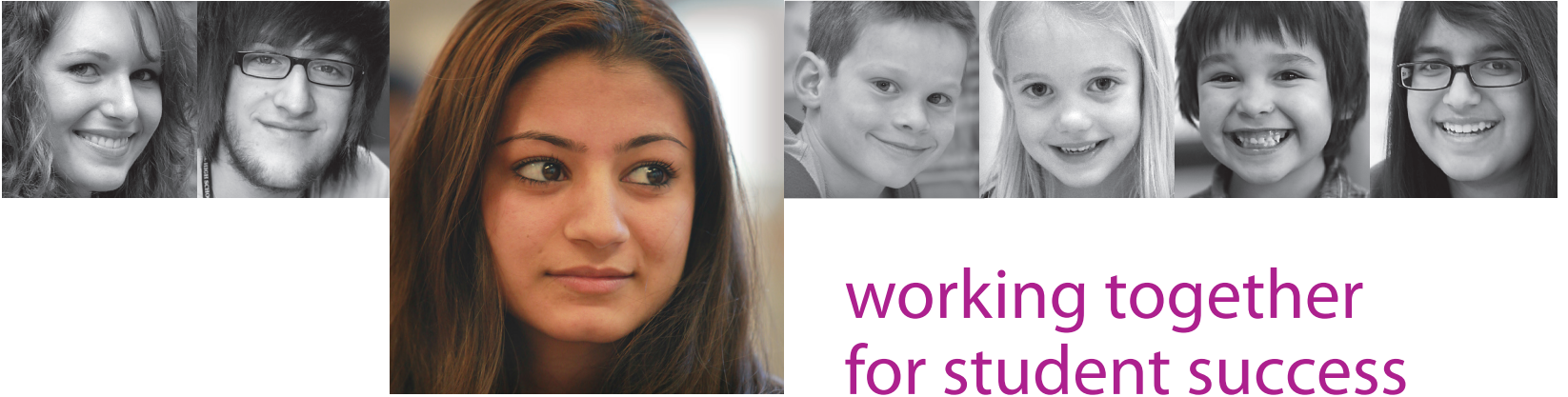


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working together
for student success

C2 Committee Report
January 2014



Calgary Board
of Education

CALGARY
Public Teachers
ALBERTA TEACHERS' ASSOCIATION LOCAL 38

Purpose

“Within each school jurisdiction a joint committee will be established ... 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.”¹

Representatives from Calgary Public Teachers, Alberta Teachers' Association Local 38 (Local 38) and the Calgary Board of Education (CBE) comprise the C2 committee. It is the legal requirement of the Framework Agreement that the C2 committee will operate from June 2013 to August 2016.

Context

An initial meeting of teacher and school jurisdiction representatives from across the province occurred in June 2013 in conjunction with the Alberta School Boards Association and the College of Alberta School Superintendents.

Given the challenge of the flood in June 2013, our local Committee began meeting Sept. 25, 2013 focusing initially on information regarding committee structure and scope.

Our Committee, the Local 38 and the CBE recognize and appreciate that teaching is challenging and demanding. As a large jurisdiction with high expectations from students, parents, staff and the community, we considered the diversity of our settings, our learners and our many partners in the community. We all share a common goal of student success, as articulated in Inspiring Education. We can leverage our work together in support of our students and our collective future. We know when our students succeed our communities benefit.

As a committee, we share the following understandings about the CBE:

¹ *The Assurance for Students Act, Bill 26, which legislated a four-year labour settlement on teachers and school boards, was passed in the Alberta legislature on May 15, 2013. The legislation brings into effect the provincial framework agreement for all teachers and school boards in Alberta. Part C, clause 2 (C2), of the framework agreement contains the quoted provision which begins this communication document and defines this committee.*

- Practices that build teacher capacity and effectiveness and contribute to student learning and success are important and need to be well supported.
- School and jurisdictional supports, structures, and initiatives are recognized as having significant impacts on teaching practice and competency.
- As a system, we are already doing some remarkable things that support teachers to make positive differences in the lives of students.

Teachers and jurisdiction together, have a unique opportunity through the C2 Committee to support and enhance professional practice; and by doing so, improve learning conditions for all students.

Committee Membership

We are pleased to have a strong team of individuals who are passionate and committed to improving the conditions for student success and improving the conditions of professional practice for teachers.

Matt Christison	Principal, Centennial High School (Co-Chair)
Jeannie Everett	Director, Area I (Co-Chair)
Linda Angelo	Director, Centre of Excellence (Acting)
Frank Bruseker	President, Local 38
Scott Glassford	Learning Leader, Queen Elizabeth High School
Marlene Lambe	Education Manager, Alberta Education
Scott MacNeill	Principal, Royal Oak School
Tasha Neisz	Learning Leader, Harold Panabaker School
Cheryl Oishi	Superintendent, Human Resources
Dennis Parsons	Superintendent, Learning Services
Prem Randhawa	System Assistant Principal, Area III/Acting Principal Haultain Memorial School
Jenny Regal	Teacher, Captain Nichola Goddard School
Lorraine Ryan	Teacher, Hillhurst School

Meeting Dates:

Sept. 25, 2013
Oct. 10, 2013
Oct. 24, 2013
Nov. 14, 2013

Nov. 28, 2013
Dec. 5, 2013
Dec. 17, 2013
January 16, 2014

Indicators of Success

Through the work of our C2 Committee, Local 38 and CBE will have a common understanding of the current state related to workload issues and efficacy, and define jurisdictional tasks as compared to Alberta Education tasks or individual tasks.

Through the work of C2, all Calgary Board of Education certificated staff will:

- be invited to be actively involved in providing information and data about workload and efficacy;
- have a clear understanding of the report and recommendations by the C2 Committee;
- have the opportunity to be involved in the process of the collection of data and dialogue focusing on workload issues, efficacy and jurisdictional tasks by Spring 2014; and
- have access to all reports made by the C2 committee.

Through the work of C2, priority jurisdictional tasks, policies or processes will be identified and recommendations will be made that can be eliminated or modified to reduce workload and increase teacher efficacy.

The following are the working definitions utilized by the C2 Committee for our work:

- **Teacher efficacy** means the confidence teachers hold about their individual and collective capacity to influence student learning and achievement (Goddard, Hoy & Woolfolk Hoy 2000) and is considered one of the key motivation beliefs influencing teachers' professional behaviours and student learning (Bandura, 1997).²
- **Workload** includes the tasks and expectations of tasks needed to ensure student learning and success. Workload is both external (imposed by others) and internal (self-imposed).

² Bandura A. *Self-efficacy: The exercise of control*. New York, NY: W.H. Freeman; 1997.
Goddard RD, Hoy WK, Woolfolk Hoy A. *Collective teacher efficacy: Its meaning, measure, and impact on student achievement*. *American Educational Research Journal* 2000; 37(2):479-507.

- **Jurisdictional tasks** are defined as the actions and related processes imposed by the Calgary Board of Education.

Action Plan

Year One

The goal of the C2 committee is to provide suggestions for strengthening the effectiveness of professional practices within Calgary Board of Education. We need to keep students at the forefront of all our decisions while balancing the need to make changes that benefit our schools and jurisdiction as a whole. To achieve these goals, the C2 Committee recognizes that genuine teacher feedback about current teaching realities is needed to identify divisional strengths and areas requiring improvement or change.

Starting in January 2014, all Local 38 members will be invited to participate using a collaborative tool called ThoughtStream. The data collected will help 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.

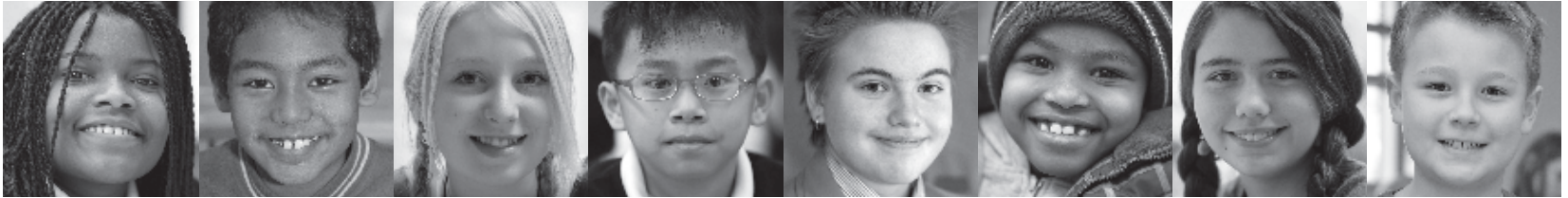
Local 38 and the CBE value teachers and everything they do that enhances student learning and well-being. The C2 Committee is working as a team to identify workload issues and address areas in need of modification or elimination to reduce workload and increase teacher efficacy. Ongoing dialogue and feedback are important. Our communication plan ensures stakeholders are provided with information regarding the committee's work and progress. Key messages from the Committee will be highlighted and made available to stakeholders of the Calgary School District #19. The 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. A second report complete with recommendations, in response to the data gathered from Local 38 members, is anticipated by the end of the school year.

Year One and Two

Following the initial analysis of ThoughtStream responses collected in year one, the committee will determine if alternative and additional forms of data collection are required.

Year Three

All teachers will be invited to participate in a follow-up survey. Comparative data in Years One and Three will allow us to measure our progress and will better inform Local 38 and the CBE on areas requiring additional attention to achieve our goals for improve teacher efficacy and address workload issues, vis-à-vis jurisdictional-related tasks.



Public education is a shared responsibility.

We are one school system comprised of more than 220 schools and 13,000 employees who are passionate about learning as unique as every student.

With our students, families, employees and communities, we work together every day to build positive learning and working environments.

By sharing a common goal of student success, each one of us contributes to make it happen. When our students succeed, our communities benefit.

Together, we all make a difference.



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