



PALLISER JOINT C2...

A SUMMARY

MAY 2016

Background:

The Joint C2 Committee was established in 2013 following the ratification of the Collective Bargaining Agreement and the subsequent adoption of the [Provincial Framework Agreement \(PFA\)](#). The PFA consisted of 8 sections A-H. C2 represented the information contained in Clause C, section 2 which states:

“...a joint committee will be established and maintained for at least the duration of this Framework Agreement to design, direct and conduct internal reviews to determine what jurisdiction-initiated tasks or policies can be eliminated or modified to reduce teacher workload and improve teacher efficacy.”

The committee which consisted of 3 Trustees, the Superintendent, the Associate Superintendent, Human Resources, 4 teachers, 1 in-school administrator, a representative from Alberta Education and the Corporate Services Coordinator, developed the [Terms of Reference](#) and a set of norms from which to operate and conduct business. The terms of reference were revisited when necessary and each meeting the norms were reflected upon to ensure new members to the team understood the guidelines by which the committee operated.

At an early meeting of the Joint C2 Committee, it was determined that it would be necessary to establish a benchmark which would support the intended focus. As a result, all teachers in Palliser Region School Division were surveyed to determine which tasks or policies in the division could be eliminated or modified to reduce teacher workload and improve teacher efficacy. The information provided by teachers was valuable and has been used to establish the topics that would become the integral work of the committee. Each year the committee has met a minimum of 3 times and the results of the survey have supported the mission and vision of Joint C2.

In order to communicate the information effectively to all teachers in Palliser Regional Schools, detailed meeting notes were kept and shared via email following the meetings. As well, the committee established their own [web-page](#) where stakeholders could see first-hand the work the committee had accomplished at each of the meetings. A yearly report was formalized and shared with the Minister of Education's office and the Palliser's ATA executive.

Over the years the committee has been diligent in its efforts to support teachers and the work has provided direction for the school division. The approach has included discussion and dialogue which has often led to recommendations to the Superintendent for actionable changes. Whenever a change was suggested or implemented, data was collected to determine the effectiveness of the change. For example, data was collected from grade 3 teachers through a survey tool that supported the C2 recommendation to not participate in the Grade 3 SLA pilot in 2015. The Superintendent supported the request and Palliser Regional Schools became one of only 2 divisions in the province not to participate in the Student Learning Assessments. This collegial approach has led to several positive results which have supported teacher efficacy and reduced teacher workload.

The summary below highlights the work of the committee over the years.

Summary of C2 Committee Work:

Topic	Then...	Now...
Division-Wide Collaborative Days: Teachers expressed concern with the travel time and requested meeting in alternative locations to allow more time to collaborate.	All 4 days in Vulcan = lots of travel time <i>Recommendation from C2 to implement use of Google hangout and technology at alternative sites</i>	- piloted one tech day in 2014/15; solicited feedback in collaboration with Collaboration team for future implementation -2015/16 had 2 in Vulcan, 2 at local sites -Teachers still have option to travel
SLA: Grade 3 teachers expressed concerns about workload increase caused by SLAs, as well as its effectiveness as a diagnostic tool	Grade 3 was slated to do SLAs pilot in September 2015' <i>Recommendation from C2 to delay participation in SLA piloting</i>	Palliser chose not to participate in the pilot SLA in Sept 2015
IPPs: Concerns around paperwork, student transitions, IPP meeting/ scheduling	Discussion around usability for teachers. Dossier is up and running and is user-friendly.	
Fountas & Pinnell Testing (reading diagnostic): Concerns around release time for teachers to administer fall/spring testing, data management	Extended discussion around -schedule/timing (Are both fall/spring assessments necessary?) -possible increased sub coverage (Is there more sub funding available?) -streamlining of data management: double entry was cumbersome. <i>Recommendation from C2 to consult literacy team to collaborate on best practices regarding F & P administration</i>	Clarification: Pre/post testing is critical to see growth If schools need more sub coverage, they can dip into school budget if needed. All stakeholders can now access info in Dossier from what teacher enters (no more double entry!) C2 compiled a document of shared expertise and best practice employed by and for teachers who administer F&P testing

Other Topics of Discussion:

Professional Time:

- This did not emerge from C2 teacher surveys but it is an active topic within Palliser.
- It is not within the mandate of C2 Committee. According to Clause 5, *Professional Development*, in the Provincial Framework Agreement, "... Teachers must engage in ongoing professional development that considers School Jurisdiction, school, and personal professional goals." See Clause 5 for further clarification.
- Update: Palliser Human Resources responded to an ATA request for info around Fridays, as they relate to PD time. In Palliser, Fridays have been considered a full-day in all facets (e.g. with subs); there's no context where Friday is not counted as a full day (e.g. pension, sick days, etc.) Agreed that Monday-Thursdays can be compressed, yes, but a teacher's work time is made up of instruction, *plus* many other duties.

Non-Instructional Time:

- 907 hours implemented
- This was outside the realm of the C2 committees

Thank yous:

Palliser Regional Schools Joint C2 Committee would like to thank Alberta Education for their guidance over these years. There has always been someone from Alberta Education attend the meetings and provide updates on the work of C3. Your support has been appreciated.

The committee would like to thank the Board of Trustees for their input and advice. You are advocates for the stakeholders in the division and your work does not go unnoticed.

Thank you to the Superintendent and his office for the rich discussion and the collegial approach as you continue to support the teachers of Palliser Regional Schools. Thank you for the collaboration and the openness that you brought to the table.

Thank you to those teachers, past and present who served on the Joint C2 committee. You have provided your time and effort to engage in the important work and have gone over and above. The collaborative approach you have brought to the committee was integral.

Finally, thank you to all teachers for their continued work to support the vision of the jurisdiction and for providing your input into making Palliser the great school division it is. Through it all, you have focused on what is truly important...our students.