

# The Apple Core

Dec 2022

## Upcoming Events

Dec. 21 - Early Dismissal  
Dec. 22- Jan 4 - Schools Closed  
Jan. 5 - First Day Back  
Jan. 5- Joel Swaan becomes  
GVTA President  
Jan. 10- GVTA Executive Meeting  
Jan. 10- GVSD School Board Meeting  
Jan. 16 - Local Leadership Learning Session  
Jan. 17 - January Apple Core Released  
Jan. 17 - PD Meeting  
Jan. 18 - Early Dismissal  
Jan. 21 - Presidents' Council  
Jan. 31 - Deadline for 2023-24 LOA requests for Principals and Vice-Principals

Hello GVTA Members,

As this calendar year draws to a close, so does my time in serving as GVTA president. As you may remember, I am commencing parental leave on January 5, 2023 so that I can spend time with my kids Juniper (4 months) and Norah (4 years). It has been an honour serving GVTA members in this capacity and has been one of the highlights of my teaching career. My time as president may be forever marked by COVID, working with members to ensure they were entitled to various benefits and safety measures throughout COVID restrictions, informing members and writing to government about the Manitoba government's public education reform agenda (Bill 28 and Bill 64), and the conclusion of locally bargained collective agreements.

I have responded to well over 400 member concerns in my time as president, with the vast majority resolving in the favour of members, and, where lawyers needed to be consulted, I served as a bridge to our provincial organization. I am proud of the work that has been done while I have been president and I am thankful for the members that have come forward so that problems facing our classrooms and our profession could be remedied. Since serving as president, it has never been clearer that the union is strongest when members are empowered to speak up because we know that we will be supported by one another when we stand up for what is right.

Near the start of my presidency (October 2020), I wrote to you folks about the unsustainability of the "perfect teacher" narrative. Specifically, I wrote saying that sacrificing our own well-being to fit this idea of being a perfect teacher for our students was guilt-inducing, unrealistic, and that we would be better served by being honest with ourselves by planning out our boundaries for contributing. I still believe that this is a message that needs to become more pervasive in our profession. Though, I am encouraged by the growth that many have shown in challenging that toxic perfect teacher narrative.

As I leave this position, I feel as though we have become more willing to stand up for what we need for ourselves and our students. I am proud of us for working towards more sustainable, safe, and caring places in our schools in GVSD. I am proud of all the teachers in our corner of the world working to improve education here in GVSD. I am also proud to know that as my daughter enters Kindergarten next year that it will be teachers in our association that will be supporting her growth.

Thank you for the opportunity to serve you folks as president.

Thank you to the GVTA executive for your guidance as well as your efforts on behalf of members.

Thank you to Joel Swaan for his mentorship and for being willing to serve as GVTA President starting on January 5, 2023.

From my family to yours, we wish you happy holidays and a restful break,

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## Shopping Made in Manitoba

By: Karla Rootsaert

Looking for a last minute gift, or something unique to give someone for the holidays? Why not take the opportunity to find a made in Manitoba gift and support a local business! Below is a list of Indigenous-owned Manitoba businesses, offering a wide variety of items made by artisans across the province. Browse their websites, and you may find exactly what you were looking for – for others or yourself!

**Anishinaabe Girl** - [Link Here](#)

Earrings, brooches, bracelets, rings, dreamcatchers, and original art.

**Anne Mulaire** - [Link Here](#)

clothing, jewelry, and accessories

**Bead n Butter** - [Link Here](#)

beadwork earring and necklaces

**Boreal Workshop** - [Link Here](#)

rings, earrings, bracelets, and necklaces

**Canadian Plains Gallery**- [Link Here](#)

paintings, carvings, sculptures, and other artwork

**Cree-Ations**- [Link Here](#)

clothing and home goods

**Dene Cree Designs** - [Link Here](#)

moccasins, beddings, and home goods

**Indigenous Nations Apparel Co.-** [Link Here](#)

Clothing

**Indigo Arrows**- [Link Here](#)

linens, pillows, quilts and blankets

**Native Love Notes**- [Link Here](#)

stickers, buttons, prints, jewelry, clothing, and cards

**Manitobah Mukluks**- [Link Here](#)

mukluks and moccasins

**Teekca's Boutique**- [Link Here](#)

mukluks, moccasins, and accessories

Garden Valley Teachers' Association members work on the traditional lands of the Anishinaabe, and the homeland of the Métis nation. GVTA respects the Treaties that were made on this territory.

# ESJ Gift Ideas

By: Melanie Urichuk

**Maple Bee Creative** - [Link Here](#) (Instagram & TikTok: @maplebeecreative)

Winkler local Brooklyn Hiebert designs “sustainable apparel as unique and joyful as you!” including everything from cute crewnecks to gorgeous notebooks. Aesthetically pleasing and responsibly sourced is a huge win, and she’s recently added custom printing of in-stock designs!

**Become Yoga** - [Link Here](#)

Whether you’re looking for yoga classes OR natural stone, wood, & lava jewellery, *Become Yoga is a fabulous local business. Contact LaDawn Insull through the website or social media - send her a message to check out her fundraiser for South Central Cancer Resource on **Wednesday, December 21.***

Facebook & Instagram: @becomeyogawinkler (yoga classes) and @becomeyogajewellery

**Frank + Olive** - [Link Here](#) (Instagram: @\_frankandolive)

Whether you are looking through the well-curated and high quality selection of beauty and self-care products in their boutique or seeking out salon services such as micro-blading and pedicures, Frank + Olive has been a wonderful addition to our local shop scene! They offer gift cards, so it’s easy to treat others (or yourself!) this holiday season and beyond.

**Heidi and Seek Boutique** - [Link Here](#) (Instagram & TikTok: @heidiandseekboutique)

Heidi’s signature style is whimsical and bright. In addition to her regular seasonal releases, Heidi also has fabulous art prints and stocking stuffers such as cute Christmas scrunchies! A designer with a talent for making the most of every piece of fabric, Heidi also creates beautiful “clothing for a cause” to fundraise for Katie Cares and Eden Recovery of Hope.

**The gift of experiences** - While there are so many beautiful local items to be purchased, we also want to encourage you to seek out gifts that are experience-based!

These could include massages, passes to gyms, dance or spin classes, or gift cards to restaurants. At the end of the day, there is something really special about spending time together or helping make sure everyone in your life has the opportunity to practice a little bit of self-care.

**Featured images from top to bottom:**

**Aura Studio** (dance classes, spin classes, & more) @aurastudiopv

**Flavors of Mexico** @flavors\_of\_mexico

**Rise Athletics and Wellness** @rise\_lifstrong

**Kitchen of Spices** @kitchenofspice (there is no ‘s’ at the end on Instagram)

**Winkler Massage** @winkler.massage

**Donations!** - And of course, there are many local organizations and charities that would greatly appreciate donations made in the name of your loved ones. Choose somewhere based on their interests or values, and write them a note in a cute card to let them know you’ve donated in their honour.

## Mamàhtawisiwin: The Wonder We are Born With

By: Karla Rootsaert

Manitoba Education and Early Childhood Learning has developed and released an Indigenous Education Policy Framework called Mamàhtawisiwin: The Wonder We are Born With. It is intended to help Manitoba educators incorporate Indigenous languages, cultures, and identities into their teaching. The document is designed to help educators deepen their understanding and to continue along a path of truth and reconciliation in their class-rooms and schools. The framework is organized into four main strategies: authentic involvement; putting students at the center; understanding of world views, values, identities, traditions, and contemporary lifestyles; inclusive and culturally safe learning environment. The document can be found here:

[Mamàhtawisiwin: The Wonder We Are Born With | Indigenous Inclusion Directorate \(gov.mb.ca\)](#)





# INDIGENOUS EDUCATION SERIES

Teachers  
— TALKING TO —  
Teachers



## **Getting Over Fear:**

Non-Indigenous Educators and  
Indigenous Education

### **Time:**

Jan 25, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

## **Leading Our Schools:**

What Principals and Vice-Principals  
Need to Know

### **Time:**

Feb 22, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

## **Indigenous Knowledge Systems:**

Land-Based Learning

### **Time:**

Mar 22, 2023 | 6:00 - 7:30 pm  
(Central Time)

[Click Here to Join Zoom Meeting](#)

**MTS remains committed to advancing and safeguarding the welfare of teachers and the status of the profession. We are actively participating in consultations, will maintain an informed and vocal presence in discussions, and commit to providing updates on changes to professional regulation as they develop.**

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### Where have we been?

The MTS position on how teacher conduct is governed has been an ongoing topic of review and discussion dating back as far as the 1990s.

More recently in 2017, the Society began studying the experiences of other Canadian jurisdictions to inform its participation in discussions with education stakeholders and to generate recommendations submitted to the Commission tasked with reviewing K-12 education in 2019.

Throughout various stages of the education review process and post-Commission action planning, Manitoba Education indicated that it would not be pursuing changes to teacher regulation other than to scope out options.

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### Where are we now?

In spring of 2022, media coverage of high-profile misconduct allegations and a [report](#) released by the Canadian Centre for Child Protection (CCCCP) brought swift and strong reactions from the public and the media. Following the CCCC report, the government announced its intention to establish an independent regulatory body and teacher registry.

MTS continues to participate actively in consultations on the matter. In December, the Provincial Executive approved the following **Statement of Beliefs** from which ongoing input in stakeholder consultations has been generated.

### STATEMENT OF BELIEFS

The Manitoba Teachers' Society is a strong advocate for the safety of students and recognizes that teachers occupy a position of trust, confidence, and considerable influence with children. These foundational beliefs anchor the MTS positions related to management and regulation of teacher conduct.

#### The Manitoba Teachers' Society believes that:

- teachers are trusted by the public and others in the profession to act ethically and responsibly.
- teachers have an obligation to uphold, support, and enhance high standards of teacher conduct to protect the integrity and the status of the profession.
- teachers bear ethical responsibilities to the profession, their students, and their employer.
- the profession possesses the knowledge, experience, and expertise to assess and adjudicate the conduct and of its members.
- public participation in regulation of teacher misconduct is important to protecting public interest in education, promoting transparency, and enhancing credibility.
- collaboration with the Society is expected for any changes related to legislation, regulations, processes, and structures intended to regulate and uphold high standards of teacher conduct.
- teachers are entitled to constitutional, economic, welfare, and professional rights.
- teachers must be protected from biases and discrimination that conflate safety with their identity (gender, sexual identity and orientation, race, ethnicity, age, and/or physical abilities and qualities).

The Manitoba Teachers' Society is committed to protecting **due process, natural justice, and fairness** for members. The provision of representation by the Society does not constitute an endorsement of a member's conduct or practice.

## Current Practice: Who does what and when?

Currently, teacher misconduct is managed at three different levels. Each has separate and distinct roles and is bound by prescribed legislation. They are:

1. **The employer** (school divisions)
2. **The union and professional body** (MTS)
3. **The minister of education** (Certificate Review Committee)

### THE EMPLOYER:

The employer is responsible for the supervision of staff and manages employment-related issues, complaints, and misconduct of teachers through a variety of actions governed by established labour relations principles, namely, progressive discipline. Employers are required to act reasonably, fairly, and in good faith in the administration of the collective agreement. Failure to do so is grievable by the union.

In prescribed circumstances, the employer can refer misconduct to the Minister of Education's Certificate Review Committee.

**Applicable legislation:** *The Labour Relations Act, The Child and Family Services Act, The Public Schools Act, Freedom of Information and Protection of Privacy Act*

### THE UNION AND PROFESSIONAL BODY:

The Manitoba Teachers' Society has jurisdiction only for complaints related to the Code of Professional Practice, and members file a complaint directly to the Executive Director. Nothing prevents a member of the public from filing a complaint, but most issues brought to MTS through the Code involve peer-to-peer conflict. The definition of professional misconduct and the Code of Professional Practice are outlined in the MTS Bylaws and the Society has no authority over criminal or employment-related and disciplinary matters.

The Executive Director is responsible for receiving and processing all Code complaints and may dispose of, respond to, attempt to resolve, or refer for investigation to the MTS Professional Conduct Committee to determine if the matter will be sent to the MTS Review Committee for adjudication. The MTS Review Committee can refer to the minister's Certificate Review Committee.

**Applicable legislation:** *The Manitoba Teachers' Society Act*

### THE MINISTER OF EDUCATION:

The one and only authority with the power to bestow or revoke a teaching certificate is the Minister of Education. Within Manitoba Education, a body called the Certificate Review Committee—consisting of representatives of The Manitoba Teachers' Society, the Manitoba School Boards Association, the Manitoba Association of School Superintendents, and the Department of Education—advises the minister on outcomes which can include the temporary or permanent withdrawal of a teaching certificate.

Conclusion of criminal or other proceedings can also be reported directly to the minister. The minister has the discretion to refer to the CRC for investigation and report any case in which a teacher's certificate is to be reviewed for any cause which the minister deems sufficient.

Misconduct is not defined in legislation, regulation, or the Administrative Handbook for Schools but there are reporting obligations for school divisions for misconduct related to the physical or sexual abuse of children as per *The Public Schools Act*.

**Applicable legislation:** *The Education Administration Act*