

# 2023 SUBSTITUTE TEACHERS' CONFERENCE

## Session Information

### October 20(eve)–21, 2023

**Friday, October 20, 2023, 1900–2000**

#### **Keynote: The Science of Daily Resilience: Practical Skills for Mental Strength and Agility**

—Dr Lisa Bélanger

One thing we can count on is that life is full of uncertainty, change, challenges, and many distractions. When times are hard, you may prioritize the well-being of others. This session is for YOU.

Take control by learning about science-backed strategies and practical skills that you can use to stay focused and productive — even in chaos. Get more done in less time and improve your energy and stamina to power through. Learn how to incorporate habits into the busiest schedule and get the support you need to practice daily self-care.

Bélanger holds a PhD in Behavioural Medicine, and is a Certified Exercise Physiologist, a researcher at the University of Calgary, and an instructor at the University of Alberta Executive Education. She is also the CEO and founder of ConsciousWorks, a consulting firm that shows how insights from behavioural science can strategically improve habits of both corporate leaders and their employees.

On-stage, Bélanger has presented to clients throughout North America and across the globe, including Collins Barrow, the University of Alberta, and CEBS Canada. Her dynamic keynotes share practical insights and strategies to help audiences learn how to take control of their habits and, as a result, take control of their life.

Bélanger is the author of two books — Inspire Me Well: Finding Motivation to Take Control of Your Health, and her upcoming release, A Cup of Mindfulness for the Busy and Restless. She is also the founder of Knight's Cabin, a national charity offering wellness programming to cancer survivors.

**Saturday, October 21, 2023, 0900–0950**

#### **Collective Agreement Updates for Substitute Teachers**

—Michelle Glavine

This presentation reviews bargaining and how substitute teachers can be involved, as well as some of the gains that the Association is making this round on behalf of substitute teachers. It will also review common collective agreement clauses that pertain to substitute



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teachers. Additionally, this presentation explains where to find collective agreement language for substitute teachers, and the clause language that substitute teachers may typically see in their collective agreements.

Michelle joined the Association's Teacher Employment Services (formerly Teacher Welfare) executive staff in 2019. Michelle holds a Labour Relations Certificate and an Advanced Labour Relations Certificate from Queen's University, a MEd in Educational Leadership from the University of Calgary, a BEd from the University of Saskatchewan and a BA in Sociology with a concentration in criminology from the University of Calgary. Michelle was a teacher with Rocky View School Division for 21 years.

Michelle served 7 years as district representative for Calgary District and 12 years as local president in Rocky View. In addition to acting as a representative of the bargaining agent, Michelle is a staff officer in Teacher Employment Services in the Southern Alberta Regional Office (SARO) and acts as the staff advisor to the Middle Years Council.

## **BREAKOUT A SESSIONS—Saturday, October 21, 2023, 1030–1145**

### **Tips to Being a REMARKABLE Sub**

—Andrea Mishio

Congratulations, you have now landed in the world of teaching! Being a sub can be a daunting task, not knowing the students, the staff or the school. In this presentation, you will learn tips and tricks to make your subbing involvement a great experience.

Andrea Mishio has been a dynamic junior high school teacher for 15 years. Over the past year, she made the decision to sub full-time and has learned a lot over the past 8 months. Andrea wants to share the tips and tricks she has learned as a sub to help others step into arguably one of the hardest parts of teaching.

### **Code of Professional Conduct**

—Andrea McLeod

The Code of Professional Conduct is a guide for teaching approved by teachers for teachers. Because it is referenced in the Teaching Profession Act, the code applies to the behaviour of teachers in a broad range of situations. Drawing on scenarios from actual cases, this presentation describes the standards of professional conduct expected of teachers and explains how the ATA deals with teachers who fail to live up to these standards.

Andrea joined the Association's Teacher Employment Services executive staff in 2021. Andrea holds a BSc in Biological Sciences, a BEd in Secondary Education, and an MEd in Interdisciplinary Studies, all from the University of Calgary. She also holds a Labour Relations Certificate from Queen's University. Prior to joining the Association, Andrea taught senior high school sciences and served as an assessment learning lead for 25 years with The Rocky View School Division.



Andrea served four years as local president in Rocky View. Prior to that she was a member of the Council of School Representatives, TWC, NSC, Advisory, Professional Development and ARA committees. In addition to acting as a representative of the bargaining agent, Andrea acts as the staff advisor to the Council for Inclusive Education and understudy for the Benefits, Pension and Insurance Committee.

### **How to Leverage ChatGPT and Other AI Technologies as a Substitute Teacher** —Danny Maas

Danny Maas is an Executive Staff Officer with The Alberta Teachers' Association in the Professional Development program area. He was previously the Manager of Educational Technology with Edmonton Catholic School Division and has supported teacher professional development for the past 15 years. Danny brings a passion for evidence-based classroom learning practices that empower students and teachers.

### **Generational Diversity in Schools—Building Empathy and Growing Together** —Shanley Nguyen

Currently, schools across Alberta employ staff who fall within a wide range of ages, and the reality of four generations working together can create both synergies and clashes. This session is designed to help participants understand the different generations found on school staffs and to understand their own and others' "generational views"; explore the challenges and triumphs of generations working together and develop strategies to address generational diversity in the areas of communication, collaboration, professional development and school culture.

Shanley is a lifelong learner and educator who has always been passionate about ELL, equity, and inclusion. She has achieved a Master of Education degree at the University of Calgary and an after-degree diploma in Inclusive Education through Athabasca University. She has taught both abroad and been with CBE since 2005 as a classroom teacher, learning leader, AISI Learning Leader, and ELL Strategist. Shanley spends her free time enjoying the outdoors with her husband and two daughters.

### **Supporting Relationship & Gender Diversity in School Communities** —John Williamson

Now, more than ever, there is a need to enhance school community supports for people who identify as gender and/or relationship-diverse. In this workshop, participants will examine how purposeful language choices, understanding identity and privilege, and implementing specific support strategies can help to create a supportive, inclusive environment. As well, participants will discuss practices for authentic allyship in school communities. This workshop is designed to replace the PRISM – Professionals Respecting Individual Sexual and Gender Minorities workshop.

John Williamson, PhD, is a K – 12 Coordinating Teacher of Diverse Learning Services, Adjunct Assistant Professor in Education, spoken word and "page" poet, and ATA Association Instructor. His award-winning PhD Dissertation, *The Case of the Appearing / Disappearing Slow Learner*



was republished in the Journal of Applied Hermeneutics, and, in 2019, he published his first chapbook of poetry, *Broken and Strong: Family Fragments through Calgary's Loft 112*. He continues to publish academically and creatively. John is a three-time winner of Calgary's individual monthly poetry slam and a member of the Calgary 2018 poetry slam team that competed for the national title. He is also an executive member of Can You Hear Me Now? Provincial youth slam. In K - 12 Education John was a provincial teaching excellence award finalist in 2005 and a Calgary Catholic Shepard Leadership award recipient in 2017. This is his seventh year as an ATA Association Instructor.

### **Full Circle—Understanding Social Implications of Indigenous Realities**

—Gretchen Riel

This workshop will examine core causes of intergenerational trauma, challenge common myths and misconceptions, as well as explore activities to foster effective relationships with First Nations, Métis and Inuit students, families and community. Participants will explore assimilation strategies that have contributed to many current realities of Indigenous students, families and community. You will gain an increased understanding of physical, mental, social and spiritual impacts, and strength-based initiatives to contribute to the advancement of the reconciliation process.

## **BREAKOUT B SESSIONS—Saturday, October 21, 2023, 1230–1345**

### **Meeting for Substitute Teachers Local Chairs**

—Murray Lalonde and Danny Maas

Discussion and reporting of local and provincial activities related to substitute teachers will occur. Come prepared to share. Participation is limited to the chairs of local substitute teacher committees or the person designated by their local to attend this session.

### **How to Prep for Sub Life**

—Andrea Mishio

Being a prepared sub can be the difference between an amazing day and a catastrophic day. This session will give you tips on what to have in your back pocket (or bag of tricks) to ensure those catastrophic days rarely happen.

Andrea Mishio has been a dynamic junior high school teacher for 15 years. Over the past year, she made the decision to sub full-time and has learned a lot over the past 8 months. Andrea wants to share the tips and tricks she has learned as a sub to help others step into arguably one of the hardest parts of teaching.

### **What does TES do for you?**

—Michelle Glavine

This presentation describes how the ATA, through its Teacher Employment Services (TES) program area, helps teachers, both individually and collectively, to solve professional problems



and organizational issues. In addition to outlining the services available from TES, the presentation will give participants an opportunity to ask questions about such issues such as transfers, terminations, legal liabilities, contracts of employment and professional misconduct.

Michelle joined the Association's Teacher Employment Services (formerly Teacher Welfare) executive staff in 2019. Michelle holds a Labour Relations Certificate and an Advanced Labour Relations Certificate from Queen's University, a MEd in Educational Leadership from the University of Calgary, a BEd from the University of Saskatchewan and a BA in Sociology with a concentration in criminology from the University of Calgary. Michelle was a teacher with Rocky View School Division for 21 years.

Michelle served 7 years as district representative for Calgary District and 12 years as local president in Rocky View. In addition to acting as a representative of the bargaining agent, Michelle is a staff officer in Teacher Employment Services in the Southern Alberta Regional Office (SARO) and acts as the staff advisor to the Middle Years Council.

### **Resilience and Regulation**

—Ivonne Bavona

Join us for an interactive and empowering workshop that explores strategies for supporting students through challenging behaviours. This session focuses on approaches that cultivate student resilience, as well as strategies to support our own resilience as we respond to challenging moments of student behaviour. Through activities, discussion, and reflection, we will explore a variety of techniques that support students with challenging behaviour and care for our own wellbeing, at once.

Ivonne Bayona, inspirer, woman, curious, nature lover. She has an unwavering commitment to creating transformative learning experiences to foster curious life-long learners. Born with an innate sense of wonder, Ivonne's path led her from the intricate world of genetics and environmental analysis to the inspiring realm of education and community enrichment. She embarked on her scientific journey as a geneticist. Her work as an environmental analyst allowed her to develop a profound appreciation for the delicate balance of ecosystems and the vital importance of environmental stewardship. Fuelled by her passion for sharing knowledge and empowering others, she made a pivotal shift in her career to become an educator. Ivonne's educational journey was marked by a deep commitment to giving back to her community.

### **Taking a LEAP: Unlearning Racial Bias**

—Gail-Ann Wilson Mitchell

Join this session to explore the complex dynamics between unconscious beliefs, bias, and the impact these factors have on educational environments. Focused on building a deeper understanding of how these factors can perpetuate stereotypes and hinder student growth, this session includes discussions and practical exercises that will challenge assumptions that perpetuate labels and stereotypes. By embracing a 'LEAP' approach—actively listening,



engaging, asking questions, and providing support we will work together to enhance our own understanding of diversity, inclusion, and anti-racism.

Before starting at the Alberta Teachers' Association, Gail-Ann Wilson Mitchell worked as a cultural diversity educator and high school Social Studies teacher with 22 years of classroom experience. She is committed to building capacity in diversity leadership. Gail-Ann promotes change in education centred on pedagogies that dismantle systems of oppression. She also consults with businesses, government and community groups on how to intentionally address anti-Black racism while building inclusive communities. Gail-Ann is an accomplished public speaker that has led professional learning presentations, and workshops for many school divisions and universities throughout Alberta and across Canada, promoting opportunities for collaboration in areas of common interest. She is also an award-winning journalist on the topic of anti-Black racism in Alberta schools. Her alma mater is the University of Alberta, where she graduated with a BEd and Master of Arts in Communication.

### **Your Pension Matters for Substitute Teachers**

—Alberta Teachers' Retirement Fund Pension Counsellor

ATRF's presentation of Your Pension Matters for Substitute Teachers will provide a general overview of the plan specifically for substitute teachers. The following information will be presented:

- Pension eligibility
- Calculating a pension
- Eligibility to purchase substitute service
- Steps to purchasing substitute service
- Income tax implications
- *MyPension* service purchase and pension estimate calculator

You are encouraged to register for your ATRF [MyPension](#) account to interact with the online calculators during the presentation.

## **CLOSING KEYNOTE—Saturday, October 15, 2023, 1400–1500**

### **Keynote: Make it Stick: The Science of Creating Lifelong Habits**

—Dr Lisa Bélanger

*Turn the best of intentions into real action.*

We are the sum of our daily habits. Over time these seemingly small behaviours define our health and performance, and have a profound impact on helping us achieve our goals. In this talk, Dr. Lisa Bélanger establishes a research-based framework that people can use every day to drive towards their goals and design the life and career they desire.

Drawing from psychology, neuroscience, and behavioural medicine, Bélanger introduces practical strategies to help audience members develop their desired habits, break bad habits, and ensure these changes stick — even when facing periods of stress and change. She'll share



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insights into how to create an environment and social network, both at work and home, that will make cultivating successful habits easier. Together you will explore the impact of how these small changes help close the gap between what we intend to do and what we actually do.

Audiences will walk away with the skills and an understanding of what habits have the highest return on investment for health, productivity, and performance that can be implemented immediately. Take control of your habits and take control of your life.

