

Annual Report 2022

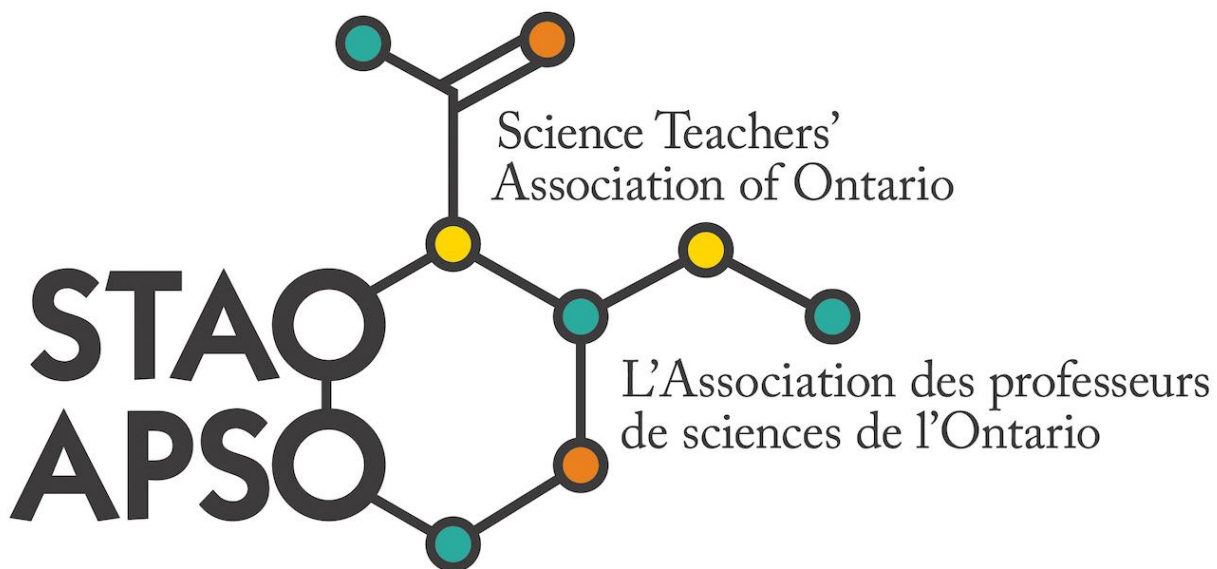


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As my term as president closed, I found myself reflecting on this past year and how much we have accomplished as a teaching community. Through the difficulties and ever-changing landscape of education in Ontario, we have triumphed. We were there for our students when they needed us most, not only to teach them the curriculum but also to lead by example. We have SHOWN them what it takes to succeed when it seems like the road ahead is getting steeper by the step. We have led by example day after day with our relentless efforts and creativity. We have supported each other, our students, and our communities while separated by masks and shields or computer screens or both. We have made every effort to be inclusive and generous while being bombarded with images and stories of exactly the opposite. WE did that. For some, we made all the difference in the world. I want to take this opportunity to applaud you and remind you that it was worth it.

To the world, you are an educator. To students, you are the world.

Your 2022-2023 President, Mahfuza Rahman, is known and held in high regard both within STAO, as a long-time, active member as well in the greater educational community. After working with her, I can confidently say that her reputation has been understated. She is energetic, knowledgeable, and experienced. You are in good hands, friends.

I would like to thank Lise Gravelle, our outgoing Past President, for the unforeseen amount of work and time she was required to put in during this term. She was a guiding light and I could always count on her support and experience while we navigated new challenges.

Finally, to our Board Members: thank you. Thank you for the consistent support through countless email responses and additional meetings that were needed this past year. I appreciate your time and expertise.

I am proud to be an Ontario Educator. I am proud to be a STAO member. I am looking forward to what we can continue to accomplish together.

With Appreciation,

Nina Saini

Past President/Ancienne présidente





I want to take this opportunity to thank Nina Saini for her leadership of STAO/APS0 for the 2021-2022 year. Little did she realise that she would have to lead an organisation not only through a pandemic but also without an Executive Director. Nina, thank you for your perseverance, time and patience. To all the past presidents, your legacy and leadership is still felt and as we emerge from this pandemic and evolve we hope that you will come on this journey with us.

The pandemic changed the way we view the world, and how we engage with it. It feels like the appropriate time to reimagine how the organisation can support all of you within our new context. If we take the view that this “pandemic is a portal,” as Arundhati Roy suggests, then let us collectively take this opportunity to rethink, redesign, and redefine how we operate, taking into consideration what we learned during this time. Let us work together to make science and STEM education more relevant, responsive and accessible so that we have a more scientifically literate citizenry in this province and beyond!

To our members and volunteers, we know that these 2½ years have been difficult and that you’ve needed time away – we understand. Let’s take this year to reconnect and re-energize one another. Know that we are here for you when you are ready to come back.

The release of the new elementary science and technology curriculum, and the new grade 9 de-streamed curriculum, have led to new opportunities. STAO in collaboration with OCTE (Ontario Council for Technology Education) and ACSE (Association for Computer Studies Education) has developed resources to support the implementation of the new elementary science and technology curriculum. For the grade 9 de-streamed science curriculum, in partnership with SELO (Science Education Leaders of Ontario), the Leading De-Streamed Grade 9 Science Networking Event was held at the end of August. For this event, we had 99 registrants which represented approximately 37 school boards in Ontario! We hope this is just the beginning of an era of collaborative work and we look forward to continuing to collaborate with previous partners and forging new partnerships with other organisations, as well as our membership, to support excellence in Science and STEM education.

We have been and continue to be an organisation that is driven by our volunteers and members. During the last 2 years, we have all had time to think and learn a thing or two, so if you have some ideas or suggestions that can help bring STAO/APS0 back stronger, please connect with us.

I am hoping that you will come on this journey as we make our way through the “portal” and come back stronger than ever.

Sincerely,

Mahfuza Rahman
President/Présidente

I am thrilled to have seen the level of commitment and passion for STAO that exists. My key message is to say THANK YOU! To thank the Board for placing their confidence in me; the Management Team for their help focusing on moving forward on what STAO/APSO does best; and send my appreciation to all those helping to chart our emerge from pandemic restrictions. What I have experienced is truly a remarkable demonstration of resilience that showcases the skill set of so many dedicated individuals.

External Focus:

- Connecting with our partners, webinar delivery, and cross promotion collaboration is underway that highlight STAO resources;
- Steady growth in website visits, and the rise in views of our blog, Newsletter and social media is evidence of a sound approach adopted for STAO/APSO communications;
- Committees starting up and building momentum;
- Curriculum resources prepared through the Ministry of Education Grant;
- Renewal of our Francophone Teacher Resources Grant from the Ministry of Education;
- Implementation of a new Land Acknowledgment policy and protocol;
- Efforts focused on membership growth through a new value proposition and renewed connectedness to the Ontario Faculties of Education;
- Planning underway for a face-to-face summer 2023 conference as we know how much our members and partners have missed our annual event;

Internal Focus:

- Communications and branding have come back in-house to ensure consistency and frequency of messaging;
- A visioning exercise was initiated to prepare STAO/APSO to move forward with a refreshed focus, strengthened mission, and values that reflect what our Association represents to the science education community;
- Revised policies and procedures written to enhance financial accountability and reporting approved by our Auditor;
- Financial processes have been streamlined resulting in significant financial savings;
- Hiring of a Part-Time French Language Program Manager; and
- Contract review has resulted in further reduction in expenditures.

STAO is a volunteer-driven organization. Nothing can happen without our volunteers. And the pandemic was very hard on our volunteers and members. So, I want to acknowledge our members that continue to encourage excellence in science learning and advance science education in Ontario, during such challenging times. The unwavering dedication of everyone at STAO/APSO demonstrates that we are a TEAM in every sense of the word.



Terry Kingsmill
Executive Director

Inclusion

STAO is committed to the inclusion and support of all educators who teach science and technology in Ontario. Our members, like the students they serve, are multilingual and represent diverse racial, ethnic, gender, religious, ability, cultural and socioeconomic backgrounds. This commitment extends to assessing, monitoring and recruiting diverse membership and advocating for more diverse representation in the teaching profession as a whole.

Excellence

STAO's goal is to ensure that every student across Ontario has access to high quality science and technology education that is based on diverse, international research, best practices and progressive education ideals. We will do this by providing educators with access to best-in-class resources that allow them to be innovative in their practice in a manner that is inclusive of, and responsive to, the needs of all students.

Innovation

We encourage our members to continually develop a growth mindset by taking advantage of learning opportunities in order to innovate in their classrooms. By evolving teaching practices, being responsive to student needs, and improving the educational experience, the needs of all students in science classrooms will be better met. This means challenging the status quo and promoting the inclusion of a plurality of perspectives in the discourse in science education.

To achieve these objectives, the association has four strategic directions:

1. To provide professional learning opportunities and resources to educators
2. to advocate for excellence in the development and implementation of the Ontario curriculum;
3. to recruit and retain a large, diverse membership, and
4. to develop and maintain relationships with partners.

Collaboration (community development)

STAO members work together and with our communities towards the common goal of high quality science and technology education for all students. This means providing opportunities to learn with and from each other, and other organizations who embody STAO's values and commitment to excellence in science and technology education.

Accountability

STAO will ensure that all Ontario students have access to excellent science and technology education through advocacy, accountability and by providing resources and learning opportunities to science educators. This means speaking up on important education issues and continually being accountable to students, educators, and our members in the work that we do.

Year in Review: 2021-2022

Francophone
Grant Cycle
Completed

Hiring of
Executive
Director

OTF Connects Webinars
Spring 2022 series:
*Building Nature
Connections - How to
Organize and Eco-Fair at
Your School*, Michael
Frankfort

Safety
Committee
has grown

ScienceWorks Safety
Workshops:
Brock and OISE/UT
Faculties of Education,
Kris Lee, and Milan
Sanader

Name Change
Task Force

OTF Curriculum Forum:
Sustainability and Climate
Change Education
*Teaching Us for What is to
Come*, Janice Williams



**Moving Forward, Together - A
STAO Experience Virtual Fall
conference**

November 26 - 27, 2021
Virtual Conference
40 presenters, in both English
and French

Le nouveau programme de
science et technologie :
vision, continuité et
nouveautés
(30 mai 2022)

Les démarches
scientifiques et le
processus de design en
ingénierie
(1er juin 2022)

Islam & Science
Resource
Development
DEI Committee

**Elementary Science and
Technology Curriculum
Support**

All Long Range Plans for
grades 1-8 in English and
French posted at
<https://scitechontario.ca>

**Leading De-Streamed
Grade 9 Science
Networking Event -
August 31st**

99 registrants
representing ~37 school
boards

L'enseigne-
ment des STIM
et
l'intégration
du codage
(7 juin 2022)

Braiding
Sweetgrass
Book Club
DEI
Committee

The Science Teachers' Association of Ontario
Statement of Operations Year ended August 31, 2022

<u>Revenue</u>	2022	2021
Special projects	\$137,244	\$ 51,168
Memberships	72,520	51,597
Advertising and sponsorship	7,276	-
Investment income	6,264	9,456
Miscellaneous	5,963	7,804
Registration	5,915	2,476
Science store	3,438	6,515
TOTAL	\$238,620	\$ 129,016

<u>Expenses</u>	2022	2021
General administration and human resources	\$165,163	\$183,236
Special projects	139,169	51,188
Board and executive	10,653	7,701
Amortization	5,500	5,500
Science store cost of sales	2,645	13,468
Promotional committee	2,375	-
Conference committee	1,808	-
Science store committee	1,000	-
Conference	787	17
Registration	433	-
ScienceWorks committee	300	1,050
Other committees	198	1,960
Diversity, equity, inclusion	-	10,000
Volunteer committees	-	1,500
TOTAL	\$330,031	\$275,620

Deficiency of revenue over expenses for the year before other items	(91,411)	(146,604)
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Deficiency of revenue over expenses for the year	\$ (94,178)	\$ (77,887)
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Thank You's

Board of Directors



Mahfuza Rahman
President



Graziella Sadler
President Elect



Louise Vaillancourt
Vice President



Nina Saini
Past President



Lillian Dong
Treasurer



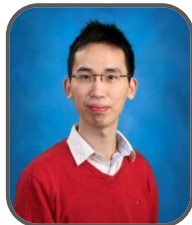
Dr. Andrew Pasternak
Secretary



Joseph Bishay
Board Member



Perry Tsergas
Board Member



Brian Tsui
Board Member



Michelle Tsui-Woods
Board Member



Bob Weese
Board Member

Management Team



Terry Kingsmill
Executive Director



Zakia Remmach
French Language Program Manager



Cindy Cosentino
Director of School Board Relations



Malisa Mezenberg
Director of Professional Learning



Sheila Rhodes
Director of Elementary Resource Development



Kathryn Wheeldon
Director of Volunteer Engagement



Laura Wodlinger
Director of Secondary Resource Development

**TO OUR VOLUNTEERS, MEMBERS & SUPPORTERS -
THANK YOU!**



Amy Gorecki
Executive Director

During her time with us, **Amy** worked around-the-clock on developing programs and processes to help STAO grow in membership and services. She was integral in everything from bringing the bylaws to fruition to pivoting to a new way of providing services as we were thrown into the pandemic. Amy was the glue that held leadership and membership together. She was our rock and our friendly smile. As much as we miss her presence, we are happy to report that she is flourishing in her new position and we will always be thankful for what she contributed here in her time with STAO.



Lise Gravelle
Past-President

After many, many years of being an indispensable part of our organisation, **Lise** brought her experience, expertise and dedication into leadership along the president track. Her accomplishments are too many to list but among her notable accomplishments was a significant increase in Francophone membership. Lise led us through a global pandemic with strength, courage, confidence and incomparable dedication to Ontario science teachers.



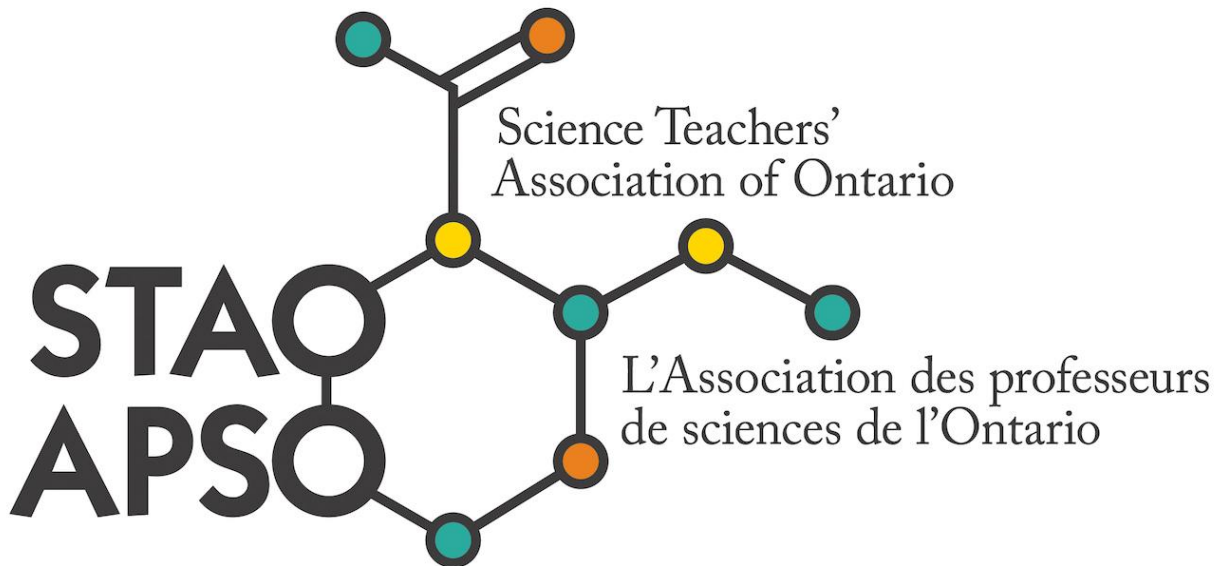
Entisar Yusuf
Member at Large

In her short time on the Board as a member at large, **Entisar Yusuf** provided support and expertise that helped us navigate the choppy path from the beginning of the pandemic. She was particularly active with policy review and with our diversity, equity and inclusion audit. We wish her success in her work at OISE/UT in skills development and conflict resolution.



Leila Knetsch
Director of
Communications

Leila Knetsch has been incredibly active in STAO work for many years now. Leila dedicated a lot of her time to bringing novel and creative ideas to our organization in the last few years including highlighting new teachers and their innovative viewpoints, getting the word out through STAOnews, working with the diversity, equity and inclusion committee and contributing to our dynamic and very popular STAOblog.



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