



Education Minister Donald Brothers addresses Representative Assembly meeting May 31. The new Minister made a brief appearance at the meeting,

which was also attended by top officials of the Department of Education, to discuss the Department's policies.

## 500 at forum

More than 500 persons attended the Vancouver South by-election all-candidates forum sponsored by Vancouver teachers and the BCTF. Press and Information Officer John Arnett told the Representative Assembly.

The meeting, held May 15, in the Marpole Community Center, was addressed by the four candidates in the provincial by-election, which was subsequently won by the NDP's Norman Levi.

Arnett gave members of the Representative Assembly an outline of some of the proposals for the informational campaign authorized by the AGM in Penticton.

Delegates discussed whether or not teachers should become as actively involved in any future by-elections this year as they had in Vancouver South. It was finally decided that this would be a matter for the teachers in the areas involved to decide.

Arnett gave some details of a Federation booth for the Pacific National Exhibition. The booth will portray some of the concerns of teachers in education today.

Arnett said one of the difficulties in setting up the campaign in detail is that nobody knows when the next provincial election will be called.

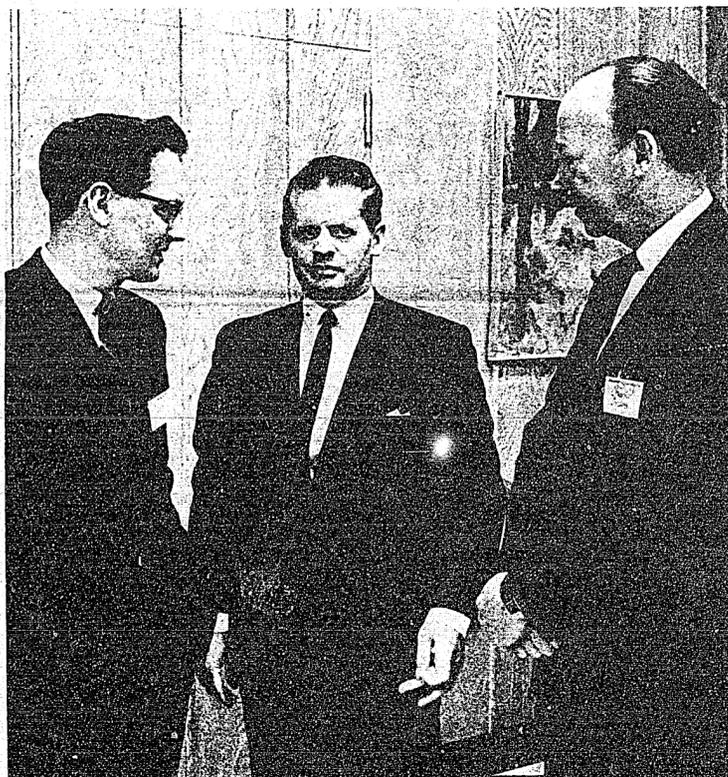
He said he will hold a three-day weekend workshop for local PROs in the fall to give them some idea of the part that local associations will be expected to play in the campaign.

### UBC SYMPOSIUM

A UBC summer symposium entitled 'A New Look at Education for Young Children' will be held at Totem Park residences July 29-August 2. Resource persons will include Miss D. E. M. Hardner, University of London and Mrs. Ruth Hartley, professor of Human Development, University of Hawaii. UBC Extension Department has details.

### ASP REPORT

A report on the use of Auxiliary School Personnel throughout the province is available, on request, from the BCTF office. The report was prepared by the Federation's ad hoc committee that is studying the whole question of teacher aides.



Education Minister Brothers (center), BCTF President Buzza (left) and General Secretary C. D. Ovans confer during Representative Assembly meeting.

## Brothers addresses RA Markers' rate up

B.C.'s new Minister of Education says he's a firm believer in 'eyeball to eyeball' confrontation if disputes arise.

Donald Brothers told the BCTF Representative Assembly that many of the difficulties that arise

### Handbook for everybody

The BCTF Handbook is to be distributed to all members of the Federation in September. The Representative Assembly turned down a suggestion that the calendar section of the handbook be deleted and that some of the general information about the Federation and its policies be trimmed. In previous years the handbook has been distributed automatically to teachers coming into the Federation and to other members on request.

between groups such as teachers and the government are caused by lack of understanding of each other's points of view, often caused by arguments through the press or some other form of 'long distance' communication.

'The teachers of this province will find a great supporter in myself. I want to hear what your problems are and I will do my best to find answers for you,' Brothers said in a brief address.

Accompanying the Minister to the meeting were Deputy Education Minister Dr. Neil Perry and top officials of the Department of Education, who met with the Assembly to discuss government policies with regard to education finance and school construction.

The Minister stayed for about half of the discussions and then left for a UBC luncheon.

'One of my first tasks will be to travel around the province to meet school trustees and teachers

Despite our efforts to clarify the situation, many people still believe that the Federation has embarked on a partisan political campaign. Were the misunderstanding not so serious, it would be laughable.

For reasons which escape us, some people seem to be incapable of distinguishing between opposition to a governmental policy and opposition to the Social Credit party. The BCTF is not now and never has been for or against any political party. Indeed, how can anyone seriously suggest that it would be possible to get 19,000 teachers to agree to support or oppose any party? We have members of all political parties in our organization, and as our president said to our Annual General Meeting, 'This is a source of strength and pride.'

\* \* \*

We don't like the government's new formula for financing education and its cutbacks on school construction, and we have expressed our views publicly. To have done otherwise would have been to betray our responsibility to the people of this province. To quote our president again: 'The fact that we are a teachers' federation with educational objectives places on us the responsibility of taking a position on matters fundamental to the welfare of the hundreds of thousands of students with whom we work daily.'

However, the fact that we have criticized two policies of the government does not mean we are opposed to the government or to the Social Credit party. We would oppose the policies regardless of what political party was in power, because we believe the policies are unwise.

\* \* \*

We supported the government's former formula for financing education. In fact, the government often quoted with pride our statement that the B.C. education finance formula was the finest in North America. We also stated that the government's home-owners' grant played a useful role in financing education. Despite such statements we were not accused of being pro-Social Credit. Why, then, are we now being accused of being anti-Social Credit? Our approval of a former government policy did not mean approval of the government; by the same token our disapproval of two current policies of the same government does not mean disapproval of that government.

\* \* \*

To spell it out even more clearly, we are opposed to certain policies of the present government and are attempting to make the public aware of our concern. However, some representatives of both the Liberal and New Democratic parties have espoused a formula for financing education (payment of the whole cost of education by the province) which is just as distasteful to us as is the present formula. Were either of those parties in power and attempting to introduce the province-pays-all formula, we would be equally vociferous in our objections to that policy.

In short, we support or oppose policies, not political parties. It is that simple. If people refuse to believe the truth, so be it, but there is no reason why we should receive completely unfounded criticisms as a result of that refusal.

to get a first-hand knowledge of the school system,' Brothers said.

'I want to be careful to make a study of all of the problems before I take a specific stand on any given issue.'

Brothers said he was a great believer in the regional college concept and hoped to see at least one more university in the interior, perhaps in the Prince George area.

The new Minister, who represents the Grand Forks-Rosland riding in the B.C. Legislature, said he was as surprised as anybody else to move into the education portfolio. 'The cabinet shuffle was a surprise to all of us,' he said.

A World War II veteran, he went to UBC from 1945 to 1949. 'I used to hitch-hike back and forth because I couldn't afford the transportation,' he said. A lawyer, Brothers was Minister of Mines before switching to education.

The Department of Education has announced a new rate of \$31 a day for examination markers. However, BCTF President Bob Buzza has informed the Department that this is still considered inadequate.

Buzza said in a letter to the Minister of Education that the amount still falls far short of the BCTF recommended rate of 1/200 of the average salary of secondary school teachers for the previous school year.

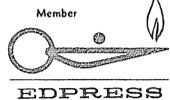
'The rate of \$31 per day represents 1/200 of the average salary of secondary school teachers in 1960-61,' Buzza said.

He added that the BCTF believes that assistant examiners should be paid a salary commensurate with their qualifications and with the importance of the task.

'In light of this, we do not consider that the revised rate is adequate,' he said.

# BRITISH COLUMBIA TEACHERS' FEDERATION NEWSLETTER

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## Buzza comments . . .

On staff additions . . . The BCTF has approximately one administrative staff officer for every 1,400 teachers. Our 1968 Annual General Meeting agreed to additional emphasis on and a new approach to our attempts to obtain more effective learning and teaching conditions. Prime responsibility for the co-ordination of the efforts of 20,000 teachers to improve working conditions — particularly in an area as diverse as B.C.'s 365,000 square miles — will be no easy task. Curtailment of school construction and changes in the education finance formula will likely add to the complexity of the problem. Our senior staff already oversees the most diverse and ambitious program initiated and sponsored by any teachers' organization in Canada. To expect them to meet new demands on their time without additional help is palpably absurd. We are fortunate indeed in the caliber of individuals working for us. The demands of this organization on their time, however, beggar description. Senior staff positions are kept to a minimum; new positions are not created unless the demand is obvious. The demand is obvious. The Executive Committee has therefore authorized on your behalf the hiring of two additional members to the senior staff — one at the Assistant Director's level to work in the General Secretary's Division with specific assignment to either co-ordination of the Federation's efforts to promote effective teaching and learning conditions or the Division of Professional Development, and an Administrative Assistant to work in the area of pensions, education finance and effective teaching and learning.

## Salary categories continue to apply

By C. D. OVANS, General Secretary  
As announced previously, salary categories will henceforth bear no direct relationship to licences or certificates issued by the Department of Education. However, the salary categories based on certification will continue to apply from September to December of 1968. In salary negotiations next fall it will be necessary for local association agreements committees to negotiate with their school boards for a new set of salary classifications with their own definitions. Alternatively it may prove possible for the BCTF and the B.C. School Trustees Association to agree on a classification system defined provincially which may serve to determine school district practice. In all of this teachers can expect that salary categories now existing will continue substantially to apply. The old categories can be expected to continue with perhaps changes in name and in description. Teachers will still be rewarded for completing an additional year of education at university, for advancing, in old terms, their standing from PC to PB or from PB to PA even though there now exists only one professional certificate.

# COMPUTERS ARE STUPID!

By JAMES CAIRNIE  
Assistant Director Professional Development  
"I am not a machine-oriented person; in fact, I hate machines; but computers are here and they are here to stay. Teachers and youngsters must become more aware of their potential in modern society." The speaker is Bill Goddard, talking informally about his interest in computers and their applications in education. Bill is involved in one of the most innovative studies on the use of computers in secondary schools being conducted in the province. His room, 262, is the Data Center in Sentinel Secondary School. Established in August 1967 it has become the liveliest room in the school. "One of our first tasks," says Bill, "is to brainwash students of many of the mysteries and myths associated with computers. They have to be convinced that computers are stupid, and there is, for example, no magic means whereby a computer can become an intuitive, master chess player. The computer rates only as a dumb tool. It is not capable of creative thought. It is, in fact,

## Action commended

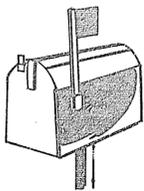
Dear Mr. Buzza:  
On behalf of the Vancouver Schools Administrators' Association (Elementary Section) I was asked to pass on the following information to you. Our membership at its annual meeting on May 16, voted unanimously to commend the BCTF, through you, for its excellent publication 'This Is Our Concern.' Also, to extend our thanks and commendation to the BCTF planning committee for their efforts in arranging the all-candidates forum in Marpole Community Center on May 15. Many positive reports were received from principals who attended the meeting. Both means of communication inspired very favorable publicity on the needs of education in Vancouver and our concern about the new provincial finance formula. Yours very truly,  
C. E. PINCOIT  
Secretary.

## Dispute resolved

Dear Sir:  
I trust that you will give equal prominence in your June issue to that given in the May issue regarding teaching conditions in Northern Canada. Certainly we have no quarrel with your publicizing of the fact of a dispute over salaries between teachers and the federal government, as you did in the front page of your May Newsletter. Dispute did exist and teachers were, by and large, very dissatisfied. However, all of us are happy now to advise you that this dispute has been resolved, that a new and, we hope, satisfactory salary settlement has been achieved and that we will continue to welcome applications for teaching positions in the Northern service. From long years of experience in difficulties of this kind in British Columbia as an executive member of the British Columbia Teachers' Federation, I am very conscious of the damage which occurrences of this kind create in any school system.

projects related to the Mathematics 8 and 9 curriculum. "We are not interested in the vocational aspects of training key punch operators or skilled computer technicians" says Bill. "Those aspects of computer technology can be capably handled by vocational schools and technical institutes." Besides the work being done in mathematics and commerce, senior students and whole classes have been using the computer as required in explaining ideas or developing individual research studies as they apply to their courses. Physics classes have used the Data Center to process laboratory results, and the chemistry and biology classes will be doing the same next year. Some extremely interesting and very challenging work has been developed by students in urban geography. Bill has been overwhelmed by the interest and enthusiasm of students. Many of them have given freely and willingly of their spare time to help him organize and conduct the organizational pattern within the Data Center, and have been of invaluable assistance in the hectic hurly burly

# Mailbox



and decisions arise in the light of all points of view in confrontation and debate. That this should be the culmination of membership discussion goes without saying except when time and circumstance do not permit. In the latter case, a leadership would be found wanting if it did nothing. On the other hand the referendum method would mean that decisions would be made on the basis of information produced from one source and if manipulation was desired, this would not be difficult. Even when information objectively presents all points of view, it is, more often than not, confusing until the various points of view contend in open confrontation and debate, which is the purpose of the convention. A. BLAKEY.

## \$3 levy

Dear Sir:  
In his letter to the last issue of the Newsletter, Torquill Macleod diagnoses malignancy at the AGM. As a delegate to the AGM, I actively worked for and seconded the motion for the special levy, in addition to the motions for an informational campaign on education finance for which the levy was to pay. By Mr. Macleod's diagnosis, then, I and many other delegates stand accused of being malignant. Just what information and knowledge this serious and defaming label is based on is, of course, not stated. I have no objection to disagreeing but I do to labels that besmirch character and integrity. With respect to Mr. Macleod's suggestion of referendum ballots, I think that on certain occasions this form of decision-making is positive, particularly when the issue is clear-cut and relatively straightforward. However, I question the concept that referendum ballots are more democratic, per se. Whether my reasoning is a shibboleth or not by Mr. Macleod's definition I don't know, since Mr. Macleod doesn't explain his criteria for shibboleths; he just states that they are shibboleths. It would appear to me that on questions of complexity and detailed points of view a referendum offers a better opportunity for manipulation than a convention. At a convention all arguments are open to counter-arguments

## Confused thinking

Comments by A. E. Stewart in the BCTF Newsletter of May 1968 show confused thinking regarding class size and music programs. Mr. Stewart states that, "Large classes which number up to 80 are desirable and can be handled successfully in subjects such as band or choral music." This is simply not true. No teacher can successfully handle that many students and give any sort of individual attention. The problem is further compounded when one considers that, in a band class of 80 students, there may be as many as 30 different instruments. Let us appear in public with 80 or more students. But in teaching situations, please let us enjoy at least the same ratio of students per class as do teachers of other subjects. Yours very truly,  
DUANE A. BATES,  
Music Director,  
Penticton Secondary School.

## Finance committee's role

Dear Sir:  
Mr. Macleod in his letter in the last newsletter exhibits a common misconception about the function of the Finance Committee. The Finance Committee is responsible for the Executive and is charged with the responsibility of applying our income to our objectives. The Finance Committee has no policy responsibilities for assigning priorities or projecting desirabilities. The budget is developed by the Finance Committee with the advice of the treasurer, and presented after it has passed through the Executive to the Representative Assembly, which exercises budgetary control. This year, as directed by the guidelines set out by the Representative Assembly, some items in the budget were pared by staff and Executive so that our present activities could be projected to next year on a \$75 fee. This budget discarded or curtable some items endorsed as desirable by either the Executive or the Representative Assembly, and did not provide much for a possible increase in expenses relating to public relations, certification procedures and reaction to recent legislative changes. The budget accepted the risk that an increased workload next

(Continued on Page 3)

# Cec Blois first to pay \$3 levy

The BCTF's newest life member became the first teacher in the province to pay his \$3 assessment toward the Federation's informational campaign. Cec Blois, of Haneey, who is retiring this year after seven years as a member of the executive gave his \$3 to Treasurer Derek Holden during the May meeting of the Representative Assembly. Blois said he wanted to be the first to pay his levy because he was so much in support of the campaign. "I think that it was a good move on the part of the AGM." Blois, and Ewart Whatmough, of the Provincial Teachers' Medical Services, received their life member's certificates at a dinner for members of the assembly in Hotel Vancouver. The life memberships had been approved at the Annual General Meeting in Penticton. Both men were praised for their long and dedicated service to their fellow teachers.

## Probe teacher supply

A grant of \$20,900 to investigate the problems of teacher supply and utilization has been announced by the Educational Research Institute of British Columbia. The study will be undertaken by a team of experienced education researchers under the leadership of Dr. Walter Hartrick of UBC Teacher recruitment, retention and mobility will be researched, as well as the image of the teacher and of teaching as a profession. A major portion of the study will be devoted to an assessment of present utilization of professional time and talent. The total project will cost \$25,900 with the balance being paid direct by BCSTA. A special fund has also been announced by the ERIBC to provide small grants (not exceeding \$200) to assist teachers with development projects without complying with the stringent procedures required for a regular grant. These projects bring the total grants awarded by ERIBC in the past twelve months to \$62,000.

## 'Significant issues' theme of conference

This year's summer conference is designed to familiarize local association officers with significant issues facing the Federation in 1968-69, conference director Jim Cairnie informed the May executive meeting. The conference, to be held at Notre Dame University, Nelson, August 18 to 23, will have one

## Finance

(From Page 2)  
year might curtail some present activities. The Finance Committee operates within the framework which is designed, on one hand, by our present policies and on the other by our income. If it becomes obvious that our income is insufficient to cover present objectives, then the Finance Committee is justified in asking for a fee increase. The Finance Committee has no authority to provide income for hypotheses, possibilities, or desirabilities, nor can it make policy.

Fundamentally, the policies are set each year by the AGM or the elected representatives of the teachers. The AGM is representative and sovereign, and its right to set fees is clearly delineated in the constitution. The Finance Committee was not 'insulted' as Mr. Macleod suggests, nor was an item of \$100,000 overlooked. The AGM decided, in its wisdom, to increase the amount of money available for an extension of operations and by doing this, altered the framework within which the Finance Committee operates. It is the right of the membership to set the framework. It is the function of the Finance Committee to see that the objectives are achieved economically. It is the duty of the Finance Committee to assess and make known the financial implications of our policies. It is not their function to define our policies by our income.

## Sensitivity training

The South Vancouver Island District Council is sponsoring a sensitivity training workshop at Naramata Center for Continuing Education August 18-28. The workshop is a follow-up to a very successful retreat on the same subject at Parksville in February. Most of those who attended the weekend workshop were so enthusiastic about the program that they recommended a longer session be held. Fee for the Naramata workshop is \$100, made up of \$35 tuition, \$50 room and board and \$15 registration. Registrations should be sent to Ivan Cumming, 505 Dunsuir St., Victoria by June 30. For further information contact J. B. Litch, Supervisor of Secondary Instruction, Nanaimo District School Board or Grant Garnet, Chairman, South Vancouver Island District Council, Duncan. Yours very truly,  
THOMAS HUTCHISON,  
President-elect, BCTF

# EXECUTIVE REPORT

## COMMUNICATIONS

Director Ken Aitchison reported that he is studying everything printed by the Federation this year to examine different types of publications for quality, quantity and distribution. "Perhaps we could curtail the distribution of many of the things we produce, making them available on request," he said. Project Overseas

The executive approved an allocation of \$100 to each B.C. teacher going overseas on the Canadian Teachers' Federation's Project Overseas. The money will be used to assist the organization in the overseas country in whatever way the teacher thinks is appropriate. Also approved was a suggestion that the BCTF consider purchasing portable tape recorders for use of the teachers going overseas. The recorders would be used by the teacher to collect materials for use back in Canada. The recorders would be returned to the BCTF for use for other purposes during the school year. Seventeen B.C. teachers are going overseas this summer. Eight are traveling at BCTF expense and the remainder through a government grant.

## ECONOMIC WELFARE

Director Des Grady gave a report on the certification changes proposed by the Department of Education (page 1 March Newsletter). He said discussions had been held with BCSTA officials in an attempt to come up with some plan to handle teacher certification enquiries. Grady said some arrangements must be made to handle what is likely to be a flood of requests for information on certification once the Department of Education discontinues this service. "I have heard of the Department getting up to 250 requests a day for information," Grady said. Involvement in a task of this magnitude will not be done by someone on staff giving an hour or two of his time each day to it. Assistant Director Bruce Watson said the Alberta Teachers' Association runs a similar service which costs \$47,000 annually, exclusive of office space costs. He said that teacher associations run into a 'mass of problems' in trying to evaluate teaching credentials.

In the discussion that followed some executive members said they felt that the time will soon come when teachers will be hired on the basis of other than educational and experience qualifications. The executive finally passed the following motions:  
● That there be an early meeting of the BCTF-BCSTA liaison committee on the subject of salary categories and placement for past teaching experience.  
● That recognition of teaching experience and/or related work experience for salary purposes be determined at the local level.  
● That the BCTF Agreements Committee give further consideration to assisting all local associations in drawing up effective appeal procedures with respect to the application of experience criteria.  
● That placement of individuals in salary categories be determined at the local level.  
● That there be a joint BCTF-BCSTA Assessment Board to review cases where local agreement is not possible.

Retirement Plan  
Grady reported that many BCTF members are now eligible for refund of certain contributions from the Teachers' Pension Plan. Preliminary discussions had been held on the possibility of setting up a retirement savings plan for teachers to provide a supplementary income at retirement.

The BCTF Co-op will be largely responsible for the development of the plan, with a trust company as trustee.

Grady gave a detailed rundown on how the plan would operate and the executive endorsed the idea in principle. Next step will be to get together with the Co-op to continue the development work.

Effective Teaching, Learning The Effective Teaching and Learning Conditions Committee's objectives for the coming year were spelled out by Assistant Director Jurd Kirby. These include:  
● Publishing of informational reports on elementary and secondary surveys and special reports on the Newsletter.  
● A study to determine the effects of the new finance formula on teaching and learning conditions.  
● Preparation and training of committee personnel.  
● Designing and establishing effective reporting, investigating and remedial actions in cases of intolerable working situations.

Cory Holob was elected chairman of the committee, replacing A. I. Isaacs. The executive extended a vote of thanks to Isaacs for his work.

## PROFESSIONAL DEVELOPMENT

A delegation from the B.C. Federation of School Athletic Associations met with the executive to seek financial help. J. W. Stewart, president of the association, said that because of the lack of any overall provincial direction in co-curricular athletics, there was a danger that control would be lost to commercial interests or persons outside the schools. He said there was a need for greater interest on the part of secondary school administrators and school boards. There was also

Other Business  
The B.C. Association of Teachers of English as an Additional Language was accepted as a BCTF affiliate. The Hotel Vancouver was selected as the site for the 1969 AGM. A decision was made to hire an assistant director to work primarily in the field of effective teaching and learning conditions and a pensions consultant. The treasurer was authorized to accept offers for the BCTF property at Broadway and Fir.

## Staff committee idea approved

A proposal that staff committees be formed in all schools in the province was endorsed by the Executive Committee at its May meeting. The proposal came from the Ad Hoc Committee on the Problems of Large Urban Schools. The committee said in its report that staff committees could protect and help individual teachers and also improve education in the schools through a responsibility shared by teachers and principals. The executive approved another recommendation that an internal publicity program be undertaken by the Federation to encourage formation of such committees. The report stated that there is a move now toward the establishment of staff committees in Vancouver schools. It was also felt that once teachers win the right of involvement in school affairs they can go on to become influential in educational issues. Workshops for staff committee members could help them operate effectively.

## RA approves '68-69 budget

The Federation's budget for 1968-69 totals \$1.7 million. The budget, approved by the Representative Assembly at its May meeting, represents an increase of \$69,000 over the 1967-68 budget. Major expenditures are: salaries, \$641,300; BCTF departments, \$318,850; committees, \$151,450; general (including telephone bills, postage, bank interest and so on), \$104,350; grants, \$60,800; traveling, \$75,400; membership fees, \$59,140. The budget is based on a membership of 19,500 teachers, compared with 18,394 this year. Total estimated revenue from fees is \$1,521,000. Other revenue comes from The B.C. Teacher subscriptions and advertisements, printing services, property and other sundry sources.

# Staff committee 'involves' teachers

By C. D. OVANS, General Secretary

The BCTF Executive Committee at its last meeting adopted a recommendation of the Ad Hoc Committee on Problems of Large Urban Locals that the creation of staff committees be actively promoted and encouraged.

Basically there are two fundamental reasons supporting this particular resolution.

The first is to promote democratic participation and involvement of teachers as individuals in the affairs of the local association.

The individual member tends to get lost and neglected in the bureaucratic arrangements that seem almost inevitably to arise in large, complex organizations.

Communication, even when conscious attempts are made to keep channels open, tends to become one-way.

The individual, if he thinks about his local association or Federation at all, too often regards them as agencies that do things to him, not for him; that talk at him, not with him or for him.

All this is, of course, quite contrary to the spirit of the times.

Pierre Trudeau's appeal goes beyond charisma. A large part of it surely stems from his public voicing of the unconscious or sub-conscious wish of people in a complex society to truly belong — and one truly belongs only when he is participating. Trudeau's phrase 'participating democracy' rings sweetly in people's ears.

It is a lack of an opportunity to participate in decision-making in areas that intimately affect their lives that is responsible for much of the student unrest on university campuses.

It is this same lack of effective participation in decision-making over teaching and learning conditions that is responsible for much of the teacher militancy so marked at the present time in the U.S.A.

As Dr. S. C. T. Clarke, Executive Secretary of the Alberta Teachers' Association, has put it: 'With increasing determination teachers are marching along the road to professionalism. Professionalism requires and demands that the professional have a voice in all decisions which determine the practice of the profession.'

This march has to be an organized one. Organizations should develop around the tasks to be accomplished. In

a participating democracy the organization needs to be grass-rooted. The grass roots are to be found in the schools.

As Dr. John Andrews, who was at the time head of the Division of School Administration, University of Alberta, suggested a few years ago — in the cities especially the natural unit of teacher organization may well be the school staff.

If teachers as individuals talk at all about affairs which concern their organizations, the talk is likely to go on in staffrooms and not in local association meetings.

This brings us to the second fundamental reason justifying the decision to promote the formation of staff committees — the nature of the fundamental educational task, that of establishing and maintaining effective teaching and learning conditions, demands it.

More and more the force exerted by progressive educational thinking is causing us to abandon such concepts as grading within a fixed curriculum, one class-one teacher, and the omni-capable teacher.

More and more we are accepting such concepts as individualizing instruction, continuous progress and flexible scheduling.

More and more we are coming to realize that the teacher of tomorrow will operate as a member of a team, not as an isolate, and that the team will be supported by high level specialists with whom teachers can consult concerning exceptional problems and by auxiliary school personnel of various kinds.

We have had to conclude that the teaching-learning process, once we start to demonstrate our honest concern for individuals, is much more complex than we had previously realized. It is so complex that no teacher can be omni-capable — so complex that teachers will, to borrow an expression first used by Dr. John Macdonald of Sir George Williams University, Montreal, have to become 'functional specialists, members of an omni-capable team.'

The fundamental educational tasks to be accomplished occur in schools. This is where the tasks have to be performed — by teachers and principals working together in schools to promote the development of young people as individuals.

Logically this is where organization to promote the effective accomplishment of the tasks should start. Some schools are small enough that the staff as a whole can function as a committee.

In large schools the staffs will operate more effectively through a committee made up of the principal and vice-

principal together with representatives elected by the teachers.

The important decisions that will effectively improve teaching and learning conditions will have to be group decisions. As stated in the book, 'Change and Innovation, — Volume 2' edited by Robert B. Carson, University of Calgary: 'It appears as quite a striking fact that decisions to innovate in a school or school district are group decisions rather than individual ones.'

'The individual teacher, working alone, does not get the encouragement and support required for effective innovation to occur. The group — group opinion, group pressures — have a tremendous effect upon whether or not innovation will be attempted; and, once it is attempted, whether or not there will be substance and not merely form to the changes made.'

Involved, of course, is a need to review traditional administrative practices. The concept that the principal must accept ultimate responsibility for everything that goes on in his school must go.

One writer suggests that the concept is only a myth anyway — like the myth that the government through the Minister of Education must retain responsibility for the certification of teachers.

Some governments have shown that this responsibility can be shared with the teaching profession. In California a law just passed goes so far as to put standards for credentials in the control of a board made up of teachers.

As noted by Barry G. Lowes, Chairman, The Metropolitan Toronto School Board, in an address to school superintendents in which he appealed for a new look at administrative practices, 'If we place ever newer and greater demands upon teachers in facing our education problems today, if we are successful in attracting a new, creative, questioning, imaginative group of teachers (and we always say we want this type of teacher), then we must be prepared to accept the by-product, namely greater involvement in decision making. It would be naive to expect them to be professionally all that we desire and not want a voice in educational matters within their schools.'

School staff committees are needed to provide a unit of organization through which the voice of teachers can be given utterance, listened to and heeded through the process of shared decision-making. The march along the road to professionalism requires this.



J. B. ROALD



MRS. V. A. HALL



MRS. ANNE McMILLAN

## New role for PTMS

After 26 years of service, the Provincial Teachers' Medical Services will cease to operate as a private pre-pay medical care plan, says President A. E. Lock.

At a meeting May 28, the Board of Directors decided to apply to the Medical Services Commission of the British Columbia Government to act as a 'licenced carrier' on behalf of the government.

It is understood that all major medical plans will apply for a licence to continue in operation.

Premiums for all plans including that operated by the B.C. Government will be the same as those currently charged by PTMS, namely:

- Single member - \$60 a year.
- Member with one dependent - \$120 a year.
- Member with more than one dependent - \$150 a year.

It is expected that the school boards will continue to share equally in the premium cost.

Full details to benefits will be publicized shortly. In effect they are the same as were approved by the PTMS Annual General Meeting at Penticton in April 1968.

## Four teachers win \$1500 scholarships

A Powell River teacher has been awarded a BCTF \$1,500 scholarship to attend Oxford University and study for an advanced certificate in education.

John Burdikin is one of four teachers who have been awarded \$1,500 scholarships by the Federation.

The others are: J. B. Roald, Campbell River; Mrs. Anne McMillan, Nanaimo, and Mrs. V. A. Hall, Port Alberni.

Burdikin, who is Director of Elementary Instruction in Powell River, will study at Oxford's Institute of Education.

Roald, who teaches on the staff of the Campbell River Senior Secondary School, will use his scholarship to study for a doctorate in education at UBC. He already holds B.Ed. and M.A. degrees.

Mrs. McMillan teaches at Bayview Elementary, Nanaimo. She plans to continue her studies toward a B.Ed. Elementary.

Mrs. Hall, who teaches home economics at A. W. Neill Junior Secondary, Port Alberni, will complete her final year for a secondary degree.

The Federation has also announced the names of seven teachers who have won \$250 summer session scholarships.

They are:

Undergraduate, elementary: Miss S. J. Edgcumbe, North Vancouver; F. H. Powell, North Kamloops; Mrs. C. A. Standy, Vancouver; J. J. Lorenz, Grand Forks.

Undergraduate, secondary: Miss B. R. Cole, Kamloops.

Post-graduate: J. A. Mazur, Victoria; Mrs. E. M. Lamb, Burnaby.

## PENSION POINTERS

### 1. Amendments to the Teachers' Pensions Act

Bill 48, containing the changes in provisions for teachers' pensions, as reported in the Special Pensions Bulletin, was approved by the Provincial Legislature. The changes are applicable from July 1, 1968, and apply from that date to teachers already retired.

### 2. Old Age Security and Canada Pension

Persons who have contributed to the Canada Pension Plan since January 1966 will qualify for a Canada Pension benefit at the same date that they qualify for Old Age Security, if they have then ceased contributions to the Canada Pension Plan.

Qualification dates are as follows:

Date of Birth	Qualification Date for OAS and CPP
Any month during 1902	January 1969
January 1903	February 1969
February 1903	March 1969
March 1903	April 1969
April 1903	May 1969
May 1903	June 1969
June 1903	July 1969

The application for Old Age Security should be made six months prior to the date of eligibility. Application forms are available from any post office. Application for Canada Pension should be made three months prior to eligibility to the Canada Pension Plan regional or the main office at 100 West Pender Street, Vancouver. Regional offices are located in Victoria, Penticton and Prince George. If possible, a personal visit to the Canada Pension Plan offices is recommended.

### 3. Certain Teachers Retiring in 1968

Teachers retiring in 1968 who have contributed to the Teachers' Pension Plan on a salary in excess of \$10,000 per year or for service beyond 40 years are reminded that the May issue of the Newsletter advised that they should seek information from the Commissioner of Teachers' Pensions regarding the amount of refund available to them. If such teachers do not seek the information and advise the Commissioner regarding the disbursement of the potential refund, the money will be credited to the teacher's retirement annuity account and will go toward the purchase of an annuity at the time of retirement.

These teachers are also advised to write to the BCTF office for 'information to teachers who are retiring in 1968 who are eligible for a refund of certain pension contributions.'

BRITISH COLUMBIA  
TEACHERS' FEDERATION

NEWSLETTER