



**Palliser Regionals Schools
Joint C2 Committee: Initial Report
October 31st, 2013**



Members: (as of September 23, 2013)

- Janice Beler, Teacher & Learning Support Teacher, R.I. Baker Middle School
- Joline Olson, Teacher, Calgary Christian Elementary School
- Lee Porath, Teacher, Vulcan Outreach School
- Wayne Tate, Principal, Palliser Hutterite Colony Schools
- Christy Thomas, Secondary Teacher, Master's Academy & College
- Joe Watson, Palliser School Board Trustee Ward 1 Subdivision 4
- Don Zech, Palliser School Board Trustee Ward 1 Subdivision 3, Board Chair
- Colleen Dietz, Palliser School Board Trustee Ward 2 Subdivision 1
- Kevin Garinger, Associate Superintendent of Schools, Human Resources
- Kevin Gietz, Superintendent of Schools

Co-Chairs are Wayne Tate and Kevin Garinger.

Meetings To Date:

Date	Time	Location
Monday, September 23, 2013	2:30 p.m.	Palliser Meeting Room, CCHS, Vulcan
Wednesday, October 2, 2013	1:30 p.m.	Library, CCHS, Vulcan
Tuesday, October 22, 2013	5:00 p.m.	Palliser Meeting Room, CCHS, Vulcan

In our meetings to date, we have spent time accomplishing the following:

- define our terms of reference and group norms
- wrestle with the definitions of teacher efficacy and teacher workload, recognizing the importance of having a common reference point
- discuss of commonalities/differences between the ATA and school division mandates
- brainstorm possible initial actions which could be taken within the context of our jurisdiction
- identify existing structures that may be beneficial to our process and actions: previously-gathered information pertinent to the C2 mandate (e.g. on surveys already done, etc.); district-wide, collaborative professional development days (3 remain in the present school year); site-based professional development days (2 remain in the school year); ATA school representatives to act as liaisons
- establish immediate actions that can be taken, and how they will inform future action; begin to build a timeline of C2 actions

Terms of Reference (Highlights):**Working Definitions.**

Teacher Efficacy = A teacher's capacity to influence student learning and meet student needs.

Teacher Workload = Factors that affect a teacher's capacity to influence student learning and meets student needs.

Jurisdiction = school division and schools.

Significance. The Palliser Joint C2 Committee (composed of Central Office Administration, Trustees and school-based teachers) should be the stewards of collaborative and positive change within the school jurisdiction and use this unique opportunity to improve teachers' conditions of professional practice and, by doing so, improve learning conditions for students in Palliser.

Participant Commitments. Participants will:

- make every effort to attend meetings of the committee.
- recognize and respect the value of each member's insights regarding the subjects under discussion.
- will maintain student well-being as a key consideration.
- participate in working groups and sub-committees as determined by the co-chairs.
- advocate to appropriate bodies on issues regarding teacher efficacy and student success.
- have a duty to fairly hear and present the views of the bodies they represent.
- liaise with other groups to maximize committee effectiveness.

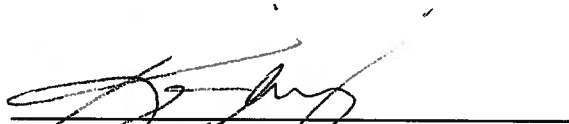
Resources. A key component of the committee is to gather information and recommend courses of action on that basis. To that end it will be necessary to call upon Palliser Regional Schools' Board of Trustees, members of the ATA, and the Superintendent's Leadership Team to share relevant data and considered insights pertinent to their work. Whenever possible, data will be extracted from source material that already exists.

Governance. As much as possible, general consensus will be the determining factor around decisions. When a clear consensus is not apparent, co-chairs may call for further discussion, tabling of the discussion or a show-of-hands to determine the outcome. If the co-chairs are not in agreement upon the course of action, the point will be tabled until the next meeting of the committee. The superintendent will have final approval for all decisions.


Current Actions & Next Steps:

- October 29th: An update of committee work was posted to Palliser's web-site (together with the Terms of Reference) and emailed to all teachers. It will also be shared with the ATA local president and the Board of Trustees through the co-chairs. A media release has also been prepared.
- November 13th: The co-chairs of the committee will meet with ATA school representatives to discuss the initial survey, answer any questions, and enlist the assistance of the ATA reps in disbursing and having teachers complete the survey.
- By November 22nd: A sub-committee has been established to finish the process (which was begun by the committee) of creating an initial data-gathering survey. The survey will consist of open-ended, guiding questions that are intended to raise issues and gather general/specific topics of concern among teachers and leadership staff within the division. The survey will be completed by Nov. 22nd, through the assistance of school ATA representatives.
- December 2nd: Joint C2 Committee Meeting to review results of initial survey, looking for themes, recurring issues, etc. within the school division. This analysis will refine future committee actions, helping to define targeted courses of action.
- Using the data gathered from the initial survey, a second survey will be built. Teachers/leadership team of the division will be asked to expand, rank, etc. their personal consideration of the issues and themes that were raised.
- Future action will be determined by the results of the second survey, to take place in early 2014.

Signed this 31st day of October 2013



Kevin Garinger, Co-Chair



Wayne Tate, Co-Chair