

Prince Albert and Area Teachers' Association

NEWSLETTER

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November 2002

... from the President's desk

Who would have believed that we would be preparing report cards already? Time does fly when you live a busy life. This past month has been filled with many opportunities to meet with various stakeholders in education. October included the Honorary Members' and Induction Banquet, Fall Council which included policy discussions and conversations with M.L.A.'s, a meeting with the P.A. Catholic Board, the STF Communications Symposium and the Teacher Forum on Grade Reorganization in Sask. Rivers.

It seems in education that we move from one event to the next. In the month of November, members of the Executive will be laying a wreath on your behalf at the annual Remembrance Day Ceremony held at the Armouries. The LINC Symposium, the Learning from Practice Symposium and many of the S.T.F. Advisory Committees will be meeting this month. We have a number of members of Advisory Committees and/or S.T.F. boards of trustees within our ranks. They include:

Kim Tadei	Social and Political Advocacy Advisory Committee; Collective Interests Committee
Alan Nunn	Chairperson - Teacher Welfare Advisory Committee
John Schultz	Chairperson - Advisory Committee on Professional Issues
Eldon Danielson	Communications Advisory Committee; Amalgamation Advisory Committee
Randy Krammer	Sask. Teachers' Retirement Plan Advisory Committee
Kevin Mugford	Co-Chair Sask. Teachers' Retirement Plan Advisory Committee
Andrea Gareau	STF Members Health Plan Board

Please take an opportunity to thank these people for the work they do on behalf of all STF members.

I have also included below a list of some important dates of which you should be aware. Good luck with parent-teacher interviews! Take a look at the helpful tips included with this newsletter.

- Andrea Gareau

Important Dates

P.A. Catholic

October 10	Bursary Applications Deadline for Courses taken between October 1 - September 30 of the past year.
January 30	Professional Advancement Leave Application Deadline
April 30	Retirement Incentive Application Deadline (of the year in which you plan to superannuate).
May 30	Deferred Salary Plan Applications Deadline

Sask Rivers

October 1	Bursaries 1st application Deadline
December 15 - January 15	Education Leave Applications
February 1	Deferred Salary Plan Applications Deadline
February 1	Retirement Gratuity Deadline (Note: This applies to those planning to retire up to Dec. 31, 2003. Not just those retiring this academic year.)
April 1	Bursaries 2 nd Application Deadline

Parent - Teacher Interviews

Tip #1 Be Prepared

Bring your attendance records, a printout of your marks, and your daybook.

Tip #2 Stay positive even when involved in the most negative of interviews.

Find one positive comment to make when the interview seems to be all negative. Try to see the parent's point of view. Make sure the comment is sincere. Surely, there is at least one positive comment you can make. Apply this idea to your written comments on a report card.

Tip #3 Watch the time. Keep the parent on topic.

If you have parents lining up, and your parent has been with you for over five minutes, you may have to close. Some closing comments could be:

- "Do you have a last concern?"
- "Do you mind to continue this interview next week? I will set up a time for you right now that is convenient for both of us."

Let's face the truth. If the interview is dragging on, then you must be involved in a serious matter, and that type of interview is not appropriate on parent-teacher night. You will need a conference, possibly with a counsellor in attendance. If you do not take control of the time, the remaining parents will become disgruntled.

Tip #4 Try to remain cool, calm, and collected during a difficult interview.

Most parents are supportive and polite. It is naive, however, to believe that you will never face a difficult parent. If the parent becomes somewhat heated, you must do the opposite. If a parent is angry or irrational, being argumentative will only escalate the situation. Clarify for the parent why they are angry and what they might expect. Do not be intimidated or fall into the trap of losing your temper. As you remain firm and calm, the parent will eventually cool down and meet your level.

- Set up an interview time with an administrator present.
- If it comes to the point where you feel you cannot retain your composure, say nothing. Contact administration.
- Please remember this type of interview is a rare occurrence. Most parents are reasonable and merely concerned about their child's grades.

Tip #5 Contact before an interview saves

time during the interview period.

A letter of concern or the odd telephone call can go a long way in eliminating long interviews. On your comment form, encourage the parents to come to the parent-teacher day.

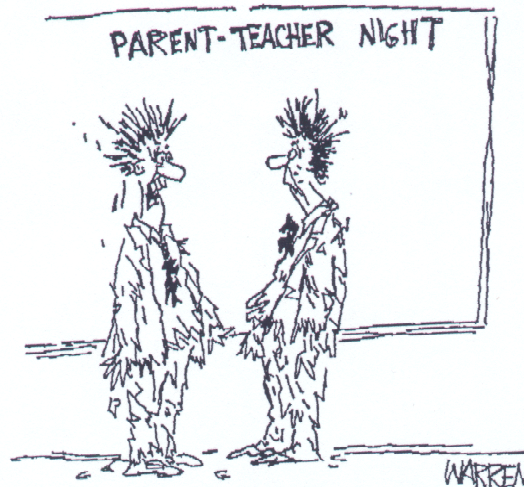
Tip #6 Never discuss another teacher with a parent. NEVER!!

Professional ethics alone dictate that you stick to your business and not make comments about another teacher at any time.

If a parent starts to complain about another teacher, or tries to draw you into any such dialogue, stop talking or listening immediately. Tell the parent the interview is between you and him/her only. Stop this situation immediately.

Tip #7 Plan your personal life the night before or day after parent-teacher interviews.

The interview day and night is strenuous; You will be exhausted. Get a good night's rest beforehand, and plan your next school day so that you will not be involved in a day of lecturing. Treat yourself well. You deserve it.



"You must be Timmy's dad. I'm Timmy's teacher."

Summary of Key Ideas

1. Be prepared with pertinent material for each class.
2. Remain positive and calm even in the most difficult of interviews.
3. Keep the parent on the topic, and watch the time.
4. Never discuss another teacher.

Thank You!

Thank you to Paul Elchuk and the staffs of Meath Park and Holy Cross schools for their excellent work on the Education Week promotions. The advertising in the Shopper supplement was spectacular.

Fall Council 2002 Report

Fall Council was held on October 17th and 18th in Saskatoon. Our local had 10 councillors attending this conference on your behalf. Information and Discussion Items:

Income Continuance Plan - Councillors discussed the question, "Should the Income Continuance Plan Have a Board of Trustees (much like the Health Plan and the STRP)?" made recommendations to the executive.

Interim Report of the Governance Review Committee - There was discussion of the 59 recommendations generated by this committee. Comments and concerns were compiled and will be considered by the committee before they produce their final report for consideration at Spring Council 2003.

The Proposed Policies - "Enhancing Teacher Success" & "Teacher Supervision and Evaluation" were discussed in small groups.

Provincial Bargaining - Review of the Last Round and Commentary on Strategy and Communication during the process.

Decision Items: The following new policies were passed at the "Special Meeting of Council":

- Policy - Enhancing Teacher Success
- Policy - Teacher Supervision and Evaluation
- Policy - Benevolent Loans or Gifts

Thank you to Kim Tadei, Chairperson of the STFS enhancing teacher success development committee, whose committee did the work to develop the first two of the policies indicated above.

Those wishing to view copies of these new policies can receive a copy from any Councillor.



With the changing of the guard I, like other new and energetic councillors took part in the STF Meeting of Fall Council. Surrounded by many distinguished and dedicated members of the teaching profession, I knew that it would prove to be a very informative and memorable step in my teaching career.

The proceedings began with a crash course for new councillors and covered the STF structures and history, and the roles and duties of a councillor. I had many unanswered questions which some of the most senior members of the profession could not answer. One such question involved the deduction which occurs on all teachers' pay stubs: ICP. Most teachers seem to be content with the STF but wages always raise excitement in the staff room. I can inform you that ICP is the Income Continuance Plan, one of the many items addressed at Fall Council, and its purpose is:

1. to provide a basic continuing income for members of the Federation who, for an extended period of time are unable, because of illness or accidental injury, to continue in their regular remunerative employment or other suitable remunerative employment.
2. to provide counselling services, consistent with the resources within the Plan to provide such services, for the purpose of supporting wellness of members and minimizing the need of members to claim benefits.

Unfortunately teachers are preoccupied with endless amounts of work and are not always able to research their own questions. I can reassure you that the councillors which represent the PAATA are well informed and are able to find the answers to many of your questions and concerns or will provide the information you require.

I encourage all teachers, new and "seasoned" to the profession, to become more involved in the local association as the PAATA is highly active in the STF. An association is only as strong as the membership which it represents.

- Kent Arpin

Communications Committee

Several members of the PAATA attended the Communications Symposium in Saskatoon on October 25th and 26th. It was a wonderful opportunity to share ideas on ways to promote teachers and the work that they do in Saskatchewan.

H.J. Linnen gave an excellent presentation on how to manage public relations and how to promote the reputation of your organization. He offered excellent ideas on how to deal with the media and how to develop a positive relationship within your community.

Bill Quine, our STF communications representative, discussed several activities he is involved in promoting Saskatchewan teachers. He showed the television advertisements now being shown.

On a local level, the PAATA had a rotating radio spot that we hope you all had a chance to hear during Education Week. We also have an advertisement on a city bus that will run along all city bus routes throughout the month of November.

The Communications group consisting of John Diefenbaker and Carlton staffs, would appreciate any ideas or input from PAATA members.

Thank You!

Terry Thorimbert is the person that puts together the Teachers' Telephone Directory each year and once again we owe him a debt of thanks. If you have not already received your directory this year, you should be receiving it soon. Most people find the telephone directory to be extremely useful. Thank you, Terry, for your many hours of work putting together this directory. Your efforts are greatly appreciated.

Convention 2003

Theme: "An Unbeatable Team"

Have you attended an excellent workshop or conference speaker lately? if you have suggestions for topics and/or speakers for small group sessions at our February convention please contact:

Janet Partiak or Marilyn Young
(Convention Co-Chairs)

Fax: 764-1770 - Carlton

Councillor By-Election

Due to the resignation of Michael Gatin, there is a vacancy for the position of Councillor within the PAATA. Our constitution requires us to hold a by-election at the earliest convenient date to fill this vacancy.

Please note the following dates:

November 6th - Nominations Open

November 15th - 12:00 Noon -

Nominations Close

November 26th - Election (if necessary)

**Nomination forms are available
from your Staff Rep.**

Sask. Rivers LINC

A LINC team is needed so that we can begin preparing for the next round of negotiations. At present there is NO TEAM. At least two people are needed to work with our LINC Chair Kim Tadei, as our negotiating team. If you have any concerns about our agreement now is your chance to step forward and be a part of the process. Interested people should contact Kim at Princess Margaret School.

Successful Honorary Members' and Induction Banquet

On Wednesday, October 16th at the Marlboro Hotel, we recognized 3 new honorary members, inducted 37 teachers new to the STF and welcome 12 teachers to the Prince Albert and Area Teachers' Association. These individuals were welcomed by the Board of Education Chairs, Cindy Gee (P.A. Catholic) and George McHenry (Sask Rivers). Director for P.A. Catholic, Tim Jelinski and Assistant Director, Jean Kustaski, along with board members Bert Provost and Larry Zatlun were also in attendance. Our new S.T.F. executive assistant Daryl Nordick attended our banquet and presided over the induction portion of the evening. His speech was both entertaining and thought provoking.

Musical entertainment for the evening was provided by Joyce Stevenson and her daughter Danielle. Their piano and violin selections were extremely well performed!

Thank you to Teresa Lorier and her committee from Turgeon, Queen Mary, Vickers and St. Anne Schools for their excellent work organizing this event. Well done!

Honorary Members: *Irene Feader, Barry Hollick,
Gary Megaffin*

Inductees

Ann Alphonse

Kim Baird

Sheila Brown

Kelly Buchanan

Holly Cannon

Tsinda Coombs

Nancy Courtney

Sheila Cunningham

Amanda Dunn

Dawn Dust

Monica Fedirko

Sherry Gibson

Jennifer Giesbrecht

Amber Groff

Jill Grovestine

Ian Hecht

Heather Hlasny

Christine Hosaluk

Nicole Wolbaum

Blair Huddleston

Ryan Hughes

Cheryl Hunt

Mike Kinar

Glenn Klingenberg

Maria Kwiatkowska

Gwendy Lapp

Leah Liedtke

David Lokinger

Chantelle Medernach

Kassia Miller

Rose-Ann Morris

Hannah Patterson

Daniel Poirier

Rene Quintal

Dianne Turner

Grant Wagner

Marti White

Teachers Welcomed to the P.A.A.T.A.

Alison Beecher

Greg Bohachik

David Dunn

Colinda Leblanc

Leanne Peppler-Kearney

Karen Smith

Vince Brittain

Carey Clements

Connie Kutnikoff-Brittian

Cristina Mascho

Greg Skauge

Penny Stupinkoff-Watchel