

# Supported Teachers, Stronger Students



## Strategic Plan 2022-2024

Prepared by



## About the PAATA

Prince Albert & Area Teachers' Association (PAATA) is a Local Association of the Saskatchewan Teachers' Federation (STF) representing teachers throughout Prince Albert and surrounding area. The PAATA represents teachers in both the Saskatchewan Rivers Public School Division and the Prince Albert Catholic School Division, in both French immersion and English schools, and in both urban and rural settings.

The PAATA is governed by an independent Executive Committee made up of a President, Vice-President and eleven other Provincial STF Councillors. Their work is guided by a group of Staff Representatives who are individual teachers at each school in the region.

## About the Strategic Plan

This Strategic Plan was developed following an Executive Committee retreat in August 2022. This retreat included conversations about the philosophy and purpose of the PAATA, reviewing our strengths and opportunities for growth, identifying priorities for the next few years, and goal setting.

This retreat was facilitated by Ivy + Dean Consulting, a Saskatchewan-based consulting firm that focuses on supporting non-profit and public organizations in incorporating equity-informed approaches to their governance, leadership and strategic processes.



## A Commitment to Reconciliation

The PAATA acknowledges the Truth and Reconciliation Commission Calls to Action and commits to furthering the work of reconciliation in order to improve the experiences of all teachers and students in Saskatchewan.



Truth and  
Reconciliation  
Commission of Canada





## Our Values

As a membership-based organization, the PAATA has a responsibility to serve our teacher members in a meaningful way. When we built our strategic plan, we asked ourselves what values we wanted to inform this meaningful work.

### Advocacy

Advocacy brings about change. The more that we can advocate for safe, equitable, and well-funded public education, the better our province and communities will become for both teachers and students. While we ensure that we are in alignment with the STF when it comes to engaging in advocacy activities, we also strive to be constantly advocating for our members—whether in large ways like negotiating LINC Agreements or in small ways like encouraging school divisions to recognize the contributions of their teachers.

### Teacher-Centered

While our members are centering their students, we are centering them. Because teachers are always striving to consider and prioritize their students, the needs and realities of teachers are often left-behind or compromised. In our work as the local, we are aiming to explore how teachers are being impacted by what is happening in their environments, and how we can effectively support them through these impacts.

### Focus & Clarity

In shaping our work, we did so with a targeted focus on our role as a local representing teacher members in Prince Albert and Area. Throughout all of the activities that we will be undertaking through this strategic plan, we are also concentrating on ensuring that members clearly understand what we are doing and how it addresses needs.

### Communication, Accountability & Transparency

We want to be accountable to our membership in all of our work. This means making sure that members know our plan, and are able to identify if we are meeting the goals or expectations that we have set out for ourselves. Throughout all of the process of undertaking this plan, we offer transparency and honesty with our teacher members.

### Community, Belonging, Visibility & Engagement

We know the importance of building community and a sense of belonging, and to facilitate this, we are working on increasing visibility of the PAATA and our profession, and creating opportunities for our membership to engage with us and each other.

## Our Priorities

When we went to plan our next three years, there were an enormous number of ideas around what was most important for our members and our profession here in Prince Albert and area. From this high level strategic planning season, we identified five key areas that acted as priorities for our goals and objectives until 2024.

### Professional Advocacy

By strengthening our ability to engage in professional advocacy, we will be able to further our mission and mandate in a meaningful way that will contribute to direct change for teachers in our local, as well as provincially.

### Engagement

By improving how we engage with our members and encourage them to engage with each other, we will be able to build stronger connections amongst teachers and our local that will lead to better collaboration and a more united professional network.

### Member Support

By identifying and implementing valuable ways to support our members, we will be able to contribute to an improved quality of life and improved work environment that will lead to teachers being able to focus more on their students, as well as their own needs.

### Information & Education

By increasing the effectiveness and quality of information that we are providing to our members, we will be able to offer relevant education that will contribute to well-informed teachers who understand their rights and know how to protect themselves in their workplace.

### Governance & Capacity

By developing more robust governance practices and structures, we will be able to efficiently serve our members without getting bogged down with confusing or unhelpful processes, which will allow us to concentrate on providing services to membership instead of navigating internal bureaucracy.



# Our Goals

## Professional Advocacy

- Throughout the 2023/2024 year, build awareness of and positive association with the PAATA in the community.
- Increase STF presence in PA & strengthen our partnership with the STF.
  - ↳ By November, have at least one session or visit with the STF.

## Engagement

- By the end of September, establish a clear purpose for Facebook and website.
  - ↳ Have a clear calendar of important dates we will comment on, and a clear person assigned to each.
- Strike and maintain a Social Events Committee for the 2022/23 and 2023/24 school year.

## Member Support

- In March 2023, host relevant, purposeful, teacher-driven (choice) convention opportunities.
- By June 2023, provide members with a clear and accessible way to find STF/PAATA support/benefits.

## Information & Education

- By December 2022, begin communicating a “Did You Know?” message at least once per month to our members about relevant and emergent issues.
- Build the capacity to create meaningful videos by the end of December 2023.

## Governance & Capacity

- Over the next two years, perform a review of the Staff Rep model.
  - ↳ By the end of September, phase in Executive/councillor mentors to support staff representatives.
  - ↳ Assess mentorship at the end of year for effectiveness.
  - ↳ Review meeting nights and times (Wednesdays as PAATA nights)
- Before the 1st rep meeting in September, identify clear year plan/schedule (including social events) with clearly assigned topics/facilitators.
  - ↳ To be discussed at the first executive meeting of the 2022/2023 school year

## The PAATA Executive • 2022/2023

### President

Ted Zurakowski

### Vice-President

Veronica Stewart

### Secretary

Christine Ruten

### Treasurer

Steven Korecki

### Division Chairs

Shauna St. Amand

Simon Lambert

### LINC Chairs

Jean-Marc Belliveau

Jason Van Otterloo

### Provincial Councillors

Shannon Auramenko

Kim Conarro

Mikayla Favreau

Dustin Rouault

Shelby Rouault



December 2022

Report prepared by

