

ITA TODAY

NOVEMBER
2025

President's Message

Teacher Competencies and the Connection to PD.

On Sept 2, teacher competency was added to the MB Teacher Registry. This edition dives into what you need to be aware of, and the rights and duties you have in the process.

The Competency Standards unfortunately read like a list of course outcomes. MTS was worried they would become a checklist for teacher evaluation. MB Gov is currently saying this is not the intent. ISD still has purview over evaluation of employees. MTS continues to work with MB gov to improve the process. However, anyone can now make an anonymous complaint against a teacher based on these competencies.

But please know you are supported at many levels as you continue to inspire and lead with care and professionalism daily in your classrooms . Cont'd p 2...

Benefits open opt-in

DEADLINE: December 15, 2025

MB School Employee Benefit Plan

Members not currently in the health or dental plans have an open window to opt-in. Contact Lorissa Walchuk in payroll.

Send questions to Cathy (ITA President) or Dan Turner - MTS Staff Officer - Pensions and Benefits at dtturner@mbteach.org

Important Deadline

- Nov 30 - Teachers/clinicians must declare their intent for a Dec 31 retirement/resignation.

Contact Info

Cathy Pleskach, ITA President

Email: president@ita.mbteach.org
Cell: (204) 792-8406

MTS: (204) 888-7961

Disability Benefits: (204) 957-5330

Teacher Registry/Competency Standards (continued)

In January, the [**MB Registry of Certified Teachers and School Clinicians**](#) went live. All teachers/clinicians and the status of their certificate are listed. Go to [**What you need to know**](#) on the MTS site for more, but here is a synopsis of the competency portion.

- Think of your certificate as the WHAT that allows you to teach.
- Think of the competencies as the HOW you do it. Some of them are have to's, but most are just good practice.
- For example, you have to follow the code of Professional Practice which already cites your duty to protect student well-being by upholding human rights and diversity in your spaces.
- As an individual, you may not be responsible for each competency as they may come from division or school initiatives. For example, each of you is not required to initiate a relationship with elders or knowledge keepers, but your school likely will.

The standards are as follows:

1. The teacher has professional knowledge and implements professional instructional methods and practices.
2. The teacher is committed to student success, well-being and learning.
3. The teacher fosters a safe and inclusive environment.
4. The teacher is engaged with Indigenous students, families & communities.
5. The teacher fosters professional relationships in ways that are consistent with principles of equity, fairness and respect for others.

What happens after a complaint? The commissioner may consider the complaint unwarranted, or may initiate an investigation. Members enter into a Consent Resolution Agreement (CRA), which becomes public on the registry.

Please review [**Schedule 1 – Competence Standards**](#) to see how each competency may be demonstrated. **It is your duty to be informed of these.** The ITA recognizes that many of the competencies require new and autonomous PD opportunities. We are working on a presentation to ISD. MTS suggests that **MEMBERS KEEP A LIST OF ALL PROFESSIONAL DEVELOPMENT.**

You have a right to ask your supervisor for personal PD opportunities. The ISD Curriculum Support team may also be able to support you outside your school-based budget. MTS has many PD offerings as well, and they will come to your school. [**MTS Professional Learning Services**](#)

If you have questions please reach out at [**president@ita.mbteach.org**](mailto:president@ita.mbteach.org).

Specialty Spotlight... Teaching in a Hutterite Colony

Working within the unique cultural setting of a Hutterite colony is both a rewarding and enriching professional experience. The eight Hutterian communities within ISD are committed to collaborating with school staff to provide students with a meaningful and high-quality education. These communities are renowned for their hospitality, strong values, and profound appreciation for the dedication that teachers bring to their children's learning.

Hutterite Culture

Hutterite life is shaped by centuries of tradition and guided by the principle of shared ownership. Hutterites live and work collectively in colonies known as Bruderhofs, typically made up of about 100 people. While their clothing styles and gender roles are more traditional than those of mainstream society, Hutterite colonies are technologically advanced, running large-scale farming operations and various manufacturing enterprises.

School Structure

Hutterite children follow Manitoba's provincial curriculum while educated within their own communities. Colonies build and maintain school facilities, while the division provides staffing and resources. Within ISD, about 215 Hutterite students (K-12) are taught by 18 certified teachers across 8 schools. Teachers are commonly referred to as "English" teachers—a term used for non-Hutterites. A typical school day runs from 9:00 a.m. to 3:30 p.m., following an hour of German school in the morning with another hour after classes. Classrooms are multi-grade, typically grouped into early, middle, and high school levels. Students grow up speaking three languages:

- Hutterisch (a Tyrolean dialect) – spoken at home and in daily life.
- German – taught before and after the English school day, primarily for church and written communication.
- English – the language of instruction, business, and communication with non-Hutterites.

Religious and Cultural Considerations

Daily English school routines include reciting the Lord's Prayer and, in some cases, a Bible reading. Beyond this, religious content is not part of the curriculum. Topics that conflict with Hutterite beliefs are excluded, and programming is tailored to respect each colony's values. Levels of exposure to modern media—such as internet, movies, or photography—vary from one colony to another.

Although Hutterites follow specific dress practices, English staff are not required to adopt them. However, modest attire is expected: sleeveless or low-cut tops, short skirts, tight-fitting pants, and visible tattoos should be avoided.

Thank you to Helen Ladyka – Hutterian Administrator for a glimpse into colony teaching. Thank you to our Members for all you do in these unique settings!

Member FAQs

Here are a few of the items that may be of interest that have crossed my desk of late:

1. Can I go to external PD? – YES.

Ask your Principal for funds and approval. ITA does not have a PD fund at this time, but it is something we are looking into. Schools are funded for PD on a per teacher basis. Of course PD is only granted provided there are funds and subs available.

2. How do I request a leave?

Reach out to me as specific leaves require unique approaches. The collective agreement lays out some general items for applying for each type of leave.

3. If there is an inclement weather day, do I get back my personal, extracurricular or sick day?

Personal & Extracurricular – YES
Sick day – NO

4. Can I use a personal or extracurricular day on a PD day – No

5. Can I transfer extracurricular days and hours gained to next year? – You can only transfer less than 50 hours or a half day or 1 full day, not a combination. The collective agreement has very complicated language here. If in doubt... reach out.

Please send questions to Cathy at president@ita.mbleach.org.

2nd Clothing Order

DEADLINE: Friday Nov 28, 2025

If you missed the first clothing order you have until **Friday, Nov 28 at noon** to get an order in.

All members were sent an email with the form. Please reach out to Cathy to order. Members can also purchase more items, as they are so comfy and snazzy that you may want to buy yourself a gift!

If you did not order the first time, you can order #1-5 or 8 for free; #6, 7 at \$10, anything past your first item is at the cost on the flyer.

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