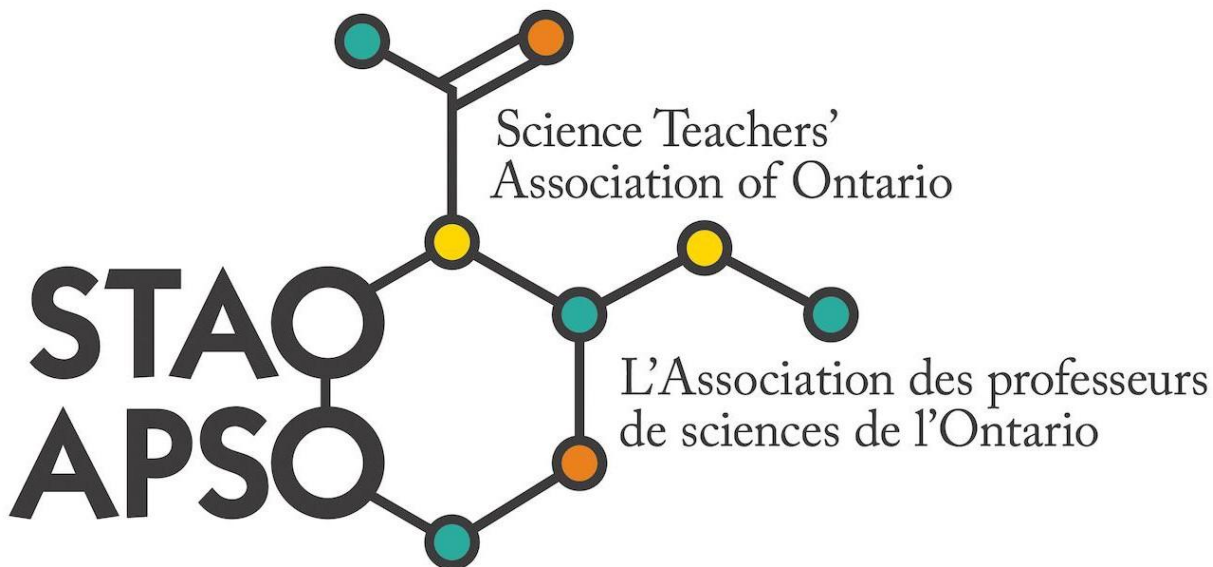


# ANNUAL REPORT STAO/APSO 2022-2023



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With the end of my time as president, I would like to take this opportunity to thank the Management Team and Board for their work and support during my term. We embarked on a journey of rebuilding the organisation post-pandemic while undergoing a structural reorganisation.

This takes a lot of time, energy and enthusiasm. Thank you for your contributions to this process. I know that there is more work to be done, but you are in good hands with my successors.

To all the past presidents, thank you for your legacy and leadership. As STAO forged forward after the pandemic and evolved, your support was much appreciated. To our members and volunteers, we know that these past few years have been difficult and that you've needed time away – we understand.

The pandemic changed the way we view the world, and how we engage with it. We have realised that this is an 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!

As my term began, the new elementary science and technology curriculum, and the new grade 9 de-streamed curriculum had been released which 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 where there were 99 registrants which represented approximately 37 school boards in Ontario! A beginning of an era of collaborative work in which STAO continues to engage with previous partners and forging new partnerships with other organisations, as well as the membership, to support excellence in Science and STEM education.

It had been awhile since the STAO conference had taken place, and we did attempt to bring it back this past summer. This was an experiment, and as we know not all experiments go as predicted; we appreciate that many of you were upset that the conference did not take place. We have heard from many of you and we understand that this is an important event, where you are able to learn, explore, network, connect with vendors, and meet up with one another. It was heartwarming to hear that the STAO conference was and is an event that so many look forward to.

I would be remiss if I didn't recognize our members and volunteers – we have always been and continue to be an organisation that is driven by you. During the past few years, we have all had time to think and learn a thing or two, if you have some ideas or suggestions that can help bring STAO/APSO back stronger, please reach out. We are listening!

As my time comes to an end, it is my hope that you continue this journey as STAO makes its way through the “portal” and comes back stronger than ever.

With Appreciation,  
**Mahfuza Rahman**  
Outgoing President



Dear STAO/APSO Members,

I am taking this moment to extend my heartfelt appreciation to Mahfuza Rahman for her exceptional leadership during the 2022-2023 term. Her steadfast dedication in fortifying STAO post-pandemic has been invaluable, laying a sturdy foundation for our organization's growth. While we would have loved Mahfuza to continue as Past President, we wholeheartedly wish her success in her new role at the Ministry of Education. Additionally, I extend my gratitude to Nina Saini for her continued commitment as Past President. Nina's unwavering service is truly commendable. Lastly, a sincere thank you to our outgoing Board members, Bob Weese and Andrew Pasternak, for their distinctive contributions to STAO.

We teach Science and Elementary Science and Technology to help our students understand the world around them. Through this process, we impart not just knowledge but also essential skills and mindsets crucial for success in our modern society. I am fully aware of the high expectations Ontario teachers and educators set for themselves daily in their classrooms and educational spaces. As the President of STAO, my objective is to support you in achieving your personal and professional goals by ensuring access to top-tier resources and professional development opportunities.

This year, my top priorities for STAO include aligning our resources with the new curriculum and ensuring their accessibility on our website. Equally important is organizing a conference that unites us all, providing a platform to learn from each other once more.

The role of a science teacher has never been more pivotal. Your dedication to nurturing curiosity, fostering critical thinking, and promoting scientific inquiry forms the cornerstone of our society's future. As we look ahead, let's carry forward the lessons learned from this trying period. Let's leverage these experiences to refine our strategies, fortify our teamwork, and embrace change with resilience and adaptability.

I express my gratitude for your unwavering dedication and share my excitement for the journey ahead.

Warm regards,

***Graziella Sadler***  
*President*



## ***Building Resilience Together***

I have reflected on the past year in terms of the efforts of our volunteers and how STAO/APSO can position itself to move forward together.

This year's ED report aims to communicate two important messages. When I joined STAO/APSO, I came into the Association with fresh eyes, asking the question "Why would an educator join STAO and remain a STAO member"?

Knowing that STAO needed to begin work on the development of a new Strategic Plan, I brought in the Guelph/Wellington Business Centre to guide the Board of Directors and the Management Team in the development of STAO's first ever value proposition exercise.

The value proposition as approved, is provided later in this Annual Report. We are excited to share the outcome from our creative collaborations with you.

### ***My most important message: thank you!***

The second message I'd like to convey is despite the disappointment of having to cancel our planned August conference, the work of our volunteers can not go unnoticed. In particular, Sheila Rhodes, Chuck Cohen and our Communications Manager, Cindy Powell, put countless hours into what would have been an incredible program and trade show. I enjoyed working with them and all our volunteer members that contributed so much of their time and effort.

I'd also like to recognize Jocelyn Pass, who once again led the coordination of the new cohort of Don Galbraith Award recipients. What struck me most is everyone's resilience and commitment to STAO/APSO throughout the year.

We will be adding new and diverse perspectives to the STAO Management Team, while appreciating the perspectives from all returning Team members. We are committed to continued enhancement of French language resources. Our French Program Manager, Zakia Remmach, is leading this initiative for STAO/ APSO.

STAO functions in a new operating environment and we will be working internally, as well as externally, to ensure STAO/APSO remains resilient and future focused on our educator member needs and the needs of students in the STEM-oriented world ahead.

***Terry Kingsmill***  
*Executive Director*



# STAO/APSO Land Acknowledgement

STAO/APSO recognizes that its work, and the work of its members take place on traditional Indigenous territories across the province.

We acknowledge that there are 46 treaties and other agreements that cover the territory now called Ontario.

We are grateful to the First Nations, Metis and Inuit people who are stewards of the land and serve as vital contributors to Ontario society.

STAO is privileged to collaborate with its Indigenous educators, stakeholders, and partners.

This land acknowledgment serves not just as a first step towards reconciliation, but our commitment to work towards ongoing justice, respect, inclusion, and dignity for all.

STAO encourages everyone to learn about traditional lands, Treaties, cultures, and the teachings of Indigenous people local to their region.

## VALUE PROPOSITION

Board and Management Team perspectives were shared as the framework of experience, knowledge and wisdom in the room, amplified the need for a consolidated messages. Each participant brought reflective context and steadfast convictions based on their own experience; respectively discussing the merits of their individual insights in search of consensus with the group. The outcomes follow.

## STAO/APSO MISSION

To Build an empowered community of educators pursuing excellence for all in science and STEM learning.

## STAO/APSO PURPOSE

To empower educators so that all students can be successful in our contemporary world.

## STAO/APSO VISION

Science literacy and STEM skills to build resilience in a thriving society.

## STAO VALUES

**Inclusion**- the practice or policy of providing equal access to opportunities and resources for people who might otherwise be excluded or marginalized STAO/APSO will value, equip, and promote equal access to learning opportunities for all students and strive so no child is denied the opportunity to learn, discover and be successful within a STEM discipline.

**Excellence**- a valued quality; to be great, to strive toward perfection, to be deemed first rate. STAO/APSO members serve to cultivate science literacy. Excellence is displayed in passion demonstrated by science educators and that passion for exploration is instilled in all students.

**Innovation** - innovation is about successfully implementing a new idea and creating value for our members and stakeholders. Innovation starts with dialogue regarding new ideas within the changing operating environment. Our members, the community, funders, parents, sector partners and government all look to STAO/APSO to lead in the development of professional learning opportunities for STEM educators in the province. We embrace change and serve educator needs.

**Collaboration**- To work with someone to produce or create. Internal team collaboration and creating external opportunities for members to network. To pursue partnership with like-minded organizations (for profit or non-profit) when it comes to programs and resources that serve to enhance science literacy and excellence in teaching. STAO/APSO promotes continuous learning as a value-added benefit to membership. Commitment to ongoing education and learning. Collaboration includes external opportunities with government and sector for profit entities that advance Association sustainability within conflict of interest policies.

**Accountability**- To be accountable is to accept responsibility -for one's own actions or to hold others to responsibilities accepted. Educators function in an setting of high accountability in terms of an inclusive and equitable learning environment for all.

To achieve these objectives, STAO/APSO 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.

Francophone  
Grant Cycle  
Completed

Francophone  
Grant  
Approved  
2023-24

Fall 2023  
STAO/APSO  
webinar series  
sponsored by  
RTOERO

Safety  
Workshops:  
Delivered at  
Brock University

Science Works Safety  
Assessments:  
*2 different audiences  
for consultation*  
-Teacher (worker) audience  
-Administrative  
(management) audience

Name Change  
Task Force  
Completed

Executive Director appointed  
to Chapter and Associated  
Group (CAG) Leaders  
Committee of NSTA

## Our Year in Review

Value Proposition  
Project with Board  
and Management  
Team completed

Preparation completed  
and by-law revisions put  
forward to comply with  
the new Ontario Non-  
Profit Corporations Act

STAO  
President  
attends OTF  
Spring Forum

### Don Galbraith Pre-Service Awards 22-23

Tayyabah Naeem	Wilfrid Laurier University
Jessica De Oliveira	Wilfrid Laurier University
Martha Szwarczewski	Western University
Victor Arhin	Tyndale University
Vanessa Salvaggio	Tyndale University
Pooja Sutharsun	OISE
Arthi Raviandran	OISE
Larissa Crawley	Nipissing University
Jasmine Sollen	Brock University
Cameron Knox	Brock University
Kaliyah Malcolm	Ontario Tech University

Initiatives  
undertaken  
to reduce  
expenses

New STAO  
volunteers  
added to  
complement  
Management  
Team diversity

Board  
Governance  
Committee  
recruits new  
Board members



## The Science Teachers' Association of Ontario Statement of Operations Year ended August 31, 2023

<b><u>Revenue</u></b>	<b>2022</b>	<b>2023</b>
Special projects	\$137,244	\$212,756
Memberships	72,520	60,047
Advertising and sponsorship	7,276	1,500
Investment income	6,264	14,785
Miscellaneous	5,963	3,527
Registration	5,915	1,900
Science store	3,438	3,016
<b>TOTAL</b>	<b>\$238,620</b>	<b>\$297,531</b>

<b><u>Expenses</u></b>	<b>2022</b>	<b>2023</b>
General admin and human resources	\$165,163	\$154,315
Special projects	139,169	222,274
Board and executive	10,653	9,819
Amortization	5,500	5,500
Science store cost of sales	2,645	-
Promotional committee	2,375	750
Conference committee	1,808	-
Science store committee	1,000	-
Conference	787	15,730
Registration	433	-
ScienceWorks committee	300	150
Other committees	198	-
Diversity, equity, inclusion	-	-
Volunteer committees	-	-
<b>TOTAL</b>	<b>\$330,031</b>	<b>\$408,538</b>

Deficiency of revenue over expenses for the year before other items	(91,411)	(111,007)
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<b>Deficiency of revenue over expenses for the year</b>	<b>\$ (94,178)</b>	<b>\$ (108,898)</b>
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## Board of Directors



**Mahfuza Rahman**  
President



**Graziella Sadler**  
President Elect



**Louise Vaillancourt**  
Vice President



**Nina Saini**  
Past President



**Lillian Dong**  
Treasurer



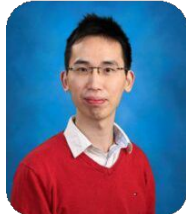
**Dr. Andrew Pasternak**  
Secretary



**Joseph Bishay**  
Board Member



**Perry Tsergas**  
Board Member



**Brian Tsui**  
Board Member

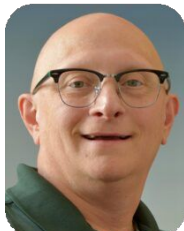


**Michelle Tsui-Woods**  
Board Member



**Bob Weese**  
Board Member

## Management Team



**Terry Kingsmill**  
Executive Director



**Zakia Remmach**  
French Language Program Manager



**Cindy Powell**  
Communications Manager



**Malisa Mezenberg**  
Director of Professional Learning



**Sheila Rhodes**  
Director of Elementary Resource Development



**Kathryn Wheeldon**  
Director of Volunteer Engagement

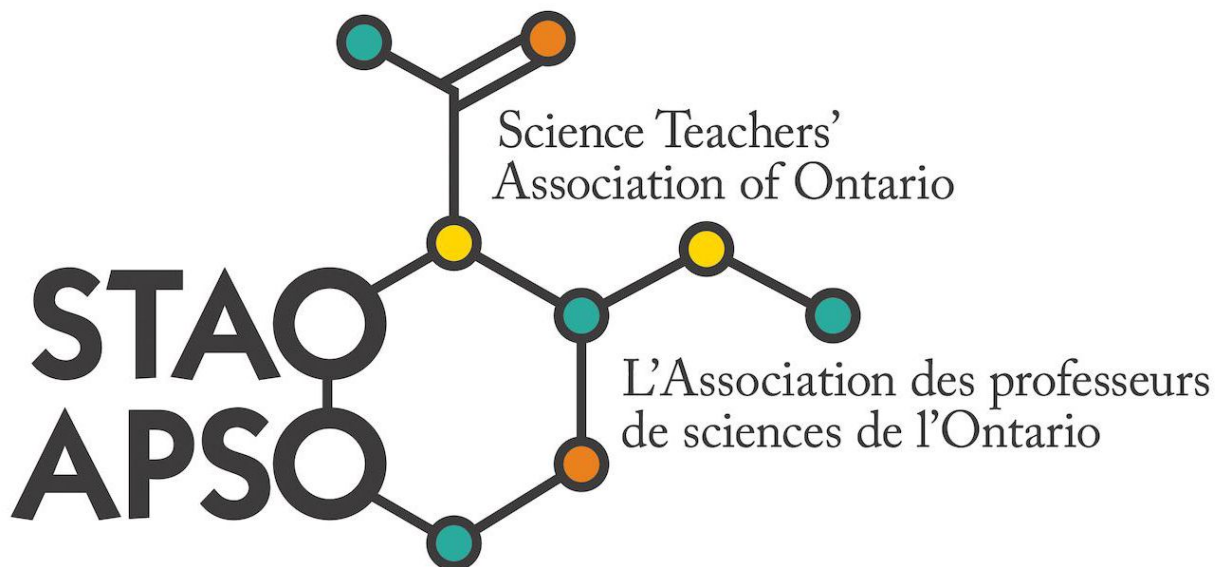


**Laura Wodlinger**  
Director of Secondary Resource Development



**Cindy Cosentino**  
Director of School Board Relations

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



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