

# 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 2023-2024 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.

**23/24**



**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
- Treaty and Land Acknowledgement
- Truth and Reconciliation

### MENTAL HEALTH

Through a non-stigmatizing approach to mental health, these sessions aim to help educators identify where they are struggling, and what they can do about it. They may include topics such as:

- Creating a Mental Health Plan
- Indigenous Approaches to Mental Health

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 \$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 behavior 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](mailto:pdevents@mbteach.org)

Request a TLLT workshop [here](#).

# Field-Led Courses

## Professional Perspectives FLC 6: Leading Safe, Caring, and Inclusive Schools

### Course Description

Using current literature in the area of safe, caring, and inclusive schools, this course will help learning leaders to reflect, apply, and collaboratively plan for a whole-school approach for safety and belonging that supports students' cognitive, social, emotional and physical growth and development. Participants in this field-led course will explore how school leaders build, communicate and nurture a shared vision for safe, caring and inclusive schools, within divisional and provincial frameworks, that reflects the needs of the community. This includes the way that leaders set direction, build relationships within the school and the wider community, and how they create collaborative teams, structures and processes that ensure that students' educational needs remain at the heart of all decision-making.

### Intended Outcomes

Throughout the course, the participants will reflect on and extend their knowledge of theory and practice in healthy and safe schools. Participants in this course will be able to:

- **Describe** key elements of safe, caring & inclusive schools;
- **Review** history and legislation related to safe, caring & inclusive schools in Manitoba;
- **Identify** current issues in creating and leading safe, caring & inclusive schools;
- **Assess** the conditions for safe, caring & inclusive schools in their current context;
- **Discuss** the leader's role in developing, sustaining and leading safe, caring & inclusive schools;
- **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 impact their leadership knowledge and skills.

### Instructors

**Sascha Epp** is a Staff Officer in the Professional & French Language Services Department and the Instructor for this course. Her current portfolio includes designing and delivering professional development for teachers and school leaders across the province, as well as supporting principals and teachers in the Teacher Welfare Department. Sascha's experience in education over a 20-year period includes various roles such as a K-12 teacher, divisional lead teacher, vice principal, principal and school board trustee.

**Dr. Brahim Ould Baba** is the Department Head for the Professional & 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.

#### CLASS DATES AND TIMES

September 23, October 28, November 25, 2023

January 20, February 24, March 16, 2024

9:00 – 12:00 pm – Synchronous (Zoom)

1:00 – 4:00 pm – Asynchronous

#### Cost for FLC 6: Leading Safe, Caring, and Inclusive Schools:

\$650 (MTS Members) | \$725 (Non-Members)

[Click here to register for FLC-6 Leading Safe, Caring and Inclusive Schools](#)

# Field-Led Courses

## Professional Perspectives FLC 3: Educational Leadership

### Course Description

This course explores the concept of educational leadership through four lenses: by role (leader, manager, change agent, learning community); with commitments (conscious leadership, five practices of exemplary leaders); in relationships (power and privilege); and by an ethic of care. The course content and processes are intended to help learning leaders to reflect, apply, and lead intentionally while bridging theory with practice. A reflective practice perspective will provide a framework for course discussion and assignments.

This course is designed to emphasize the professional knowledge base of experienced school leaders and the practical application of the knowledge and skills identified in the Five Domains of Knowledge and Skill required by School Leaders in Manitoba for the Provincial Certificate in School Leadership.

### Intended Outcomes

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

- **Participate** meaningfully and actively in a community of practice;
- **Demonstrate** a learning stance by connecting and sharing experience, exploring multiple perspectives, and managing the discomfort of unfamiliar concepts or viewpoints;
- **Self-assess** their current leadership practices in five areas: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart;
- **Compare** and contrast different lenses of leadership including roles, goals, practices, and relational dynamics; and
- **Plan** for and articulate ways to incorporate new learning to enhance their leadership knowledge, skills, interactions, practice, and attitude.

### Instructors

**Sascha Epp** is a Staff Officer in the Professional & French Language Services Department and the Instructor for this course. Her current portfolio includes designing and delivering professional development for teachers and school leaders across the province, as well as supporting principals and teachers in the Teacher Welfare Department. Sascha's experience in education over a 20-year period includes various roles such as a K-12 teacher, divisional lead teacher, vice principal, principal and school board trustee.

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### Logistics

#### LOCATION/FORMAT

This course will be delivered virtually.

#### CLASS DATES AND TIMES

July 2-4, 2024 | 9:00 a.m. to 4:00 p.m.

July 9-11, 2024 | 9:00 a.m. to 4:00 p.m.

#### REGISTRATION

Registration for this course will open in April 2024.

#### Cost for FLC 3: Educational Leadership (COSL) course:

\$650 (MTS Members) | \$725 (Non-Members)

#### Cost for FLC 3: Educational Leadership (COSL) AUDITED non-credit course:

\$525 (MTS Members) | \$650 (Non-Members)

# Symposiums

## 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 20, 2023, 9:00 a.m. - 3:30 p.m.

**Location:** University of Manitoba

**Fee:** \$40

## Women and Leadership Symposium

The Manitoba Teachers' Society is proud to host the annual Women and Leadership 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 1, 2024, 5:00 p.m. - 9:00 p.m.  
March 2, 2024, 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 Symposiums.](#)



# Seminars

## Substitute Teacher Seminar

The 3<sup>rd</sup> Annual MTS Substitute Seminar will take place on Tuesday, September 5, 2023 at McMaster House. 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 supports 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 5, 2023

**Location:** McMaster House

**Fee:** \$10

## 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 18-19, 2023

**Location:** Victoria Inn Hotel & Convention Centre, Winnipeg

**Fee:** \$50

## 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:** October 27-28, 2023

**Location:** Victoria Inn & Convention Centre, Winnipeg

**Fee:** \$30

## Internationally Educated Teachers

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:** December 2, 2023

**Location:** McMaster House

*(Disponible en français)*

## Courageous Leadership

This leadership seminar 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:** January 20, 2024

**Location:** McMaster House

## Creating Space

This leadership seminar is for members who identify as Indigenous. This land-based symposium will gather Indigenous participants who are in or are aspiring to be in leadership roles (both formal and informal). Participants will engage with Indigenous Elders and other Indigenous leaders to define and explore leadership using holistic frameworks as well as to learn how to navigate microaggressions, address compassion fatigue, and address dominant narratives about how to lead.

**Date:** June 1, 2024

**Location:** Cedar Lake Ranch, Anola, MB.

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

# 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 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 23, 2023**

*(Disponible en français)*

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.

# MTS Leadership Learning Series



**FemLightenment**  
SERIES | 2023/2024

**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 28, 2023**



**Leah Gazan**

Leah Gazan, Member of Parliament for Winnipeg Centre. She is currently the NDP Critic for Children, Families, and Social Development, as well as the Critic for Women and Gender Equality and Deputy Critic for Housing. Leah is a member of Wood Mountain Lakota Nation, located in Saskatchewan, Treaty 4 territory. Before being elected, Leah co-founded the #WeCare campaign aimed at building public will to end violence against Indigenous women and girls.

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

**Saturday, November 18, 2023**



**Sarah Adomako-Ansah**

Sarah is the Equity, Diversity, Inclusion and Anti-Racism Consultant for the Edmonton Catholic School Division. In 2021, she began her two year term as the Educator in Residence at the Canadian Museum for Human Rights, supporting human rights education in Canada, but also creating a program titled 'Pass the Mic: Let's Talk About Racism.' In addition, Sarah is the co-founder of the Black Teacher's Association of Alberta and strives to amplify all voices in schools.

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

**Saturday, December 2, 2023**



**Mireille Kazadi**

Mireille is currently the principal at Ecole Taché, a French language elementary school in Winnipeg. A passionate educator and a certified Resource Teacher, she has dedicated her career to working with students with various learning challenges and those new to the Francophone Canadian education system. Active in her community, she taught for many years FIT (French Immersion for Teachers) courses at the Université de Saint-Boniface and is a member of several committees and boards. Mireille holds a Master of Education in Counselling from the Université de Saint-Boniface.

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

**Saturday, January 27, 2024**



**Jane Kise**

Jane Kise, Ed.D., is an education consultant with expertise in leadership development, instructional coaching, and building collaborative teams. She is also the author or coauthor of over 25 books including *Holistic Leadership*, *Thriving Schools*, and *Educator Bandwidth: How to Reclaim Your Energy and Time*. She holds an MBA in Finance from the University of Minnesota and a doctorate in Education Leadership from the University of St. Thomas where she teaches in the doctoral program.

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