

C2 Committee ATA Local 38 & CBE November 2015 Message

The C2 Committee believes that transparent and authentic communication between stakeholders will advance the internal review process, as well as actions following the process, in a purposeful way. Further background information and previously shared documents can be found at the C2 Lite Site under Connect People.

https://portal.cbe.ab.ca/staffinsite/teams/C2_Committee/Pages/default.aspx

In January 2014 all Local 38 members were invited to participate in a collaborative tool called ThoughtStream. The data collected helped us understand and explore how the jurisdiction can work collaboratively with teachers to eliminate or modify jurisdictional-initiated tasks or policies to address workload, improve teacher efficacy and support student learning.

In March 2014 all Local 38 members were invited to prioritize the responses collected in January 2014, creating a rich, robust data source regarding teacher workload and efficacy in relation to jurisdictional tasks.

A C2 Committee report complete with sixteen (16) recommendations, in response to the data gathered from Local 38 members, was released in June 2014. These recommendations touch many parts of the organization and need to be fully explored this year and in subsequent years.

Administration has put into place an ongoing collaborative process with Local 38 to constantly consider the recommendations thoughtfully, and identify opportunities to action them where appropriate within our organization.

An important component of our work together in addressing teacher workload and efficacy, involves further data collection to determine: (a) what positive effects do teachers experience with the changes that have occurred; (b) what still needs attention; and (c) what are our next steps as a collaborative ATA Local and jurisdiction. As such, all Local 38 members will be invited to participate in a second survey using the same questions and same collaborative tool called ThoughtStream, now named Thought Exchange.

This will occur in **February 2016** to ensure all participants have experienced report card completion and assessment at the midpoint of the school year. The second phase of the survey process, including opportunities for prioritizing responses will occur in **March 2016**. We are providing this update now, so that as you experience some of the changes resulting from the C2 recommendations in June 2014, you might make a mental note and include those reflections in this second survey. This will help you when responding to the second survey in **February 2016**.

Data analysis will follow, with findings being shared with all Local 38 members, administration and stakeholders prior to the end of **June 2016**. The results will be

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an essential element of further actions going forward in addressing teacher workload and efficacy.

We encourage **all** Local 38 members to participate and be actively involved in this process. We look forward to your participation and responses to address teacher workload and efficacy in a collaborative positive manner with the Calgary Board of Education.

Additional information, including the C2 Committee reports, communications and updates can be found at the following Staff Insite link, under Connect People:

https://portal.cbe.ab.ca/staffinsite/teams/C2_Committee/Pages/default.aspx

Should you have questions, comments or seek clarification, please contact one of the C2 Committee Co-Chairs.

Jeannie Everett mjeverett@cbe.ab.ca Matt Christison mwchristison@cbe.ab.ca

Proposed timeline – provided by ThoughtExchange: subject to finalization and additional refinement

Planning • Establish timeline, determine targets for public invitations, build excitement and awareness through communication (social media, heads up email, etc), approve messaging, gather email contacts, etc.	October 26 to February 7
Share • Invite participants through email (and links) to share their thoughts to your questions.	February 8 to 21
Moderating • Inappropriate thoughts will be flagged for removal and shared with you for review.	February 21 to 26
Star • Participants will be once again invited by email to prioritize thoughts by assigning stars.	February 29 to March 10
Analysis • Thoughts and ideas will be reviewed by our team of analysts. Themes and graphics will be created to assist in developing understanding of the results.	March 11 to 29
Discover • Reports and results will be shared with identified focus groups and then out to the broader community. Reports and results can be customized for both internal and external use, and shared through a custom website.	Mid April