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| leaders in redoing the Working Relationships Commitment document | Jenica | |
| 3) Develop a process to redo the Working Relationship | Community Engagement | Tabled for next agenda item |
| 4) Arrange a meeting with Don Dart and HR directors to discuss prioritizing resources and the financial implications to support carrying out the recommendation | Naomi | Naomi met with the Superintendent of Corporate Services and the HR Directors the day after and a letter was sent out to people who were tentatively selected to work in the task group to action the recommendations. Jean was copied on all the letters. |
| 5) Set up one hour meetings with SA Advisory Committee, HR including TSSI and Mutual Interest Board and Job Evaluation Committee | Diana | Meetings have been arranged as follows: SA Advisory Committee: Wednesday, March 18 Mutual Interest Board: Wednesday, arch 18 Human Resources & Job Evaluation Committee: Tuesday, March 31 |
| 6) Develop an action plan to model and develop a program for Master and Entry Academy members to learn the IAP2 engagement process | Sydney, Jeff Jones, Cathy | Tabled to next agenda item |
| 7) Talk to Bill and Joel re request of November 27, 2008 | Naomi | |
| 8) Inquire into what communication has or has not been sent to SA members describing the two bank account process and holiday pay. | Cliff | |

Discussion of Implementation of Action Plans

- Discussion with Jeff Jones about the frames and having a core strand around these filters. As groups start to work on the various recommendations, we should be thinking about the four frames – Structural, Political Resource, Human Resource and Symbolic. Bollman and Deal’s (1991) literature to be shared.

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| Action: Naomi and Sydney to decide on what should be shared and Diana will distribute it. |
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- Engage others in the organization to have a relook at the Working Relationship Commitment document using the Working Relationship Commitment that the Task Force developed as a model.
- Recommendation #3 Task Force action team, Naomi, Sydney, Jenica and Cliff met to ask and answer questions such as “Where do we start? What is the task that needs to be done? The recommendation specifically talks about redoing the Working Relationship Commitment document to reflect current governance model. There is another focus group looking at EL-8 which required an evaluation of each employee’s contribution to the EL. They have completed the first phase and shared their findings with the action plan team. What does the action plan look like – a draft template was built. It was shared with the rest of the Task Force members and all agreed that it was very usable tool.

Action: Recommendation #3 team has met with the Focus Group looking at EL-8 on March 10, 2009. Another meeting is planned for Thursday, March 19 from 3:00 – 4:00 p.m. at Riverside Bungalow to review and implement the action plan shared with the Task Force.

- Good advice to IAP planners should be focused and everyone should be on the same page. The other key piece that is where the decision level is on the continuum. Is this a power process where everyone has to agree to every period or is it an input and consult process where we take the feedback and someone else makes the decision? The thought was that the Task Force would declare that this was the exercise to be focused on. Task Force needs to determine where on the spectrum we land.
- Discussion on the need to create an awareness and understanding of the process of IAP2 took place. A short course on “decision-making” is being held in June in Calgary and put on by the IAP2 organization. The thought was that maybe we could hire a couple of trainers from IAP2 to train those employees who have had the training. Because there will be financial implications, the monies needed to support this program would be obtained from the budget that the Chief Superintendent requested for the Task Force, that some professional dollars could be accessed that is allocated to ATA and SA funds and a budget line could be established as it becomes systematic and is included in the 3-year Education Plan.

Action: Recommendation #6 action team needs to meet to review content of “decision-making” course and can it be tailored for our work. Who is involved and who else should be?
This meeting is scheduled for Tuesday, April 7 from 8:00 – 9:00 a.m. at Riverside Bungalow.

- Recommendation #7 would require that all those in leadership would participate in the IAP 2 training. It was also suggested that this training would be part of the Leadership Centre and could be a qualifier to move into the Master Academy

Level. It is important that we have certificated and non-certificated employees trained. This would be good modeling and would lend creditability to the work. Training should not be limited and should include all members of the Task Force, people in acceleration pools, current principals, managers, supervisors and employees aspiring to be a leader.

Action: Community Engagement Department will carry out the work and will take up the next stage to build modules with the Director, Leadership Centre.

Process Reviews

- We should not proceed or build action teams until we have the Working Relationship Commitment document underway.
- In the meeting with the Superintendent of Corporate Services, Chairperson of the Task Force and HR Directors, the Superintendent of Corporate Services assigned the HR directors to review the five processes outlined in Recommendation #8. From the RAM perspective, it is in the 3-year Education Plan and Wayne Braun has committed to look at it and there will be a committee struck to do that.
- Albert Herscovitch provided names of Staff Association members who are willing to sit on the specific task groups (Albert will confirm this). It was noted that there was not a Lunchroom Supervisor or Lead on any of the groups. It was suggested that a supervisor be named who would fit into one of these processes.

Committee Reviews

Mutual Interest Board review has been assigned to the Director of Labour Relations, Health and Wellness. The Job Evaluation Committee review has been assigned to the Manager of Compensation under the leadership of the Director of Compensation and he would be working with the Chairperson and Manager of the Staff Association to complete their review.

Outstanding Bargaining Issues

- The Manager of Compensation was asked to get in touch with the Manager of Staff Association to talk about the outstanding bargaining issues with the Superintendent of Corporate Services and we need to get going on it. Staff Association talked about the issues at the budget presentation and were also very supportive of the work of the Task Force.

Comments

- A concern was expressed that Staff Association did not received Dr. Croskery's response to the Task Force. The Chairperson of the Task Force was going to look into this and a copy would be couriered to Staff Association personally on behalf

of the Chief Superintendent. We need to develop some protocols on how we share information.

- Those Task Force members who were not sitting on any committee volunteered their time and help wherever needed.
- It was agreed that the Action Plans would be posted and completion dates would be shown. All members of the process reviews and committee reviews would be posted.
- Send information to Hilary so she can make sure there is follow-up to any postings on the Staff Association website.

Proposed Agenda for upcoming Presentations

- 1) Context – Naomi
- 2) Recommendation #3 - #12 –
 - One member from the Task Force would talk about how it was arrived at, what has been done and what is the plan to move forward.
- 3) Wrap-up – Naomi
 - Link 3-year education plan
 - Next steps with general description around hopefulness
 - Comment on optimism about the future and that we are going to make this work

Meeting adjourned at 3:00 p.m. Next meeting is scheduled for Tuesday, March 31 at 8:00 a.m. in Conference Room 5E.