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Registrar's Update

I would like to thank the more than 17,000 Registered Teachers of Saskatchewan for completing the registration process not once, but twice, during our first year of operation. I would also like to extend my sincere appreciation to the school and school board office based personnel who supported the timely completion of both registration periods.

The Board of Directors met several times throughout the summer and fall. The Board established its Mission and Vision as well as its strategic priorities

for the next several years. Please find both included in this newsletter.

The SPTRB's first Annual Report will be published following the Board of Director's Annual Meeting on November 22, 2016.

I hope your school year is off to a great start!

Sincerely,

Trevor Smith,
Registrar & COO



Call for Committee Members - Standards Development Committee

The Standards Development Committee is established for the purpose of making recommendations to the Board of Directors concerning the Standards of Conduct for registrants of the Saskatchewan Professional Teachers Regulatory Board.

The Standards Development Committee will:

- Review the exemplars of the proposed standards collected through the standards survey;
- Identify common themes;
- Identify salient points;
- Select exemplars for each standard;
- Refine proposed standards as necessary; and
- Develop a recommendation to the SPTRB's Board of Directors regarding the adoption of the standards.

It is expected that the Standards Development Committee will meet 4 to 6 times throughout the 2016/2017 school year,

with the goal of having a recommendation ready for the Board of Directors by June, 2017.

The SPTRB will reimburse committee members for travel, accommodation and meals. Employers will be reimbursed for the cost of any substitute teachers associated with committee members' attendance at meetings.

If you are interested in serving on the Standards Development Committee, please submit an expression of interest to registrar@sptrb.ca. The expression of interest should set out why you are interested in serving on the committee and describe why you are suited for this particular committee.

Please note that persons selected as candidates for this committee will need to receive consent for participation from their employer prior to being appointed and will need to provide the names of two professional references.

SPTRB Celebrates its First Year in Operation

On October 19, 2016, the SPTRB celebrated its first anniversary. The SPTRB's legislated mandate is to establish and administer the professional certification and standards of professional conduct and competence of registered teachers for the purposes of serving and protecting the public. Consequently, the SPTRB's Board of Directors have established the following mission and vision statements:

SPTRB MISSION

The SPTRB serves the public interest by ensuring registered teachers meet professional standards for certification, conduct and competence.

SPTRB VISION

In Saskatchewan:

- Registered teachers are qualified, competent and trustworthy;
- The public has confidence in the teaching profession;
- Students achieve their highest learning potential.

SPTRB STRATEGIC PRIORITIES

The SPTRB Strategic Priorities for 2016-2021 were developed by the Board of Directors and SPTRB management at the summer Board retreat on July 12, 2016. The priorities include:

1. Develop a comprehensive, long-term communication plan.
2. Develop a stakeholder relationship building plan.
3. Enhance Board and committee effectiveness and accountability.
4. Administer the *Registered Teachers Act* in a transparent, timely, and efficient manner.
5. Run an efficient and cost-effective organization.
6. Set standards and promote high-quality professional learning for all registrants at all stages in their careers.
7. Practice strategic risk management.

Please find full details of the SPTRB Strategic Priorities on our website [here](#).



Teacher Self-Regulation in Canada



At the Board of Directors meeting on September 22, 2016, board members were pleased to be joined by Michael Salvatori and Angela DePalma from the Ontario College of Teachers (OCT). Michael and Angela made a presentation to the Board of Directors about the lessons the OCT has learned as the only other self-regulating body for teachers in Canada. Michael and Angela also presented the SPTRB with an original painting by Anishinaabe artist Bruce Beardy. The painting is entitled *Respect*.

Left to Right: Michael Salvatori, Registrar and CEO, Ontario College of Teachers; Angela DePalma, Chairperson, Ontario College of Teachers; Tom Schonhoffer, Chairperson, Saskatchewan Professional Teachers Regulatory Board; Trevor Smith, Registrar and COO, Saskatchewan Professional Teachers Regulatory Board.

Respect by Artist Bruce K. Beardy

The image of the buffalo represents the Canadian prairies. The buffalo is also a representation of RESPECT, one of the Seven Grandfather Teachings in the Anishinaabe culture.

This buffalo stands similar to the Ontario College of Teachers' Ethical Standard of Integrity. The buffalo or Respect carries the teachers and students together as they paddle the canoe along the river. Within the buffalo are all aspects of Mother Earth; the land and trees, water and fish, sky, sun and clouds, communities and people. The interconnectedness of life is reflected within. The buffalo embodies respect for all of creation.

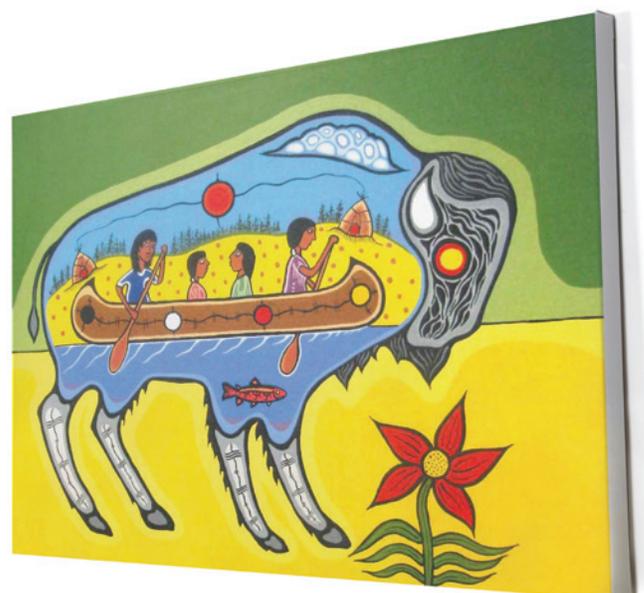
The canoe represents mobility, moving forward together into the future and directing teachers and students in lifelong learning. The canoe also carries the four colors (black, white, red and yellow) of the medicine wheel showing the importance of the cultures. These medicine wheel colors on the canoe travel with the teachers and the students wherever they go to show the unity of all teachers along with every student.

The wigwams in the background represent communities. There is a strong connection from one community to the next thus bringing the teaching of Respect to each of these communities.

In the clan system of the Anishinaabe people, fish are considered to be teachers thus the painting depicts a fish in the water swimming in the same direction as the canoe.

A red flower is depicted in the painting. This represents the western red lily, which is one of the emblems for the province of Saskatchewan.

Green and yellow colors are used for the background of the painting. These colors represent the province of Saskatchewan.





Public Information Campaign

The SPTRB is currently running a public information campaign about what it means to be a registered teacher with the SPTRB. Commercials ran for the month of September with the CTV news and also online. The three commercials can be found [here](#). As well, banners have been placed at both the University of Saskatchewan and University of Regina.

International Teacher Regulation

In June, SPTRB Registrar, Trevor Smith participated in a three-person panel presentation on the role of the teaching profession in safeguarding, promoting and nurturing indigenous languages. Smith joined Graham Stoop, CEO, Education Council, New Zealand and Dr Edem Adubra, Head of UNESCO International Task Force on Teachers on the panel. Smith discussed how teacher regulatory authorities can support efforts to safeguard, promote and nurture indigenous languages through certification practices, requirements and competencies along with specialized initial and in-service teacher education programs such as those delivered by First Nations University of Canada, Gabriel Dumont Institute, University of Regina and University of Saskatchewan.



SPTRB Registrar, Trevor Smith, speaks to the International Forum of Teacher Regulatory Authorities in Dublin, Ireland.

Standards of Conduct

Thank you to registered teachers and members of the public who participated in the online survey about professional standards. There were 2261 responses received. This data will inform the work of the Standards Development Committee as it develops exemplars of each standard. The Standards Development Committee will then prepare a recommendation to the Board of Directors regarding the adoption of the SPTRB’s professional standards of conduct. Registered teachers who are interested in participating in this committee’s work are invited to review the Call for Committee Members on page 1 of this newsletter.



SPTRB Q & A's

What is the Professional Conduct Committee and what does it do?

The Professional Conduct Committee or PCC is comprised of four registered teachers and a public representative. The members of the PCC are drawn from a pool of persons who are appointed by the SPTRB's Board of Directors. The PCC is responsible for receiving complaints concerning teacher misconduct and incompetence and for determining ways of addressing the complaints that protect the public interest.

How is misconduct or incompetence reported to the SPTRB?

The SPTRB's Professional Conduct Committee receives information alleging misconduct or incompetence from an employer's notice or a public complaint. In the absence of a complaint, the Board of Directors may ask the Professional Conduct Committee to investigate a matter that appears to constitute misconduct or incompetence.

Does the PCC investigate every complaint it receives?

No. The PCC does not investigate complaints that do not allege misconduct or incompetence or complaints which fall outside of the SPTRB's jurisdiction.

Do complaints or employer notices get posted to the SPTRB's public website?

No. A public complaint or an employer's notice is not made public. However, if the PCC determines:

- 1.) the reported behaviour, should it be proved to be true, would constitute misconduct and/or incompetence as defined in the *Registered Teachers Act* and SPTRB Bylaws; and
- 2.) after an investigation into the facts of the matter, the PCC believes that the reported behaviour is more likely than not to have occurred. The PCC will file a formal complaint with the Discipline Committee (DC). The PCC's formal complaint to the DC is posted to the SPTRB website as part of a Notice of Hearing.

How does the PCC determine if a complaint alleges misconduct or incompetence?

The committee uses the definitions of misconduct and incompetence as set out in the *Registered Teachers Act* and the Standards of Competence and the Examples of Misconduct as set out in the SPTRB's Regulatory Bylaws to inform their decision as to whether or not a complaint alleges behaviour that would be considered to be misconduct or incompetence if it were to be proven true.

Definition of *Incompetence* can be found on our website [here](#).

Definition of *Misconduct* can be found on our website [here](#).

What if a complaint is made about me?

For more information about the complaint, investigation and hearing process, visit the SPTRB website [here](#).

