There are three Enhanced Mental Health and Addiction teams that exist in the province (Brandon, Hanover, and Portage La Prairie). Provide feedback to Jaclyn VanDrunen regarding MHA Early Response Service – meeting date TBD. Child and Youth virtual consultation and crisis response service (launched in February 2025)*

**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.

*The MASS Mental Health Committee has agreed to remove this motion; we did not have consensus on the effectiveness of a Memorandum of Understanding.*

**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.

*The work of the MASS Mental Health and Well-Being committee has been to continue the strategic planning process to provide on-going direction for the committee*

**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.

*The committee met with Jackie Connell, Assistant Deputy Minister of the Indigenous Excellence in Education Branch, and Director Sara Gazan at the MEECL Dublin Avenue office in Winnipeg to discuss programming and support. The Department shared updates on several key initiatives. Participants discussed how Manitoba Education and Early Childhood Learning and MASS can continue to work together to support Indigenous Education in Manitoba.*

*Dan Ward and Barb Isaak continued to serve on the Provincial Treaty Education Steering 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 organizations and provincial partners that ensure all children the right to quality early learning programs and opportunities.

*The ECE Committee has actively focused on various initiatives this year to enhance Early Childhood Education (ECE) within our network. Key highlights of our progress include:*

*1. Review of ECE Reference Articles:*

*The Committee has dedicated time to reviewing ECE Reference Articles specifically targeted towards MASS members. This effort aims to provide our members with the most relevant and practical resources to foster the development and implementation of ECE programs.*

*2. Meeting with EECL:*

*A meeting is scheduled with the Education Early Childhood and Learning (EECL) on April 30, 2025. During this meeting, we will continue to advocate for and partner with EECL to promote initiatives that support Early Childhood Education and advance collective goals in the field.*

*3. Updated ECE Strategic Plan:*

*We are updating the ECE Strategic Plan to ensure it aligns with the overarching goals of the MASS Strategic Plan. This alignment is critical for maintaining coherence and maximizing the impact of our efforts across both strategies.*

*We remain committed to enhancing our efforts in Early Childhood Education.*

## SECTION II – Regional Resolutions

### Reaffirmed Resolution 2.1 ..... Information 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 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.

*SISA is withdrawing Regional Resolution 2.1. Reports from the MASS Table Officers and Executive Director identify improved communication between MEECL and MASS including MASS member representation and voice within numerous working groups as well as regular opportunities for discussion with Department leadership. SISA encourages MASS leadership to apply continued pressure on MEECL to follow through on their commitment to inclusion of the Superintendent's role within the Public Schools Act.*

**PROPOSED  
RESOLUTIONS  
for 2025 - 2026**

**SECTION 1 – Executive Resolutions**

**Reaffirmed (Amended) Resolution 1.1 ..... School Safety**  
*(MASS Executive)*

**MOTION:**

BE IT RESOLVED that MASS continues to work together with the provincial Emergency Preparedness staff to plan, communicate and activate an emergency preparedness plan supporting K – 12 schools in Manitoba by June 2026.

**Reaffirmed (Amended) Resolution 1.2 ..... Mental Health and Well-being**  
*(MASS Executive)*

**MOTION:**

BE IT RESOLVED that MASS takes an advocacy role with the provincial government to honour the long-term commitment to the provincial framework for child and youth mental health promotion and services through appropriate provincial funding to school divisions.

**Reaffirmed (Amended) Resolution 1.3.....Trauma Informed Practice**  
*(MASS Mental Health and Well-being Committee)*

**MOTION:**

BE IT RESOLVED that MASS establish collaborative partnerships with Public Health, The Manitoba Advocate for Children and Youth, Child and Family Services, SSAAM (Student Services Administrators' Association of Manitoba), Housing, Justice, and Addictions. MASS will advocate for equitable, timely, and appropriate mental health services for children and youth provincially, acknowledging the disparity of services in rural and northern school divisions.

**Resolution 1.4 .....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 First Nations, Métis and Inuit children and youth while working to build more inclusive and equitable 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. As MASS members, it is our collective responsibility to take action in the implementation of Indigenous education.

MASS calls on all Manitoba school divisions to:

- Prioritize and create space for Indigenous Ways of Knowing, Learning and Being which involves working in good ways with Indigenous communities.
- Build an inclusive and equitable education system that embraces the principles of UNDRIP.
- By honouring Indigenous histories, cultures, and knowledge, we foster respect, truth, reconciliation, and empowerment for all learners.
- Advocate with Manitoba Education Partners to commit to promoting the achievement and well-being of Indigenous children and youth while working to build more inclusive policies and systems.
- Continue to actively implement the recommendations of the MASS Position Paper on Indigenous Education.
- Support the implementation of Mamàhtawisiwin: The Wonder We Are Born With and to emphasize the importance of all learners finding their purpose in life and achieving The Good Life.

**Resolution 1.5 .....Process and Transparency**  
*(MASS Finance and Legislation Committee)*

**MOTION:**

WHEREAS a fair and equitable funding formula is essential to ensuring that all divisions receive appropriate financial resources to meet the needs of their communities; and

WHEREAS transparency in the development of a new provincial funding formula is crucial to building trust among stakeholders, including School Boards, organizations, and communities; and

WHEREAS the inclusion of clear indicators and measures for equalization and equity ensures that funding allocations address disparities and promote fairness; and

WHEREAS categorical grants play a critical role in addressing specific needs within divisions and should be developed through an open and accountable process; and

WHEREAS a transparent and inclusive consultation process strengthens public confidence and allows for the incorporation of diverse perspectives;

THEREFORE, BE IT RESOLVED that the government commit to a transparent and consultative process in developing a new provincial funding formula that includes publicly accessible criteria, indicators, and measures for equalization and equity; and

BE IT FURTHER RESOLVED that the government establish a clear and transparent process for the development and allocation of categorical grants, ensuring that funding decisions are based on measurable and publicly reported criteria; and

BE IT FURTHER RESOLVED that all relevant stakeholders, including School Boards, Senior Administrators, community organizations, municipalities, and the public, be meaningfully engaged throughout the development process to ensure that the funding formula and categorical grants reflect the needs and priorities of all communities.

**Re-Affirmed Resolution 1.6..... 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 Early Childhood Education Committee should identify strategic partnerships with community organisations and provincial partners and continue working with Manitoba Education and Early Childhood Learning to 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:

4. Numerous studies indicate that mental health promotion and illness prevention aimed at children and adolescents can provide huge and long-term positive impacts
5. 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.
6. 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:

4. 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.
5. 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.
6. 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:

5. 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)
6. 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).
7. 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).
8. 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.

### **2024 - 2025 New Members**

Jennifer Wiebe	Division scolaire franco-manitobaine (DSFM)
Meghan Clements De Silva	Frontier School Division
Tammy Brant	Frontier School Division
Erica Hildebrand	Frontier School Division
Rina Whitford	Frontier School Division
Cindy Hamilton	Garden Valley School Division
Marlin Adrian	Hanover School Division
Joe Thiessen	Hanover School Division
Debra Parker	Louis Riel School Division
Kevin Clace	Prairie Rose School Division
Kim Young	Pine Creek School Division
Cara Colorado	River East Transcona School Division
Rob Tomlinson	Swan Valley School Division
Cheryl Chuckry	Winnipeg School Division

### **2024-2025 Retirees (New Life Members)**

Ron Sugden	Prairie Rose School Division
Brad Curtis	Red River Valley School Division
Tammy Mitchell	River East Transcona School Division
Mark Bruce	River East Transcona School Division
Stephen Ross	Western School Division
Celia Caetano-Gomez	Winnipeg School Division



## **SERVICE ANNIVERSARIES**

### **20 YEARS**

Celia Caetano-Gomez

### **15 YEARS**

Angele Bartlett

Krista Curry

Jason Young

### **10 YEARS**

Karen Boyd

Mathew Gustafson

Scott Hill

Darren Kinden

Dan Ward

### **5 YEARS**

Marianne Fenn

Cheryl Mangin

Lisa Minaker

Jeness Moffatt

