

ABORIGINAL TEACHERS' QUESTIONNAIRE REPORT 2009

It is well recognized that engaging Aboriginal parents and community leaders in school life, integrating Aboriginal knowledge and pedagogy into the curriculum, and hiring Aboriginal teachers can help to enrich learning for all students and yield positive results for Aboriginal students. Training and hiring more Aboriginal teachers has been identified as a key strategy to improve Aboriginal education outcomes in many reports on Aboriginal education in Canada including the Royal Commission on Aboriginal Peoples (Government of Canada, 1996).

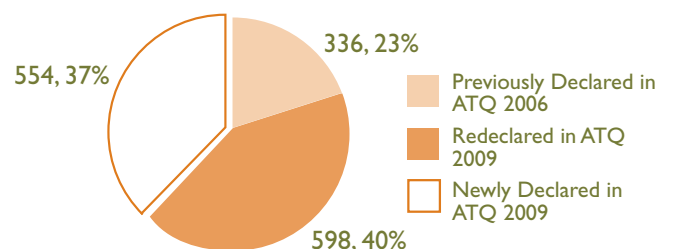
Increasing the representation of Aboriginal teachers in Manitoba schools is a key objective of the province's Aboriginal Education and Employment Action Plan, which supports the shared goal of improving educational outcomes for Aboriginal learners within Manitoba's educational system. In support of this objective, the Aboriginal Education Directorate developed the Aboriginal Teachers' Questionnaire (ATQ). It was distributed to all administrative and/or instructional personnel in Spring 2006 and again in 2009 by the Professional Certification and Students Records Unit of Manitoba Education (see Appendix B for complete questionnaire). Results from the 2009 questionnaire provides statistical information and analysis on the number and location of Aboriginal teachers throughout the province, currently, and in some cases from the 2006 collection.

The 2009 Questionnaire continues to fulfill Manitoba's commitment to improve the research base for Aboriginal education by continuing to track the number and location of Aboriginal teachers in Manitoba.

Self-Identified Aboriginal Teacher Population in Manitoba

As shown in Table 1, there were a total of 1,488 teachers who self-identified as Aboriginal in the 2009 ATQ representing 10.0% of all teachers in the province. This is an increase of 1.5 percentage points when compared to the 2006 survey.

Table 1 - Breakdown of Self-Identified Aboriginal Teacher Declarants - ATQ 2009



The total of 1,488 self declared Aboriginal teachers includes 336 teachers who previously declared in 2006, 598 teachers who re-declared in 2009 and 554 teachers who are newly declared in 2009. For the 336 Aboriginal teachers who didn't re-declare their status in the 2009 ATQ there are a number of possible reasons which include the following:

- have retired
- have taken maternity leave

- have left the province
- are deceased,
- have been seconded to other positions,
- or thought it unnecessary to re-declare.

The number of Aboriginal teachers varies by type of school. For First Nation schools the percentage of Aboriginal teachers is 43.3%, while for the remaining provincial schools it is 7.5% (see Table 2).

Table 2 – ATQ 2009 - Total Number of Aboriginal Teachers in Manitoba and First Nation Schools

Item	First Nation	Percentage	Provincial Schools	Percentage	Grand Total	%
Aboriginal Teachers	437	43.3%	1,051	7.5%	1,488	10.0%
Non-Aboriginal Teachers	572	56.7%	12,873	92.5%	13,445	90.0%
Total Teachers	1,009	100.0%	13,924	100.0%	14,933	100.0%

The Aboriginal Ancestry of Teachers in Manitoba

Table 3 shows the ancestry of self-identified Aboriginal teachers. The most significant change between the 2006 survey and 2009 is the slight decrease in Metis teachers within the provincial school system and slight increase in Metis teachers within the

First Nation school system. As in 2006 there is a much higher percentage of Metis teachers in the provincial schools. The 2009 survey shows a slight decrease of Cree teachers within both school systems.

Table 3 – ATQ 2009 - The Aboriginal Ancestry of Teachers in Manitoba

Aboriginal Ancestry	First Nations Schools	Percentage	Provincial Schools	Percentage	Grand Total	Percentage
Métis	21	4.8%	582	55.4%	603	40.5%
Anishinaabe (Ojibway/Saulteaux)	151	34.6%	89	8.5%	240	16.1%
Inineew (Cree)	109	24.9%	109	10.4%	218	14.7%
Oji-Cree	66	15.1%	30	2.9%	96	6.5%
Anishinaabe (Ojibway) and Métis (Michif)	11	2.5%	17	1.6%	28	1.9%
Inineew (Cree) / Métis	9	2.1%	19	1.8%	28	1.9%
Other (Cree)	9	2.1%	17	1.6%	26	1.7%
Other Various Combinations	58	13.3%	131	12.5%	189	12.7%
Uncertain of Ancestry	3	0.7%	57	5.4%	60	4.0%
Total	437	100.0%	1,051	100.0%	1,488	100.0%

Aboriginal Languages

Aboriginal languages help connect Aboriginal people to their worldviews and transmit their culture from one generation to the next. Learning and acquiring an Aboriginal language contributes to cultural continuity, a strong sense of identity and

positive self-esteem. To preserve and sustain Aboriginal languages and cultures it is critical to track how many teachers speak an Aboriginal language. In 2009 there is an increase of Aboriginal language speakers within the provincial schools. It is important to note though that the ATQ does not measure the proficiency of Aboriginal language speakers.

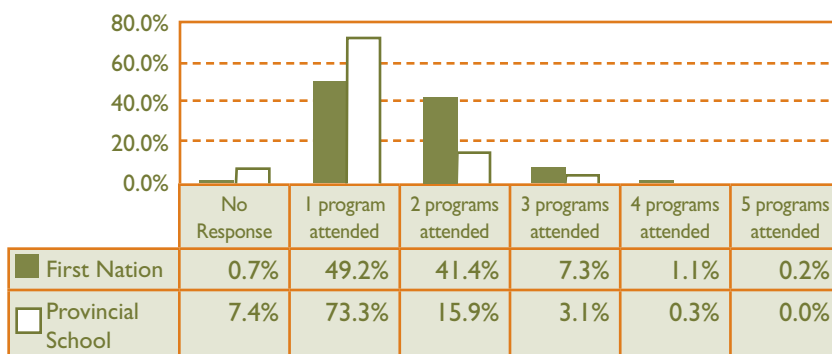
Table 4 – ATQ 2009 - Ability to Speak an Aboriginal Language

Aboriginal Language	First Nation	Percentage	Provincial Schools	Percentage	Grand Total	Percentage
No	140	32.0%	819	77.9%	959	64.4%
Yes	297	68.0%	232	22.1%	529	35.6%
Grand Total	437	100.0%	1051	100.0%	1,488	100.0%

Aboriginal Teacher Education Programs

Teachers were asked which post-secondary educational programs they had attended and they could indicate more than one program if appropriate. The number of educational programs attended show a contrast between First Nation and Provincial teachers. For First Nation teachers, about half (49.2%) attend only 1 program with the other half (50.1%) attending 2 programs or more, while for provincial teachers nearly three quarters of teachers (73.3%) have attended only 1 program with about a fifth (19.3%) attending 2 programs or more (Tables 5 and 6).

Table 5
Single and Multiple Educational Programs Attended for Teachers at First Nations and Provincial Schools - ATQ 2009



Note: An education program is recognized as an accredited Bachelor of Education Degree Program

Table 6 – ATQ 2009 - Single & Multiple Educational Programs Attended by Teachers at First Nation and Provincial Schools

Number of Programs Attended	First Nation	Percentage	Provincial School	Percentage	Grand Total	Percentage
No Response	3	0.7%	78	7.4%	81	5.4%
1 program attended	215	49.2%	770	73.3%	985	66.2%
2 programs attended	181	41.4%	167	15.9%	348	23.4%
3 programs attended	32	7.3%	33	3.1%	65	4.4%
4 programs attended	5	1.1%	3	0.3%	8	0.5%
5 programs attended	1	0.2%	0	0.0%	1	0.1%
Total	437	100.0%	1051	100.0%	1,488	100.0%

Table 7 – ATQ 2009 - Educational Programs Attended by Teachers at First Nation and Provincial Schools

Educational Program	First Nations Schools	Percentage	Provincial Schools	Percentage	Grand Total	Percentage
BU	259	37.1%	182	15.0%	441	23.1%
U of M	79	11.3%	395	32.5%	474	24.8%
PENT	160	22.9%	72	5.9%	232	12.1%
BUNTEP	148	21.2%	101	8.3%	249	13.0%
U of W	9	1.3%	175	14.4%	184	9.6%
CUSB	1	0.1%	137	11.3%	138	7.2%
Other	20	2.9%	90	7.4%	110	5.8%
WEC	14	2.0%	38	3.1%	52	2.7%
ACCESS	8	1.1%	25	2.1%	33	1.7%
Grand Total	698	100.0%	1215	100.0%	1913	100.0%

Note that teachers may indicate more than one program

CONCLUSION

In the future, the Aboriginal Education Directorate along with the Professional Certification and Student Records unit will only survey newly registering teachers. As two provincial surveys have been completed and a foundational database has been formed, no further province-wide surveys should be required. Both departments are working together to ensure data remains up to date and that a track-

ing system of incoming and outgoing teachers is regularly verified. This second phase of data collection will continue to help with planning and policy development within Manitoba Education, Manitoba Advanced Education and Literacy, school divisions, schools and other partners. The Aboriginal Teachers' Questionnaire data collection process helps ensure the quality and commitment to Aboriginal Education in Manitoba remains a high priority.

Appendix A – Sample

March 2009

Superintendents – School Divisions/Districts

Principals – Funded Independent Schools, First Nation Schools, Institutional Schools

Dear Colleagues:

SUBJECT: 2009 ABORIGINAL TEACHERS QUESTIONNAIRE

In 2006, an unprecedented 94.2% of Manitoba teachers responded to the Aboriginal Teachers' Questionnaire. Manitoba Education, Citizenship and Youth outlines goals and priorities that the province is pursuing in relation to Aboriginal education. In support of these goals and priorities, a second phase of data collection is being gathered about the number of Aboriginal teachers in the education system. The Aboriginal teacher population data will be collected from all certified administrative and/or instructional personnel (superintendents, teachers, principals, clinicians, supervisors, exchange teachers, teachers on Limited Teaching Permits, etc.).

As in 2006, data collected in 2009 will:

- Help determine the supply and demand of Aboriginal teachers in Manitoba
- Demonstrate Education program graduation rates trends
- Determine appropriate funding enhancements and research activities regarding Aboriginal education projects and programs
- Provide statistical information and analysis on the number and location of Aboriginal teachers throughout the province, currently, and as compared to the data collected in 2006

The information collected is vital to many branches within the Department, school divisions, First Nation schools, and other educational stakeholders. The accuracy and comprehensiveness of this information helps to ensure the quality and value of research activities and the reports based on these activities.

In March 2009 surveys as well as a control list (list of teachers) will be sent to school divisions and First Nations schools to assist in the collection of the forms. Please disseminate the surveys to your teachers, upon return from Spring Break.

We ask that the completed surveys and control lists be returned by May 22, 2009 to:

Aboriginal Teachers' Questionnaire
c/o Aboriginal Education Directorate
510 Selkirk Avenue
Winnipeg MB R2W 2M7

If you have any questions or concerns, please contact Riel Dion at 1-800-282-8069 (ext. 5902) or 945-5902.

Your co-operation and response to the second phase of this initiative is greatly appreciated.

Yours sincerely,
Helen Robinson-Settee

cc: Gerald Farthing, Deputy Minister, Education, Citizenship and Youth
cc: Heather D. Reichert, CA, Deputy Minister, Advanced Education and Literacy

Appendix B – Sample

PSP Number: _____ Name (Surname, Given Name(s)): _____
School Division: Winnipeg School Division School Number: _____
School Name: _____ Gender: M F (please circle one)

Aboriginal Teachers Questionnaire

Manitoba Education, Citizenship and Youth details goals and priorities that Manitoba is pursuing in relation to Aboriginal education. In support of these goals and priorities, information is being gathered about the Aboriginal teacher population in the education system.

The information you provide is voluntary. The Department of Education, Citizenship and Youth and the school system needs this information to assess current and future capacity in the area of Aboriginal educators. If you also agree to participate in further research this will assist to plan programs and develop appropriate curriculum to better meet the needs of learners. If you receive more than one survey, please return only one. Thank you for your help.

- 1) Are you of Aboriginal Ancestry? Yes No
If Yes, please proceed to question 2. If you answered No, thank you for your participation.
- 2) What is your Aboriginal Ancestry? Please select up to two choices:
- | | |
|--|---|
| <input type="checkbox"/> Anishinaabe (Ojibway/Saulteaux) | <input type="checkbox"/> Oji-Cree |
| <input type="checkbox"/> Dakota | <input type="checkbox"/> Inuktitut |
| <input type="checkbox"/> Dene (Sayisi) | <input type="checkbox"/> Uncertain of Ancestry |
| <input type="checkbox"/> Ininiw (Cree) | <input type="checkbox"/> Other (please specify) _____ |
| <input type="checkbox"/> Métis | |
- 3) Do you speak one or more of these Aboriginal Languages? No
- | | |
|--|---|
| <input type="checkbox"/> Anishinaabe (Ojibway/Saulteaux) | <input type="checkbox"/> Oji-Cree |
| <input type="checkbox"/> Dakota | <input type="checkbox"/> Inuktitut |
| <input type="checkbox"/> Dene (Sayisi) | <input type="checkbox"/> Other (please specify) _____ |
| <input type="checkbox"/> Ininiw (Cree) | |
| <input type="checkbox"/> Métis | |
- 4) In what year did you graduate from your Bachelor of Education Program? _____
- 5) Were you enrolled in any of the following education programs during your studies?
- ACCESS Program(s)
- BUNTEP – Brandon University Northern Teacher Education Program
- FACULTY OF EDUCATION**
- University of Manitoba
- Brandon University
- University of Winnipeg
- Collège universitaire de Saint-Boniface
- PENT – Program for the Education of Native Teachers
- WEC – Winnipeg Education Centre
- Other – Please specify _____
- 6) If you are willing to participate in further research, (such as language fluency, correlation studies) please provide a mailing or email address: _____

The Aboriginal Education Directorate of Manitoba Education, Citizenship and Youth is collecting your personal information on this form under the authority of *The Education Administration Act* and the regulations under that Act. Your information is being collected for the purpose of education program analysis, research and planning and will be used to assess current and future capacity in the area of Aboriginal educators, and for research and planning related to educational programming.

Your personal information is protected by *The Freedom of Information and Protection Privacy Act*. We cannot use, disclose or share your personal information for any other purpose, unless you authorize us to do so or *The Freedom of Information and Protection of Privacy Act* permits us to do so. If you have any questions about the collection of your personal information, please contact Riel Dion, Consultant at the Aboriginal Education Directorate at 510 Selkirk Ave, Winnipeg, MB R2W 2M7, 204-945-5902 or 1 800 282 8069 Ext. 5902.

Signature

Date



Garry Robson, Elder



Dr. Verna Kirkness, Educator, Elder

**For more information about the
Aboriginal Teachers' Questionnaire,
please contact:**

Aboriginal Education Directorate
510 Selkirk Ave
Winnipeg, Manitoba R2W 2M7
Phone: 204-945-7886
Toll Free MB: 1-800-282-8069 extension 7886
Email: aedinfo@gov.mb.ca