



The Alberta
Teachers' Association

One Profession United

A united Association establishes a culture of professionalism and collegiality that focuses on what's best for both students and teachers.

#WeAreATA



On December 9, 2021, Alberta's minister of education announced a plan to remove the Alberta Teachers' Association responsibility for teacher discipline. This decision will *dramatically change* the culture of the teaching profession and public education in Alberta. A united Association establishes a culture of professionalism and collegiality that focuses on what's best for both students and teachers and includes

- ▶ a teachers' union that views issues through a professional lens, not solely that of teachers' interests and union responsibilities;
- ▶ principals as professional colleagues and instructional leaders, not managers; and
- ▶ principals and teachers working together to improve practice through support and guidance, not a system hampered by adversarial conflict between union and management.

Why change something that is working well?

Ultimately, the motive is political. The premier and minister are trying to distract from the minister's own inability to handle the education file and they are attempting to punish the Association for standing up to their bad decisions. They are responsible for funding cuts, a disastrous curriculum and an inadequate response to COVID. This is an attempt to change the channel, pure and simple.

The Association has always stood up and will continue to stand up for what is best for public education in this province. The government is attempting to silence teachers and the Association as strong, effective voices of the teaching profession.

This attack on the Association is an attempt to weaken the profession.

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The Myths vs Facts

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| 1 | Myth The ATA decides whether a complaint is investigated. | Fact Anyone can file a request for investigation of unprofessional conduct, and the ATA is obligated to investigate every request it receives. |
| 2 | Myth The ATA defends and protects bad teachers. | Fact The ATA does not represent teachers in professional conduct hearings; teachers are responsible for their own defence. |
| 3 | Myth The ATA has a conflict of interest when it comes to disciplining teachers. | Fact The ATA takes the position of the public interest when it comes to teacher discipline; management and performance of ATA professional regulatory functions are strictly separated from other union and representation functions within the organization. |
| 4 | Myth The ATA's process for teacher discipline is secretive and nontransparent. | Fact All hearings are open to the public, and all decisions of the hearing committee are available to anyone on request. |
| 5 | Myth The ATA has the power to revoke a teacher's certificate. | Fact Only the minister of education can revoke a teacher's teaching certificate. |
| 6 | Myth A teacher given a penalty of suspension by the ATA automatically returns to teaching when the suspension lapses. | Fact A suspended teacher loses their job and a permanent mark is placed on their record. Only 1 teacher in 100 years has successfully returned to teaching after suspension—and they were suspended for an unpaid fine. |
| 7 | Myth Every other province has separated teacher discipline from the teachers' union or association. | Fact Four provinces and two territories have teacher discipline conducted by the profession. In British Columbia, the splitting of their professional association has resulted in a dramatically different, more confrontational culture in schools. |



The Discipline Process That Works

