

Professional Learning Services

REQUEST PROFESSIONAL LEARNING AT YOUR SCHOOL OR VIRTUALLY

Professional and French Language Services (PFLS) is pleased to share the professional learning experiences for the 2024-2025 school year. More than a one-off workshop: the PFLS Team will work with you to deliver professional development and facilitate collaborative learning with teacher teams.

24/25



**THE
MANITOBA
TEACHERS'
SOCIETY**

Customized Professional Learning Services by MTS Staff

Staff from the Professional and French Language Services department are available to provide presentations and workshops throughout the province on a wide variety of topics designed to meet the needs of your specific context. Workshops are subject to some topic restrictions and the availability of a staff facilitator.

The cost of this service is a \$175 booking fee. Educational assistants and support staff may attend these workshops in their school for an additional charge of \$20 per person.

Certains sont disponibles en français.

TOPICS INCLUDE:

LEADERSHIP

Whether you are in a formal or informal role in leadership, these sessions will provide you with the skills and approaches you need to be successful. They may include topics such as:

- Giving Effective Feedback
- Having Difficult Conversations
- Leading With Trust

EQUITY

Customized to the context of your school, these sessions examine how to teach with an equity lens to cultivate more welcoming and safer schools. They may include topics such as:

- Creating Safer Spaces
- Anti-Racism
- Decolonization as Reconciliation
- Equity Leadership

ENHANCING INTERPERSONAL RELATIONSHIPS

We all want to work in healthy and collaborative environments. These sessions will focus on building communication skills, understanding our learning and working styles, and managing conflict. Topics may include:

- Insights Discovery®
- Conflict Management
- Effective Feedback

Request forms for Professional Learning Services [here](#).

Teacher-Led Learning Team



(UPON REQUEST)

WHY: The mandate of the Teacher-Led Learning Team is to design and facilitate workshops for Society members across the province.

WHO: TLLT workshops are available to MTS members. Educational assistants and support staff may attend TLLT workshops in their school for an additional charge of \$20 per person.

WHAT: TLLT workshops are half-day (3 hrs) or full-day (5.5 hrs) sessions offered by teachers for teachers. The cost is a \$175 booking fee.

WHERE: TLLT workshops are offered at your school site or virtually.

WHEN: TLLT workshops can be requested during the school year, subject to the availability of TLLT facilitators. Book early to avoid disappointment.

HOW: [Request a TLLT workshop *here*.](#)

Building Safer Spaces

It's All About You! (HALF OR FULL-DAY)

Thinking proactively about teacher approaches can change classrooms. Based upon the professional needs in your school, choose your own adventure to explore either a half-day (two topics) or full-day (all topics) of learning.

Topic options include: 3P'S of teaching (passion, presence, power), classroom routines and other considerations, the Brain Trumps, and intervention strategies.

(Disponible en français)

Current 2SLGBTQIA+ Realities (HALF-DAY)

Participants will learn strategies for developing 2SLGBTQIA+ inclusive classrooms and schools.

Topics: Terminology (gender and sexual identities); societal norms of sex, gender, orientation and gender expression; supporting students who are coming out; starting and maintaining a GSA; and addressing everyday discrimination.

Towards Trauma-Sensitive Classrooms (HALF-DAY)

Participants will explore the impact adverse childhood experiences (ACEs) have on students' learning and how teachers can shift their thinking and classroom practices to support the diverse needs of all their students.

Topics: ACEs; trauma in the classroom; learning-ready state vs survival mode; setting up an environment for all students to thrive; and vicarious trauma.

Collaborative Relationships

High-Impact Teams (HALF-DAY)

Participants will identify characteristics of and strategies to enhance meaningful collaborative work within grade-level teams, PLCs, and departments.

Topic options include: Qualities of high-performing groups, strengths and impacts of work style preferences and tools for talking about things that matter.

* This workshop complements Fish! Food for Thought.

FISH! Food for Thought (HALF-DAY)

Participants will learn about the Fish! Philosophy, a mindset that inspires creativity, joy, and productivity to enhance the work we do with students and the way we work with colleagues. This is important because the ability of teachers to collaborate and work together is paramount to student success.

Topics: Working with a gameful mindset, choosing attitude, finding joy, and being present.

*This workshop complements High-Impact Teams.

Rethinking the Inclusive Classroom: Working with EAs to Support Diversity (HALF-DAY)

Participants will explore practices and guidelines that enhance dynamic working relationships between teachers and Educational Assistants.

Topics: Roles and responsibilities of Educational Assistants; MTS policy and provincial regulations; effective communication strategies; preparation, guidance, and supervision of EAs.

(Disponible en français)

Teacher-Led Learning Team



Let's Talk

Difficult Conversations (FULL-DAY)

Participants will explore knowledge and skills to have purposeful conversations when stakes are high, emotions are strong, and opinions vary.

Topics: Exploring the 3W's of avoidance – what, why, and ways people avoid important conversations; clarifying motive, mindset, conditions, and purpose in preparation for conversations; applying new knowledge and reflecting on conversations using a framework; and considering communication stumbling blocks, triggers, and diffusion techniques to stay in dialogue.

Better Conversations (FULL-DAY)

Pre-requisite: Difficult Conversations

Participants will apply skills learned in *Difficult Conversations* through the lens of three big ideas: *A Better Me* (self-awareness); *A Better We* (relational awareness) and *A Better Conversation* (conversational awareness).

Topics: Understanding how values impact behaviour in conversations; active listening skills; communication stumbling blocks; and diffusion techniques to stay in dialogue.

Indigenous Education

Opening the Door to Reconciliation through Story & Fact (HALF-DAY)

Participants will explore the role of education to “redress the legacy of residential schools and advance the process of Canadian reconciliation” (TRC, 2015).

Topic options include: Story and Fact; The Indian Act; Sixties Scoop; Enfranchisement; Residential Schools; The Peasant Farming Act; Pass & Permit Systems; and Internalized Oppression.

(Disponible en français)

For more information, please contact
pdevents@mbteach.org

Request a TLLT workshop [here](#).

Field-Led Courses

Professional Perspectives FLC 2: Personnel Leadership

Course Description

This course explores the knowledge, technical abilities, and interpersonal skills required for effective personnel leadership. School leaders interact with a variety of individuals and groups within the school and in the community. They work individually with teachers and other staff daily as they supervise, coach professional growth, and evaluate performance. They also work at a group level with various staff, parent and community members to develop collaborative planning and problem solving mindsets. As they develop teams, foster collaboration, and support the growth and development of staff, school leaders build capacity to achieve successful outcomes for students.

Throughout the course, the participants will reflect on and extend their knowledge of theory and practice in topics related to personnel.

Intended Outcomes

Throughout the course, the participants will reflect on and extend their knowledge of theory and practice in topics related to personnel. Participants in this course will be able to:

- outline the duties, challenges, and the legal and policy parameters for supervision and teacher evaluation;
- distinguish between normative and formative supervision, evaluation, and discipline;
- describe appropriate responses to a variety of supervisory situations;
- discuss the values, beliefs and experiences that impact behaviour in routine situations and in challenging circumstances;
- discuss how to differentiate the leader's stance and/or strategies to support the professional growth and development of teacher practice;
- demonstrate verbal and non-verbal communication skills that support rapport building, collaboration and problem clarification;
- apply frameworks for having difficult conversations;
- describe conditions and practices for collective efficacy to flourish;
- apply professional learning structures/protocols that promote collective efficacy; and
- apply protocols to interpret and respond to a variety of personnel dilemmas.

Instructor

Dr. Brahim Ould Baba is the Department Head for the Professional and French Language Services Department and the Instructor of Record for this course. In this capacity, he oversees the professional learning programs and services. He is passionate about supporting members in the areas of equity and diversity in schools, and Francophone Education. Brahim has worked as a K-12 teacher, consultant and university instructor.

Logistics

LOCATION/FORMAT

This course will be delivered virtually using a 'synchronous/ asynchronous' blended format. To clarify, the synchronous coursework (50%) will happen through video-conferencing classes using Zoom, and the asynchronous work (50%) will be done online, using the web-based platform, MS Teams, where students will interact with one another through message boards in online forums.

CLASS DATES AND TIMES

9:00 a.m. to 4:00 p.m. on:

September 21, 2024

October 19, 2024

November 23, 2024

January 18, 2025

February 22, 2025

March 15, 2025

Cost for FLC 2: : Personnel Leadership:

\$650 for MTS Members | \$725 for Non-Members

Cost for FLC 2: : Personnel Leadership AUDITED non-credit course:

\$525 for MTS Members | \$650 for Non-Members

[Click here to register for FLC-2 Personnel Leadership](#)

Field-Led Courses

Professional Perspectives FLC 7: Instructional Leadership

Course Description

Participants in this course will have the opportunity to explore current research and practice in the area of instructional leadership and the integral role that principals and vice-principals play in leading teaching and learning. This includes the way that school leaders maintain a consistent focus on student achievement and student success through the creation of a culture of collaborative inquiry.

The course content and processes are intended to help learning leaders continue developing the knowledge and skills related to effective teaching and learning to support the professional learning of teachers through instructional coaching.

Intended Outcomes

Throughout the course, the participants will be asked to reflect on and extend their knowledge of theory and practice in instructional leadership. Participants in this course will be able to:

- **Describe** key elements of instructional leadership;
- **Discuss** the principal's role in maintaining a consistent focus on student achievement and student success;
- **Review** the relevant legal, contractual and professional rights and responsibilities related to instructional leadership;
- **Identify** current challenges and promising practices in supporting the professional learning of teachers;
- **Explore** strategies to support staff in their teaching and learning, such as adult learning principles, staff development processes and stages, professional growth plans and instructional coaching;
- **Articulate** how new learning and skills will impact their practice; and
- **Participate** meaningfully in a community of practice by connecting and sharing how prior experiences and new knowledge will strengthen their leadership knowledge and skills.

Instructor

Dr. Brahim Ould Baba is the Department Head for the Professional and French Language Services Department and the Instructor of Record for this course. In this capacity, he oversees the professional learning programs and services. He is passionate about supporting members in the areas of equity and diversity in schools, and Francophone Education. Brahim has worked as a K-12 teacher, consultant and university instructor.

Logistics

LOCATION/FORMAT

This course will be delivered virtually using a 'synchronous/asynchronous' blended format. To clarify, the synchronous coursework (50%) will happen through video-conferencing classes using Zoom, and the asynchronous work (50%) will be done online, using the web-based platform, MS Teams, where students will interact with one another through message boards in online forums.

CLASS DATES AND TIMES

July 2-4, 2025 | 9:00 a.m. to 4:00 p.m.

July 9-11, 2025 | 9:00 a.m. to 4:00 p.m.

REGISTRATION

Registration for this course will open in April 2025.

Cost for FLC 7: Instructional Leadership (COSL) course:

\$650 for MTS Members | \$725 for Non-Members

Cost for FLC 7: Instructional Leadership (COSL) AUDITED non-credit course:

\$525 for MTS Members | \$650 for Non-Members

Events

Substitute Teacher Seminar

This day-long session is an opportunity for substitute teachers to start the school year off by participating in relevant, timely professional learning. As school communities welcome back staff, we recognize that many substitute teachers do not have a single school community to gather and connect for the purpose of re-engaging in a new school year. We look forward to welcoming substitute teachers to McMaster House to connect and explore topics such as the support and services offered by MTS, how to navigate difficult conversations and creating safer spaces in schools.

This is equally a great opportunity for MTS Staff to hear the voices of our substitute members.

Date: September 3, 2024

Location: McMaster House

Fee: \$10

Virtual Substitute Teacher Seminar

This is a virtual, no-fee option of the Substitute Teacher Seminar described above.

This is equally a great opportunity for MTS Staff to hear the voices of our substitute members.

Dates: October 29 & November 7, 2024, 4:30 - 6:30 p.m.

Location: Virtual

Queer Leadership Symposium: Strengthening the Status Queer

This second annual symposium is *for* queer people *by* queer people. Join us for this event to learn, network, and engage in various topics as they relate to leadership. Participants who are formal, informal, or aspiring leaders will walk away with understanding of how to navigate systems through the experiences and ideas shared by the presenters.

Date: October 25, 2024, 9:00 a.m. - 3:30 p.m.

Location: Red River College, Downtown Campus

Fee: \$40

Céleb 5

Ce séminaire est destiné aux membres des ÉFM qui sont dans leurs premières cinq années d'enseignement dans les programmes français et d'immersion française. Les participantes et participants auront l'occasion de discuter et de développer des stratégies pour chaque cycle afin de faciliter l'enseignement, de rencontrer d'autres enseignantes et enseignants francophones débutant en enseignement dans une école française ou d'immersion française, de partager des idées pour faciliter la réussite lors des premières années en enseignement, et de connaître les lois et les obligations professionnelles.

Dates: les 18 et 19 octobre 2024

Location: Victoria Inn & Convention Centre, Winnipeg

Fee: 30 \$

Fab 5

Supporting teachers in their first five years, Fab 5 sessions are balanced with a selection of breakout workshops intended to build capacity, confidence, and practical strategies in the areas of classroom management, student engagement and teamwork. Fab 5 offers new teachers an opportunity to network with other beginning teachers and strengthen skills to support their day-to-day classroom practices.

Dates: October 23-24, 2024

Location: Victoria Inn Hotel & Convention Centre, Winnipeg

Fee: \$50

[Click here to register for MTS Events.](#)

Events

~~Colour of Courage Symposium~~ - Cancelled

This leadership symposium is for racialized members. It explores topics that will help racialized members explore a variety of leadership topics both at an individual and at a systemic level, such as the causes and impacts of marginalization in public education. Participants will have the opportunity to network and learn from racialized presenters on how to address such issues as they embark on their (formal and informal) leadership journey. Recognizing that compassion fatigue is an organic result of equity work, there will be opportunities to gain awareness of wellness approaches for sustained engagement in leadership roles.

Date: December 6-7, 2024

Location: McMaster House

Internationally Educated Teachers Workshop

Are you a teacher who did not attend elementary or secondary school in Canada as a student?

This session aims to support internationally educated teachers working in Manitoba public schools in their socio-professional integration.

Date: January 4, 2025

Location: McMaster House

(Disponible en français)

Women's Symposium

The Manitoba Teachers' Society is proud to host the annual Women's Symposium. This symposium will provide an opportunity to network, dialogue, collaborate, and share experience as women in leadership roles, formal or otherwise.

Celebrate the expertise and experiences of women who hold leadership positions. Be prepared to laugh, learn, and be inspired.

Dates: March 7, 2025, 5:00 p.m. - 9:00 p.m.

March 8, 2025, 9:00 a.m. - 4:00 p.m.

Location: McMaster House

Fee: \$100 for MTS members | \$150 for non-members

[Click here to register for MTS Events.](#)

Special Area Groups of Educators (SAGE)



SAGE Groups

The 33 SAGEs affiliated with The Manitoba Teachers' Society are your link to a network of professional educators striving for excellence. Professional development opportunities, camaraderie, professional learning networks, and a forum to share your ideas and insights are all benefits of being a member of a SAGE.

ACEM
Applied Commerce
Educators of Manitoba

CAYC-M
Canadian Association for
Young Children Manitoba

CIEM
Council for Indigenous Education
in Manitoba

GAME
Gaming Association of
Manitoba Educators

HEM
Hutterite Educators
of Manitoba

MAAE
Manitoba Association
for Art Education

MADE
Manitoba Association
of Dance Educators

MAME
Manitoba Association
of Multi-Age Educators

MAMT
Manitoba Association
of Mathematics Teachers

ManACE
Manitoba Association
for Computing Educators

MART
Manitoba Association
of Resource Teachers

MASSW
Manitoba Association of
School Social Workers

MASTARS
Manitoba Association
of Secondary Teachers
of At-Risk Students

MATE
Manitoba Association
of Teachers of English

MATF
Manitoba Association
of Teachers of French

MATS
Manitoba Association
of Teachers of Spanish

MDEA
Manitoba Drama
Educators' Association

MEI
Manitoba Educators
for Inclusion

MELIT
Manitoba Early Literacy
Intervention Teachers

META
Manitoba Elementary
Teachers' Association

MHETA
Manitoba Home Economics
Teachers' Association

MMEA
Manitoba Music
Educators' Association

MMYA
Manitoba Middle
Years Association

MSCA
Manitoba School
Counsellors' Association

MSLA
Manitoba School
Library Association

MSSTA
Manitoba Social Science
Teachers' Association

MTSLD
Manitoba Teachers For Students
With Learning Disabilities

PHE MB
Physical and Health Educators
of Manitoba

RCGW
Reading Council of
Greater Winnipeg

STAM
Science Teachers'
Association of Manitoba

TEAL-M
Teachers of English as
an Additional Language –
Manitoba

TEAM
Technology Educators
Association of Manitoba

VTAM
Vocational Teachers'
Association of Manitoba

Specific information about each SAGE, including membership fees, conference dates, PD opportunities, and volunteer opportunities can be found by accessing SAGE under the Professional Development tab at www.mbteach.org.

Collaborative Learning Team Grants

The Manitoba Teachers' Society is committed to supporting collaborative learning teams with grant funding. These grants support teacher-initiated professional learning that focuses on problems of practice to improve instruction and ultimately student learning. These projects will take the form of action research and/or study groups.



**COLLABORATIVE
LEARNING TEAM
— GRANTS —**

A CL facilitator will provide support and guidance to the collaborative learning team at three of their meetings, as well as throughout the inquiry process. This will include refining a study focus, looking at current research, developing a plan, reflecting and analyzing information collected, and preparing a plan to share the research.

Deadline: October 21, 2024

[Click **here** to register for MTS Collaborative Learning Team Grants.](#)

French Language Services/ Services en français

La Manitoba Teachers' Society offre des ateliers, des services et des ressources en français à ses membres par l'entremise de son Département des services professionnels et services en français. Doté d'un personnel-cadre bilingue, le Département des services professionnels et services en français vise à appuyer le personnel enseignant des écoles françaises et d'immersion française dans son cheminement de carrière.

Si vous avez des questions portant sur les thèmes du « Bien-être du personnel enseignant », des « Services professionnels », des « Services en français », ou toutes questions portant sur l'éducation en français au Manitoba, vous n'avez qu'à communiquer avec nous.



FemLightenment

SERIES | 2024/2025

The FemLightenment Series is designed to bring those who identify as women together to share their experiences in educational leadership.

Each one-hour virtual session will take place on Saturday mornings from 10:00 - 11:00 am and are open to all members upon registration at no cost.

As part of the series, facilitators will be invited to share resources, strategies and practical ideas that participants can use to support their practice.

Saturday, October 19, 2024



Dr. Jacqueline Romanow

Dr. Jacqueline Romanow is an Associate Professor and Chair of the Master's Program in Indigenous Governance at the University of Winnipeg where she teaches courses in Indigenous rights, Indigenous politics, natural resources, and economic development. Professor Romanow, Métis, was born in Selkirk, Manitoba. She obtained her PhD in Political Studies from Queen's University and has an MA in Economics as well as a BA in English Literature from the University of Manitoba. Dr. Romanow has played an active role in the University of Winnipeg Faculty Association (UWFA) for many

years. In 2014, she was elected Vice President and then in 2016 she became the first Indigenous woman to serve as the President of the faculty association as well as the first Indigenous woman to lead any university union in the country.

Authenticity, Reciprocity, and Responsibility: Leadership to inspire future generations

In Canada, and around the world, women remain vastly under-represented in positions of leadership. For example, although the current House of Commons federal cabinet is evenly split between men and women, only twenty seven percent of all seats in the House are held by women. In the private sector, women comprise just under twenty percent of Board seats in Canada's top 500 firms; one hundred and nine of those companies have no women on their boards at all. Women today are typically better educated and hold similar job tenure, yet we remain under-promoted and are often ignored for leadership opportunities. Reasons for this include, among other things, gender stereotypes and biases. These can limit how others perceive us, but worse, I would argue, is how they can limit the way we see ourselves. As women we need to re-imagine ourselves and our role in the world around us – as the place we must start from – is our authentic self.

[Click here to register for Part I](#)

Saturday, November 16, 2024



Marianne Cerilli

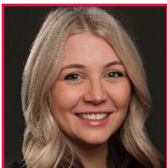
Marianne has worked as a guidance teacher at Tec Voc High School, in the political realm, Education, Kinesiology, Women and Gender Studies at UM and UW, and in Indigenous Education at RRC. After being the youngest woman elected as a Manitoba MLA in 1990 for three terms, she continued to lead and be involved in various community initiatives. She's now publishing and implementing her social innovation tools at the intersection of education, community development and politics.

Courage for The Politics of Unity

Each of us is born into a family constellation that shapes us. After sharing my unique story and what I learned along the way, I will share my social innovation tools on three themes: Community as Classroom, Healing for Change and the Politics of Unity. We will focus on our courage to lead from a feminist view of power as our capacity to build solidarity, collaboration and agreements. We can explore our Power Styles and build our understanding of how we develop our approach to power and authority, and politics.

[Click here to register for Part II](#)

Saturday, January 11, 2025

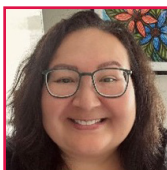


Melissa Serbin

Melissa works as litigation counsel at Cochrane Saxberg LLP. Prior to her current position, she was a Crown Attorney with the Manitoba Prosecution Service for over 12 years. Melissa also is a sessional instructor for the University of Manitoba, Faculty of Law's Intensive Criminal Law course and the Indigenous People and the Criminal Justice System seminar. Throughout her career, Melissa has delivered a wide range of lectures and workshops for justice system participants, including Federal and Provincial Prosecutions, Legal Aid, the Winnipeg Police, the RCMP, CFS Agencies, the Senate of

Canada Ethics Office, the CPLED bar admissions course, and the Canadian Institute for the Administration of Justice, training new Judges of the Akwesasne Court.

[Click here to register for Part III](#)



Stacey Soldier

Stacey is a senior associate at Cochrane Saxberg LLP. She is from the community of Gaabiskigamaag, also known as Swan Lake First Nation. Ms. Soldier has been a lawyer since 2008. Stacey is currently the Vice-President for the Manitoba Bar Association and will ascend to the Presidency in 2025. She will be the first Anishinabe woman to be president in the Bar Association's history. She practices Child Protection Law, Criminal Law and Civil Litigation.

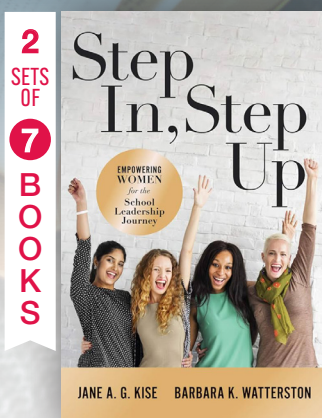
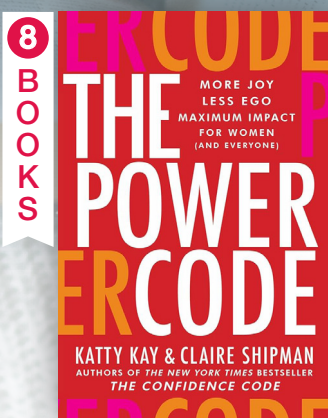
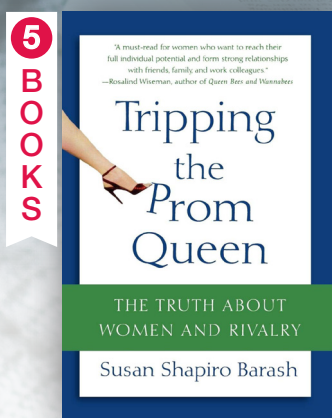
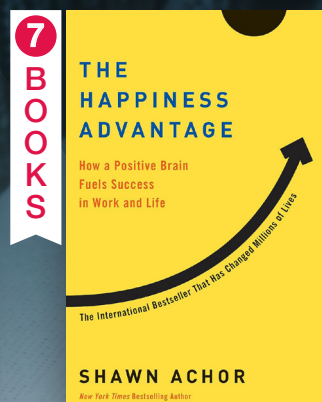
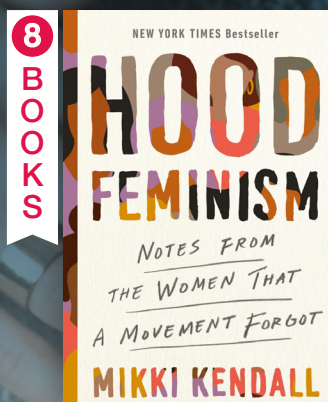
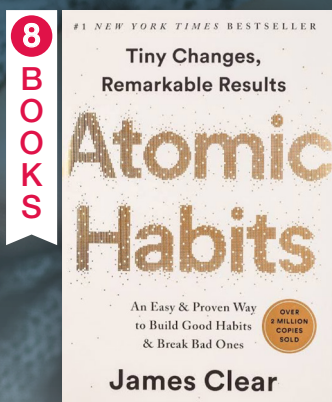
Transforming the Landscape Leadership

Sometimes, you just need to be the change factor. Join Stacey and Melissa as they share why it is important to stand and lead for change. They've learned the importance of leveraging opportunities to enact change, some subtle and others seismic. Both will share their leadership journey that has been shaped by the twin forces of teaching and the law and extend an invitation to share your story during this session.



**WOMEN AND
LEADERSHIP**

Book Study



Are you interested in exploring trends and issues in **leadership with your colleagues?**

The Manitoba Teachers' Society has made available six books complete with discussion guides and prompts. Each book study kit is available for up to 12 weeks, through the Professional and French Language Department Services.



Contact Staff Officer, Lia Gervino at lgervino@mbteach.org for more information and Lisa Bellemare at lbellemare@mbteach.org to reserve your kit.