



SEINE RIVER TEACHERS' ASSOCIATION NEWSLETTER

June
2018
Volume 13.5



President's Message

Dear valued members of the Association,

We are at the end of another school year. As the 100th Anniversary of MTS and the 1919 Winnipeg General Strike we as education professionals have much to reflect upon. In this political climate which sees unions under attack, we need to continue to stand united, strong in our conviction and with one voice that protects the welfare of teachers, and public education. All across Canada we continue to see provincial governments turning their backs on our union member from all sectors. Our provincial government has called an early election for September 10, 2019. This call was made at the end of our school year when teachers will not be together to discuss issues. It is incumbent of all of us to continue the conversations with our neighbours, family members, and all voters about the importance to supporting the needs of all our students and investing in education. We need to ensure that we speak with our votes to say that we don't want cuts to education the way this government cut our precious health care system.

I apologize for being so political at the end of the school year but we cannot afford to take our foot off the gas pedal. Thank you everyone in Seine River who attended a K-12 Public Education Review, sent in letters of exemplary education practices, and stayed informed about the review. We did have some of the commissioners visit our schools and were very impressed by what they saw. We must be hopeful that our efforts will have an impact of the review recommendations that will be favourable to educators and students and that the provincial government will take those recommendations seriously. Together we are strong, united we can make positive changes as our union families before us.

Our Local executive members were once again instrumental in organizing a number of social events throughout the year. We hope to continue with this tradition and have more members participate. We were co-hosts of the 2019 MTS Hockey Classic. It was well attended by teams from across the province. Thank you Jonathan Waite for organizing the tournament.

On the professional front, we had a number of meetings and discussions with our colleagues at the Division Office, and out of those conversations. I look forward to continuing this positive, collegial relationship with our central office team. We are very fortunate to have a working relationship that works towards meetings the needs of our students in SRSD.

We know that the Province is moving towards a provincial bargaining model, which would replace the current bargaining. MTS has been hard at work and completed a Provincial Bargaining Protocol to be followed once an announcement is made. Having said that, SRTA, along with many other associations have started their local bargaining. Two local associations have set dates for arbitration. So at this point it is a wait and see. We have started conversations with our board to begin our collective bargaining. Thank you to Dan Lagace for the work he and his CB committee is doing on our behalf. Thank you also to the amazing work of MTS staff officer Arlyn Filewich.

As we approach July, I know the work of the Local and of MTS is hardly over. A number of personnel cases brought to my attention this year meant that April, May, and June were very busy months. It will take me a handful of days over the summer to get caught up on organizing notes and finalizing paperwork for our finances — I'm thankful the office has air conditioning!

I'm also thankful for the great number of individuals I have the chance to work with over the course of the school year. As is tradition, I'm taking the opportunity to use this final issue of the 2018-19 newsletters as my chance to extend my gratitude to the following people for their efforts in caring for the members of the SRTA. I think that I can speak for both myself and Jonathan Waite in saying...

Thank you **Dan Lagacé** for your continued support as we transitioned presidents. As vice-president, he has been an excellent voice for supporting members. He continues to a great job as Collective Bargaining Chair as we move into uncertainty with bargaining. We are in good hands as we navigate choppy bargaining water.

Thank you **Rebecca Brown** as the chair of the Indigenous Education committee. Becky and her committee have done excellent work in establishing a library of resources to support teachers as they integrate indigenous perspectives into their practises .



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Cindy Mason deserves thanks for putting her name forward to being our great Secretary for SRTA for the next two years. Her organization and quiet leadership is very much appreciated. Thank you once again for organizing treats for MTS Provincial Council delegates.

I am very thankful for **Eric Lindquist**, our treasurer extraordinaire. Your expertise is valued as I learn along side you with the finances of our members and the SRTA.

Jenn Lapkin has once again put her name forward to represent us as the Education Finance Chair for the next two years. She continues to have her finger on the pulse of everything that is happening provincially and locally.

Thanks to **Leslie Buffie** for making sure our members knew everything they needed to know about employee benefits. Thank you for organizing another successful and well-attended Maternity and Parental Benefits seminar. Unfortunately, we will be saying thank you and good-bye to Leslie as she is stepping down from her position on the SRTA Executive. Thank you so much for your continued commitment, support, and questions that help to guide our decision making processes.

Lisa Harder is our ESJ chair. She had a new role in her school but continued to give the ESJ Chair position her attention and passion. The library that was developed was well used by SRTA members and will continue to be added to in the coming year. Thank you for your enthusiasm for this role and these issues.

I think most members would agree that our Professional Development fund is one of the best in the province and continues to be the envy of many other locals. We should also know that the fund doesn't run itself. It is a huge job done by SRTA members led by **Mark Eismendi and then Kaitlan Fisher** (who returned from maternity leave during the school year). Thank you to both of you for administering the fund this year, and their PD committee (**Kelly Baker, Derek Gordon, Laird Laluk, Karen Smit, and Teresa Yestrau**) for providing quick responses to applications. It's always amazing to look back at the year and see how much PD was funded. Thank you Kaitlan for your years of service to this position. You have run it with professionalism and expertise. Kaitlan has stepped down but we are equally grateful and lucky to have Mark Eismendi step up to take on the position of PD Chair for the next two years. Welcome back on board the executive.

Thank you to our Wellness chair **Paul Grosskopf**. Paul organized the SRTA bowling and golf events, as well as the paint night. He also continued to facilitated the SRTA Wellness fund. He's always asking how he can help and what he can do, which I thank him for. He could always use ideas on how to get more members to come out and have fun together.

Thanks to **Christy Boettcher** who put her name forward to continue in her role as Workplace Safety and Health chair. Christy has learned so much about WSH and is an excellent source of information regarding all types of WSH issues, including reporting violence and harassment in the workplace.

I would be remiss if I didn't once again graciously thank **Jonathan Waite** our wonderful, knowledgeable, and approachable past president. His leadership has been big shoes to fill but he has been gracious enough to help whenever needed. Not only that, he has agreed to come back as our PR Chair and will be publishing amazing newsletters. I am sure he will put his creative touches to the issues coming soon next year. A huge thank you to Jonathan for also being our elections returning officer. He ran our first electronic election seamlessly and reported every moment of the process. And thank you to Jonathan for serving MTS members across our province as a member of the Provincial Executive.

I would also like to welcome **Megan Collison** as our new member to the executive as the Employee Benefits Chair for the next term.

Thanks to everyone who volunteered your time as a member of a Local or Provincial committee. Our organization continues to gain strength as more of you get involved, and as a wise SRTA member told me earlier this week, the SRTA is not a social club. We are an important organization, and all of you have an important role to play in it. For those that are seeking to get involved on a committee, contact me and I'll point you in the right direction.

A big thank you to our Council Representatives who came out to the five meetings we held this year. Council reps know and understand their importance in providing information to and from their colleagues at their schools, and are the glue that holds us together. Special thanks to **Martyne Laliberte** of ELI for serving double duty as a rep and as our liaison to the EFM!

Thanks to the senior administration and other staff at the Division office. We have built significant connections to our divisional colleagues.

Finally, thanks to all members of SRTA. Continue to reach out. Have an amazing, restful summer and see you in September!

Together we are strong, united we will prevail. Sincerely

Retirements

We would like to recognize the following Members who are retiring and moving on to another exciting part of their life's journey!



Linda Golis (SAC), Terry Mowchun (CSNC), Bernie Lamoureux (CLC), Guylaine Kostal (ESNI), Michelle Savard (EIDC), David Gaudrequ (ESAI), Patrick Liss (ESAS), Tanya Schulz (PLS), Valerie Hamilton (CLC), Taras Maluzynsky (CSNC), Jacqueline Vincent, Graham Wren (CSNC)

SRTA Scholarships

Each year, it is a highlight to award three students with the Seine River Teachers' Association Education Scholarship. This year, the three recipients are headed to three different universities, and we hope that each has an exceptional post-secondary experience leading towards a teaching career. Our many thanks to those at the three high schools for helping not only these three students, but all students, complete their grade 12 credits, leading them into adulthood and careers.



It is an annual tradition for members of our association to select one student from each of our high schools for a scholarship award. The students are selected by the teachers in their schools, and the recipients are those that are headed towards post-secondary education in the field of education. On behalf of the Association I would like to wish these future leaders a great deal of success in their first year after high school and beyond.



Jasmine Nault, SAC



Brittney Gatz, CSNC



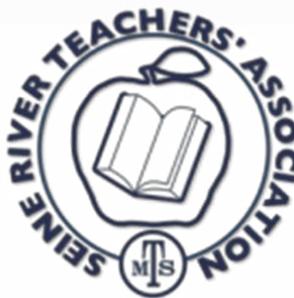
Megan Fitzmaurice, CLC



YOUR EXECUTIVE



SEINE RIVER TEACHERS' ASSOCIATION



HOW THE LIBRARY WORKS

If you are interested in borrowing any of our ESJ books, the process is easy and convenient. Each

school has a current copy of the ESJ book list posted on the SRTA bulletin board. Please peruse through the list and send an email to our ESJ Chair (esj@srteach.org) with any titles that interest you. Our ESJ Chair will send the books to your school through the courier system. When you no longer need the book, you can courier the book back to your ESJ Chair.

REQUESTING A BOOK

If you have any ESJ related book ideas that you would like to see in our library, please do not hesitate to contact our ESJ Chair with your request. All book requests will be reviewed by the ESJ committee and the executive members.

COMING SOON

In the upcoming 2019-2020 school year, all books available in the ESJ library will be posted on the SRTA website, along with a brief description of each book.

If you have any questions or concerns, please feel free to contact your ESJ Chair at esj@srteach

WHAT IS AN ESJ LIBRARY?

During the 2018-2019 school year, the Seine River Teachers' Association introduced their Equity and Social Justice library to its union members. The library currently consists of more than 40 different ESJ themed books that teachers can borrow and use in their classrooms. The books vary in themes and reading levels, but can be used in elementary and high school classes.

BENEFITS OF AN ESJ LIBRARY

Although discussions about bias, diversity, discrimination, and social justice tend to happen in middle and high schools, young children have a keen awareness of and passion for fairness. Having ESJ related books in your classroom have many benefits for students of all ages.

Provides students with the opportunity to be exposed to literature in which they can see themselves in.

Raises awareness in equity and social justice issues.

Promotes educational and social change.

Bias can be unlearned or reversed by exposing children to diversity in a positive way.

Improves early literacy and critical-thinking skills while boosting social-emotional learning.

Allows children to observe and celebrate their unique identities



Shawna Gosselin, taking out a book at our divisional professional development day.



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Equity and Social Justice Book List

These are the current books available to our members in the ESJ library. If you are interested in any of these books and would like me to courier a book to you, please email Lisa Harder at esj@srteach.org. If you currently have a book and would like to return it, please send the book back through the courier to Dawson Trail School (Attn: Lisa Harder). Have a great book idea that's not

Indigenous Books

I am Not a Number	Secret Path
Je ne Suis Pas un Numéro	As Long as the River Flows
A Stranger at Home	Shi-Shi-Etko
Sugar Falls	They Called Me Number One
When I Was Eight	Speaking our Truth
Fatty Legs	Les Mots Volés

LGBTQ+

Gender: Your Guide	The Witch Boy
Jack (Not Jackie)	Une Famille C'est une Famille
Who Are You?	A Day in the Life of Marlon Bundo
George	Prince & Knight
And Tango Makes Three	PRIDE: Celebrating Diversity
Alan Cole is Not a Coward	Dreadnought
Heather Has Two Mommies	

Celebrating Diversity

Not Quite Narwhal	Two Homes
The Witch Boy	Ugly
Finding Perfect	Fish in a Tree
All Birds Have Anxiety	Whoever You Are
Why Am I Me?	What a Wonderful World
All Are Welcome	Say Hello!
Escape from Syria	I Am Malala
Shades of People	Poverty and Hunger
Who We Are!	



YOUR EXECUTIVE

Orange Shirt Day

by Sandy Turcotte, SRTA Public Relations Chair

Orange Shirt Day (September 30, 2019) will come fast in September. The Seine River Teachers' Association will be facilitating orders of Manitoba Teachers' Society **Every Child Matters** t-shirts during the first week of the new school year.

Information about ordering t-shirts will be delivered to schools on the first day back (September 3).

The MTS website offers excellent teaching resources for teaching the topic of residential schools and their impact. Please visit the link <http://www.mbteach.org/mtscms/2017/08/30/orange-shirt-day-2/> for more information.



EDUCATION ISSUES FOR ELECTION 2019

The Manitoba Teachers' Society is committed to helping you make an informed voting choice about issues that touch on education directly and indirectly. In this pamphlet you will find introductory information and questions to ask candidates in order to determine their views on education. For more detailed content about a wide range of education, policy, legislative, and fiscal topics, please visit our 2019 election coverage at www.mbteach.org.

Class size and composition

The cap on class size for K-3 was removed before its impact could be formally evaluated. Eighty-four per cent of K-3 teachers say that the removal of the class size cap has negatively impacted their ability to provide individualized attention to students. Smaller classes have the greatest positive impact on students with the greatest educational needs. Inclusive classrooms benefit all students. The cap on K-3 class size must be reinstated.

Improved access to clinicians and student support services

Early assessment of learning disabilities improves

performance and education outcomes, but in Manitoba assessments can take up to a year. There are not enough school-based resources to address the diverse needs of students. In some areas students in need see a psychologist once every three months or sometimes just once a year. Wait time for assessing students with learning disabilities must be reduced and students requiring clinician resources must have timely access.

Commitment to Indigenous education issues

The Treaty Education Initiative is a great first step to help educate students and teachers about treaties and the treaty relationship. Any new government must make a commitment to implementing the Truth and Reconciliation Commission's Calls to Action 62 and 63.

Withdraw Bill 28 – restore collective bargaining rights

The government's unilateral decision to freeze the wages of teachers and other public sector employees is unconstitutional because it violates workers' collective bargaining rights under the Charter of Rights and Freedoms. While the bill has not yet been proclaimed, it is having a chilling effect on bargaining in the public sector. Yet, according to



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the Manitoba government, average weekly earnings for Manitobans has increased by 3.2 per cent. Why are public sector workers expected to receive zero per cent despite the rising cost of living? The effects of Bill 28 on teachers is startling: Every full time teacher will lose an average of \$15,000 in future earnings. Bill 28 must be withdrawn.

State of education

Education funding has failed to keep pace with the rate of inflation for three consecutive years. At the same time, enrolment has increased by about 5,000 students. That's more kids, but less money per student. We know that public education spending has a direct impact on the economic performance of a province including social benefits, such as a healthier population, a higher standard of living, and a reduction in crime. That lessens demand for social assistance, public health care, and criminal justice services. Manitoba's new government must fund public education to meet the needs of a growing and diversifying province with unique needs. Underfunding education hurts everyone.

Financial crisis

In 2016, the Tories claimed a \$1 billion deficit, calling it a financial crisis. Over the next two years, thanks to generous increases in federal transfers, the provincial deficit now sits at \$470 million. The province has also reduced the provincial sales tax, losing out on \$325 million in revenue. This raises questions about Manitoba's actual financial situation. Why lower taxes when a deficit still exists, unless the situation is not as dire as reported?

Hunger in the classroom

Manitoba has the second highest child poverty rate in Canada, and every day many children go to school hungry. Research shows that hungry children have

lower math scores, are more likely to repeat a grade, come to school late, or miss it entirely due to illness. Some schools have implemented breakfast programs, but have trouble meeting demand. The new government needs to strike a task force to better understand and address poverty in the province, work with families and public services to get students in schools, and provide access to universal meal programs.

French-language education

French-language education is the fastest growing segment of Manitoba's K-12 public education system and the new government must resource and support these students, teachers, and schools accordingly. Equally important, the curricula for the immersion and francophone programs must be created in French in order to integrate linguistic and cultural differences and to respond to the needs of the community.

Questions for candidates

1. What are your two priorities for improving public education?
2. What is your opinion of current spending on public education?
3. How will you address the high rates of poverty in Manitoba that inhibit children from succeeding in school, and subsequently in life?
4. What will your party do to improve teachers' working conditions

If you have registered on MTS MyProfile, please do so that we can provide information efficiently over the summer. We cannot take our foot off the gas. We need to get our message out to voters.

To register please sign up at:

<https://memberlink.mbteach.org/>



FOR YOUR INFORMATION

Qmunity: LGBTQ Identities in our Classrooms

by Sandy Turcotte, SRTA Public Relations Chair

As part of the ongoing commitment to equity and the inclusion of LGBTQ Identities in Manitoba schools, The Manitoba Teachers' Society has created lesson plans for use in early years, middle years and senior years classrooms on the following topics. These lesson plans can be found at :

<http://www.mbteach.org/mtscms/2018/04/17/lgbtq-lesson-plans/>

- [History of Pride](#)
- [Identity](#)
- [Pride and Protest](#)
- [The Sissy Duckling](#)
- [And Tango Makes Three](#)

These are great resources for teachers !!



Seine River School Division 2018 Student Awards

2017 SRSD Student Citizenship Awards Recipients

- Early Years** Individual: Esther Akadiri – Gr 2 - Parc La Salle
- Middle Years** Individual: Talia Pelletier – Gr 5 - École Lorette Immersion
Team: Grade 6 Mclvor Class - Arborgate School
- High School** Individual: Tamara Sturch – Gr 11 - Collège St. Norbert Collegiate
Individual: Rorie Tarr – Gr 12 - Collège Lorette Collegiate

2018 MSBA Student Citizenship Award Nominees

- Individual** Esther Akadiri – Gr 2 - Parc La Salle
- Team** Grade 6 Mclvor Class - Arborgate School

2017 Awards for Creative Young Minds Recipients

- Ward 1** Astrid Ludlam – Gr 8 - La Salle School
- Ward 2** Zachary Loewen – Gr 8 - École St. Norbert Immersion
- Ward 3** Ryan Hildebrand – Gr 7 - Ste. Anne Elementary
- High school** Alia Manzano – Gr 11 - Collège St. Norbert Collegiate
Cheyenne McDonald - Gr 10 - Collège Lorette Collegiate
Phoebe Mersereau – Gr 10 - Ste. Anne Collegiate



PROFESSIONAL DEVELOPMENT OPPORTUNITIES

SRTA Out of Area PD Evaluation-Lise Turenne

Fourth National Violence Threat Risk Assessment Conference:

“The Tip of The Iceberg”

April 11 & 12, 2019

I was fortunate enough to attend the National Violence Threat Risk Assessment Conference (VTRA), hosted by the North American Centre for Threat Assessment and Trauma Response (NACTATR) in Banff, Alberta. This proved to be the most invaluable conference that I have ever attended. As a member of our divisional social work team, I have participated in a number of Student Threat Risk Assessments. With our school division recently shifting towards the VTRA model, I very much appreciated the opportunity to expand my knowledge of crisis prevention as well as post-vention. There were a number of knowledgeable presenters who shared their own experiences of trauma with the conference participants. Mr. Frank DeAngelis, the former principal of Columbine High School, spoke about how he helped to rebuild his school community following the tragic mass murder that occurred on April 20, 1999. As the date of the conference coincided with the 20th anniversary of

this traumatic event, he was able to speak about what he learned about the pervasive effect of trauma and how it has trickled down to the children of the survivors of the shooting. Mr. DeAngelis’ take away message to the audience was about the importance of relationships in surviving and healing from trauma. I would like to take this opportunity to share what he refers to as “Mr. D’s Be’s” in relation to how he was able to rebuild the school community of Columbine:

- Be Visible
- Be Honest
- Be Empathetic
- Be Flexible
- Be a Good Listener
- Be Generous Assigning Credit
- Be Careful in Making Generalizations
- Be a Heart led Leader
- Be Inclusive
- Love, Love, Love

2019-2020 Professional Development Fund Changes

The following applies to the SRTA PD Fund Guidelines for 2018-2019:

- No changes to overall category funding levels or application dates, but adjustments to personal funding levels—\$800 for in-area, \$2000 for out-of-area, \$800 for university coursework
- Increase to maximum number of members per workplace per event, for schools in excess of 300 students (from 4 to 6 for in-area, from 2 to 3 for out-of-area)
- Group project funding is now open to all schools/workplaces each year
- Number of days applicants have to submit prior to event—increase from 5 teaching days to 10
- No significant surplus expected

The guidelines for 2019-2020 will be posted at the SRTA website in mid-August.

Applications for all categories open on September 3, 2019.



PROFESSIONAL DEVELOPMENT OPPORTUNITIES

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EDUA 7520 – Practicum Seminar in Counselling

September 2018 – April 2019

Submitted by: Amy Scherbain

The practicum seminar in counselling is a required course for the Master of Education: Counselling Psychology program along with at least 180 hours of supervised experience in a community placement.

With the program there is the added opportunity to become certified with the Canadian Counselling and Psychotherapy Association (CCPA) with increased hours of experience in the field. The seminar course was taught by Dr. Grace Ukasoanya in the fall term and Dr. Priya Mani in the winter term.

The fall term focused on case conceptualization and collegial consultation using case studies from the student's placements, following the rules of confidentiality. Collegial supervision provided the opportunity to discuss counsellor areas of growth and gain insights and suggestions from classmates who were in similar situations. Every colleague was at a different placement and could bring different perspectives when consulting on a case. This was an invaluable practice as there was the chance to hear what other counsellors were experiencing, reflect on their areas of growth and problem-solve areas of difficulty.

The winter term focused on self-care in the counselling profession and how it relates to our experiences in the field. There was no specific collegial consultation except for the conversations surrounding the readings and where the readings were applicable to our practicum settings. During this term students were also asked to engage creatively in the counselling process by analyzing a movie or book that related to topic of interest in the field. I choose the movie "28 days" which related directly to my practicum placement.

I completed my practicum at Aurora Recovery Centre: Outpatient Services working with clients who have completed 30, 45, 60 days etc in addictions

treatment as well as their family members. Clients come to outpatient services to work through issues that are arising once they return home and to their new life in recovery. Family members come to outpatient services to learn how to support their loved ones in recovery and to start their own healing process because it is not just the addict that is recovering from an addiction, it is the whole system.

This year has been an invaluable learning experience where I was able to improve my counselling skills but also to learn and reflect on me as a person, teacher, and future counsellor. I have learned so much about addictions, how to best help people with addictions work through their problems and make changes in their lives, and how to involve parents and family members in the process.

This experience will only help me communicate with families better and to make sure the client is included in all discussions and decisions. It will also help in collaborating with a team in finding a solution that works for everybody especially the client (student). I look forward to applying the skills I have gained in my practicum in the school setting as a guidance counsellor soon.

The annual Colleen Kachur Reico Memorial Golf

Tournament presented by the Seine River Teachers' Association took place on June 6 at Southside Golf Course and was attended by 34 enthusiastic golfers from across the division.

Dawson Trail School - 8 participants

Ecole Lorette Immersion - 10 participants

Ecole St. Norbert Immersion - 8 participants

Arborgate - 4 participants

Ecole Ile Des Chenes School - 4 participants

On the day the winning team came from Arborgate, who shot a best ball score of 28. The "Most Honest Team" was Ecole St. Norbert Immersion!

Other winners on the day were Carmelle Cook (Closest to the Hole - Ladies), Jon Waite (Closest to the Hole - Men), Sasha Nygaard (Longest Drive - Ladies) and David Roy (Longest Drive - Men).

Thank you to all for participating and we look forward to seeing you at our next Wellness activity, the Trivia Night at the start of September!



FOR YOUR INFORMATION

Upcoming Dates



SRTA Council Meeting

September 17, 2019

SRTA Executive Meeting

September 17, 2019

SRSD Board Meetings

August 27, September 10 & 24, 2019

Division Office

Provincial Executive Meeting

September 18-20, 2019

McMaster House

First day of School 2018-19

and President's Tour

September 3, 2019

First day of classes with students

September 4, 2019

Strong Beginnings

September 13 & 16, 2019

SRTA Welcome Back Trivia Night –

Lorette Bar

TBA

Theory and Practice of Standardized Assessment by Kathryn Reuter, EIDCS

Brandon University offers the course, Theory and Practice of Standardized Assessment. This course gives a comprehensive overview of the major assessments that are utilized in schools. Oftentimes students are assessed without understanding what they are being assessed on, or what they are being required to demonstrate. This course focused on many different approaches however, I most appreciated the practicality of task analysis. I appreciate the task analysis approach for its ability to create a learning environment that eliminates any confusion behind student assessment.

Task analysis is an activity that most teachers undertake on a daily basis. We are constantly reviewing, assessing and determining next steps for our students. Most teachers privately determine the steps students are going to need to master in order to be successful on a task. Using a more formalized

procedure such as task analysis will help teachers to not only plan for student success, but also invite students into the learning process with them.

In our school division, we use the common language of Learning Intentions and Success Criteria instead of task analysis with our students. We determine our Learning Intention from the curriculum for our students and then co-create the Success Criteria required to master the stated Learning Intention using student language. It allows students to verbalize what learning they are to demonstrate when they have mastered that learning intention. I see the task analysis procedure as a natural extension of the more academic based Learning Intentions.

Whether teachers use Learning Intentions or task analysis, the importance of inviting students into a systematic learning and assessment process that is clear and understandable, should be a schools primary learning goal.



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