

Collaboration and Capacity Building

CUPE responses

March 8 2016

Q1 – SD (Kootenay Lake) has offered many learning opportunities over the past 2 to 3 years. In your opinion, which have had the most impact on the students?

- Popfasd and popard is valuable
- I can't remember taking any learning opportunities in the past 3 years
- Autism
- I have no idea
- Not sure (3)
- Not aware of any training or opportunities
- Don't know (5)
- No
- I liked the POPFASD online training
- They have?
- Not aware of the opportunities made available so cannot comment on their impact

Q1 (b) - Are there areas on which we now need to focus?

- Staff wellness and healthy work relationships
- Behaviours a different approach for children coming into the system
- LIF meetings with direct supervisors
- Understanding non-violent communication is paramount
- Learning opportunities example – self regulation work shop that was put on in Trail
- I would like to see all of our Professional development days as learning opportunities
- Intensive behaviour intervention
- Bussing
- Stress
- Cultivating a sense of responsibility
- Team building as a whole district
- Job related workshops, when our work is streamlined and less stressful the results are better for interactions with the students
- ABED
- Communications skills to help kids
- Suicide prevention
- Safety
- Special Needs
- Collaborative session for teacher
- No
- Student mental health
- Student behavior management
- Project based learning

- Indigenizing curriculum
- Maximizing learning in split classrooms
- How to assist students in looking at the bigger picture-looking outside their world of technology and seeing real people that they are ultimately going to live, work, play
- The opportunity to meet with peers in other districts
- I would like to see more training available for teachers and EA's on Pro D Days
- Focus on transition bridging implementation
- Life skills
- Career focus
- Financial management
- FAS workshop

Q 2 – In which ways have our non-teaching staff been supported through staff development opportunities?

- Bus Rodeo (T-shirt) Training day for Custodians including custodial uniform (T shirts).
- none that i can think of

Q2 (b) – Are there areas we need to focus?

- Healthy communication
- In person technology training – not webinar which is painful to sit through
- It would be good for us to have access to some of the teacher workshops, like math or the new curriculum so that we can better support students
- Through workshops
- We haven't been supported! Pro D days are a joke. We haven't had any offerings or choices in what we'd like to learn. If SD8 wants their support staff to have "their" qualifications then at least offer them. Read by three is offered on line that sucks. Whatever happened to gathering and learning from each other? Mandt training is a farce. You're lucky if you're able to get certified then you have to do it all over again within the following year to keep certified THEN its up to you to re-certify each year after that. The learning opportunities should be offered to everyone and not just the select few.
- There are very few professional development opportunities offered throughout the school year and during spring break. I expect to be able to attend some form of training on these days. Also, a website and actual communication (emails, posters, flyers) announcing this information is necessary. If POPARD is a requirement for our job then we should have many opportunities throughout the year to take this training. So far, I have not heard of anything.
- Pro d for non teaching staff is sporadic at best. Support for working in the new programs launched is what I find I need.
- needs improvement
- no idea
- Not very many ways, training sessions for clerical-more MyEd, etc
- If constant harassment by the mighty Hr department is considered support then less support
- training is adequate

- Some personal interest e.g. computer instruction ,financial advice
- Pro D meeting
- none that i can think of
- Some teachers should not assume that they are the one and only classroom in the school. Give the students more responsibilities by having them help clean up, pick up and stack their chairs and put their desks back into their rightful place. If the student purposely makes a mess have them clean it up.
- As a member of the IT staff, I would like to have more opportunities for development in my field.
- We have had a number of software changes this year and I imagine training and review for these new programs would be helpful.
- There is very little staff development opportunities for non teaching staff. They are often self found and there are usually no subs paid for the time to take the course or workshop
- As clerical staff, I don't feel that we have the staff development that we used to. We could definitely benefit from more training sessions on BOTH sides of the district.
- I feel that today vs. say 10 years ago there are less staff development workshops offered with respect to EAs. Behavioral workshops seem to be offered in other areas meaning we need to take days off work to get there.
- always more focus on communication skill base
- Neuroplasticity
- don't know
- Spare bus drivers need to be included
- Custodians have had no staff development
- No
- not supported very well. more technical training
- There needs to be many more staff development opportunities for non-teaching staff. EAs are to be supporting the implementation of a new curriculum, but have not been a part of the educational experience around learning what the teachers are learning. This needs to be a shared experience ... group learning, project based learning, Indigenizing curriculum, etc. Read by Three training should be more readily available.
- training for tech staff
- not sure who you mean by non teaching staff. Are EAs secretaries custodians bus drivers all part of that? If so I don't know how to answer this.
- They have had very few if any learning opportunities.
- 0 - to feel inclusive - eliminate the vast difference of management vs hands on
- do not know what is available for non teaching staff but we need opportunities for teaching and non teaching staff to brains storm and collaborate
- Non teaching staff have little to no support for
- don' t know

Q3 – What are some innovative ideas for collaboration to promote student and schools and sites (eg. Amongst teachers, EA's, and PVP)? What might some considerations need to be for aspects such as bussing, supervision of students, student attendance etc.?

- EA training for academic courses so that we can support as many students as possible.
- Continue the LIFF time. We need it, we use it.
- Communication between teachers, Ea's and PVP
- Addition of special needs kids to physical education classes that are at their level. They really need the exercise and are unable to participate with their peers during gym. As for supervision: having supervision time paid at a lower rate as to not use up all funding with child for supervision a d allow more classroom support and longer days for EAs. Special circumstances for certain students have been arranged to pick up/drop off students that need extra support getting to/from school. Again, this cuts into supported hours for that child.
- focus on morals... nutrition.. home life ...
- no idea
- following up on attendance. More attention for "grey area students"
- Limit Hr department from handcuffing it's employees and supervisors so we can start to be effective
- job shadowing
- unsupervised classrooms need to be looked at,encourage students to be be respectfull of the building such as not creating messes on purpose etc
- I don't know much about that
- Each site needs to work on team building, shared ideas and supporting workmates when dealing with students.
- Have students and teachers participate in conversation.
- put away the stupid chart paper & felt markers & have a party!
- Show that we are all a team and working for all the students
- Planning day, house team with sports, debates, trivia, community clean up and contests Etc.. More counselling.
- Being able to make appt's with PVP for one on one consultations
- Field trips, hands on learning experiences ... they are extremely valuable but there would need to be support to make these happen on a regular basis ... busing costs, extra supervision of students, teacher and EA coverage. There is currently a huge lack of TA subs or First Nations' Worker subs available. You can't run programs without a full compliment of staff. We need local training programs for TAs and First Nations' Workers to be available and we need to recruit new workers.
- a shared small bus or van that could be used for special needs programs at different schools (maybe others also). You could have a weekly schedule for community activities and envolvment and lifeskill programs.
- As this may be different for every school, each school should be having this discussion and submitting based on the needs of the school.
- dont know

Q4 - How do families of schools currently collaborate and share resources (human, financial, space) to support student learning? What is needed to support family of schools professional (capacity building) collaboration and learning (opportunities for students) collaboration?

- Collaboration

- I don't see the schools collaborating. It would be great for LV R teachers to visit grade eights, teach them say a math lesson, and give the students an opportunity to see how far they have to go to be successful in Gr 9-12. Grade eights need to know they can fail if they do nothing at LV.
- Our family of schools did a pre-drawing about the new curriculum. It was wonderful. I'd love to see more things like that.
- Family's collaborate with the school based teams.
- don't see this happening enough in our district. For those of us who value collaboration times as a whole district it doesn't happen. Especially for the outlying schools. I see individual schools doing their own thing. If we're to support capacity building and learning opportunities in our schools then we're looking at bringing in other professionals into our district instead of relying on the already stretched thin SD8 staff offering us these opportunities. For example Mental Health and Illness is a huge area for learning and collaboration and would benefit everyone, staff, parents and students so why doesn't SD8 spend some PRO D money and start offering real learning that'll impact everyone??
- Professional development days for families of schools to collaborate. I'm not sure how families of schools share resources.
- invoked rather than informed after the fact eg mindfulness
- no idea
- There is a lot of money wasted on new programs that are so much like other things that have been done and then discarded a few years later. Huge waste of paper from students printing. Re-configure space in school to be more efficient.
- Let us do our jobs, without constant interference from the mighty Hr department
- don't know
- I don't know much about that
- Students are learning every day from their Teachers and 'learning what they live' at their school site. Students often learn with multi things going on around them, maybe having music in the schools would be a trial idea.
- Smart boards
- SFE needs to be disbanded. going back to the old system would ensure that maximum effort is made to have CUPE employees called to fill -in when needed as needed.
- At PAC Meetings. Counselling and pot lucks
- We need the resource center reinstated to coordinate the many resources available.
- In my opinion there is very little collaboration. Sometimes there will be joint activities through sports or Aboriginal focused activities, but that's it. Principals do not currently work at creating a sense of community between schools. Teachers may join classes for some field trips but again, that is not organized or, sometimes, even supported by Principals. Busing /financial issues often seem to be the reason voiced as a barrier to building connections between schools. I believe it is a Principal acting as a team leader that needs to look at building a sense of community (family) amongst schools....holding joint events, field trips, concerts, building projects and welcoming other community agencies to these events (library, local sports teams, the high school, community halls, etc.)
- aboriginal teacher for up the valley. planning days and bussing for sharing different programs, especially good for small schools to access what is more available in the larger schools.

- I have no idea what resources are available. Again - it will be different for every school - so schools should be having the discussion.
- dont know

Thank you so much for taking the time to do this survey, if you have anything else you would like to add please let us know.

- Professional development opportunities need to be planned well in advance (ex. a year in advance) in order to get speakers and workshops from people that are in demand. I cannot stress enough the increased opportunities for professional development and the POSTING of this information for staff to register WELL IN ADVANCE.
- let us strive to preserve the ideal upon which our country was founded
- Please inform all of us who is in command of the school district we really don't know right now, until that happens there is no hope of positive change only negative change in the last 4 years, I would love to be part of the team, but there is no team other than the board office team, which most staff are not part of, either way I get paid, except in the past I really cared, now I just put time in, love for that to change, but I have absolutely no reason to believe it will, what we need is more meetings, " not"
- maybe its just me but I find the wording of the questions a bit confusing so I left them blank
- Get rid of "mindfulness"--Jump on a new bandwagon!
- thank you for the LIF funding for EAs for collaboration. It is well used and much appreciated
- I wish the district would take Pro-D seriously for all of its employees.