



**INTERLAKE  
TEACHERS' ASSOCIATION**

## ITA Today

Our monthly roundup of news and reminders, upcoming events, deadlines, MTS info, talking points and more. Any questions should be directed to [itapres@mbteach.org](mailto:itapres@mbteach.org)

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### Torches & Pitchforks

As a collective of professionals, teachers are no strangers to the ebb and flow of public opinion. We have, and always will be held to a higher standard due to our clientele and status in the community.

Cue a pandemic and remote learning thrust upon parents and we quickly ascended to rockstar status. Bill 28 & 64 saw communities rally, expressing concern of losing local voice, and folks across this province were relieved when schools "returned to normal". Between sub shortages, learning lag and insufficient funding, we know it is anything but.

Recent news and focus on teacher conduct has members and the public alike, asking where is an MTS response? The answer is in the Policy & Bylaws that govern us as a professional organisation. As stated in the recent MB Government [throne speech](#):

*"We will be creating both a teacher registry and an independent body to improve accountability and transparency related to educator misconduct in K-12 schools."*

[Bylaw I - 3.18 Register of Members](#) (click title to view)  
MTS already compiles a teacher registry, which lists any conditions imposed on a member by the review committee including termination.

The bylaws also contain whistle blower protection to address conflict of interest and transparency.

[Bylaw IV - Professional Practice](#) (click to view)

Describes the Professional Review process by an appointed committee of our peers.

Conduct that warrants legal action proceeds through the court system, where names are often not disclosed to protect the complainant.

Recent news articles have called for disclosure of on-going case numbers. There of course, have been times when allegations were upheld, but often whether proven innocent or not, there is no saving a teacher's reputation once a case is made public. Members have the right to fair representation and process, and there are measures in place throughout MTS governance documents if violations have indeed occurred.

MTS staff and your Provincial Exec continue to speak to MB Gov, stressing that professional standards & conduct of teachers should be measured by teachers. I look forward to chatting with you about this and other concerns you may have during upcoming school visits. As always, stay well and reach out as you need.

See College of Teachers - next page!



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## College of Teachers:

Could become an outside body that sets the teaching professional standards, evaluates teacher efficacy and conduct. In some cases, professionals are judged on results based outcomes (how your students performed). Some other "college of" bodies in Manitoba for reference:

### College of Physicians & Surgeons.

- Consists of 11 practising doctors, and 7 non-doctors/public
- Tracks doctor conduct in MB

### College of Registered Nurses.

- Outlined in legislation,
- Members held accountable by government

Bottom line... A MB College of Teachers would become our professional regulating body, not MTS. It would consist of teaching and non-teaching council members. MTS belief is that teachers, as professionals, should regulate teachers.

## Benefit increase & Reset

As of January 1, 2023, the calendar year resets on all of your Blue Cross benefits.

- \*\*\*NEW - Counselling amounts will increase January 1 to \$1500/family member/year.
- All other coverages remain at \$850/family member/year
- This is on top of the access you have to [HumanaCare](#) (click) which is a free service to members of MTS and their families.

## Upcoming Events

**Dec 3** - MTS Workshop for Newcomer Educators to French Immersion - [Register](#)

**Dec 6** - ITA New Member Check-in 4pm TEAMS

**Dec 12** - MTS L3 Series - [Fostering Trust and Accountability](#) - [Register](#)

Consider using for hours to Jan 6

**FEB 2 - IT's BACK! ITA QUIZ NIGHT**  
**GROSSE ISLE HALL**  
**80's THEME!!!**

**Doors open 6:30 PM, Quizzes 7 PM**

**Bring your own team snacks.**

**Prizes for best team costumes!**

**Cash Bar**

**Register at [itapres@mbteach.org](mailto:itapres@mbteach.org)**



THE MANITOBA TEACHERS' SOCIETY

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**SURVEY**

## ISD SURVEY re: the next Continuous Improvement Plan coming soon:

- You will soon get an opportunity to have a say in the next CIP.
- ISD will be launching an electronic survey to all stakeholders (including teachers)
- This is your chance to have input. Note that the CIP dictates the direction of member PD.
- What professional learning or training do you need?
- What themes are we not hitting in schools. ex. Diversity, Indigenous/Cultural Education, Calls to Action, Trauma, Mental Health.
- Watch for a Virtual Town Hall and other opportunities for input in the coming weeks & months.

## ITA School visit dates:

November 14 - Hutterian Teacher group  
November 22 - Rosser Elementary  
November 23 - Woodlands Elementary  
November 24 - Clinician group at TIP  
November 24 - Ecole Stonewall Centennial  
December 6 - Teulon Collegiate  
December 6 - Teulon Elementary  
December 7 - Warren Elementary  
December 13 - College Stonewall Collegiate  
December 13 - Stony Mountain School  
December 15 - Grosse Isle School  
December 16 - Balmoral School  
December 20 - Ecole R W Bobby Bend  
December 21 - Brant-Argyle School

President Cathy Pleskach will drop by your staffroom with treats at lunch. Please stop in with your questions & a hello!

## Workplace Safety & Health News

Did you know...

- that each building site/school in ISD has its own WSH Committee, and that any concerns you have can be brought to them? It is their role to take these concerns to the employer, and **the employer MUST follow up on every concern.** You should also direct any site specific questions to your direct supervisor/Principal.

Did you...

- fill out an incident report for a near miss when you slipped but weren't hurt (when you didn't walk "like a penguin")? Thanks Safety Advisor, Robyn Lowe!

Do you know the incident report is fill-able, and can be put on your laptop desk top by going to:

- Outlook
- Folders
- Public Folders
- Forms Divisional
- Choose AP 4130 from the list
- Copy & Paste it to your desk top.

All incidents and near misses should be reported using this form, and you should submit a copy to your Principal.

**All incidents are reported and reviewed at the Divisional WSH committee level, but ONLY IF THEY ARE REPORTED!**



### What is an incident?

- An incident is any unplanned event that causes injury or a near miss, or a dangerous occurrence.

You have a right to a safe workplace that is free from violence and harassment.

- If you feel you are experiencing workplace violence - report (use the form) to your Principal.
- If you are experiencing harassment, follow [AP 4100 CLICK HERE](#)
- Harassment is a Legal matter, and Law usurps the Code of Professional Practice.
- Contact Cathy at [itapres@mbteach.org](mailto:itapres@mbteach.org) with any concerns or questions.



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