

2022-2023 Impact Report



BEING *WELL AT WORK*: EDCAN'S RESPONSE TO A BRAVE NEW WORLD

Dear EdCan Network Members, funders, and supporters,

Over the past few years, the world has become a very different place, and the needs of our education systems are no longer the same. Climate change, global unrest, economic pressures, food security, and growing inequities, particularly for our most vulnerable populations, all contribute to real daily anxiety for K-12 staff and learners. We are experiencing serious mental health concerns in our schools and district offices. People are not coping well.

This is why, for the next two years, EdCan will prioritize supporting system leaders to ensure healthier, thriving school communities. Fundamentally, EdCan believes that people working and learning in K-12 education have the right to safe and healthy environments – a workplace where everyone feels a sense of belonging. EdCan's new strategic plan focuses on expanding our K-12 *Well at Work* program, which contributes to creating environments for optimal learning (keeping in mind that adults are lifelong learners, too!).

This is the most responsive post-pandemic contribution that EdCan can make for our members and the broader K-12 education community. We invite you to join us on this exciting chapter for our 132-year-old organization. Let's work together to create the possibility of a healthier work environment, which makes healthy learning environments for students and, ultimately, better outcomes for everybody.

Sincerely,



A handwritten signature in black ink, reading "Claire Guy".

Claire Guy
EdCan Chair



A handwritten signature in black ink, reading "Max Cooke".

Max Cooke
EdCan CEO



OUR VISION

A Canadian K–12 education sector where everyone is respected, valued and supported to be at their best.



OUR PURPOSE

Supporting education professionals, the people upon which education systems and learners depend.



OUR MISSION

Providing tools, expertise, and a supportive network for education professionals so they can do their best work.



STRATEGIC FOCUS

By 2025, to foster healthier workplace environments that allow better outcomes for everyone in K–12 education.

RE-IMAGINING WORKPLACE WELLBEING WITH



[*Well at Work*](#) supports education leaders across Canada to develop and implement system-wide strategies to improve K–12 workplace wellbeing for the long term – all while mobilizing a network of passionate educators, researchers, practitioners, and stakeholder groups.

Objective: Refine and expand *Well at Work's* Advisors and Professional Learning Services.

Over the past 2 years, *Well at Work* Advisors have worked with clients in British Columbia, Alberta, Saskatchewan, Manitoba, and Nova Scotia. The team has also facilitated custom professional development in Alberta, Saskatchewan, Manitoba, and Ontario.



ADVISORS SERVICE

Objective: Build capacity among system leaders to design and implement system-wide strategies and build cultures that support workplace wellbeing for the long term.

Success Story: Black Gold School Division, Alberta

“Black Gold School Division valued staff wellbeing, but before working with our [*Well at Work Advisor*](#) we were just spinning our wheels. Our Advisor reviewed our district’s workplace wellbeing data, gathered perspectives from employees, and synthesized it into an easy-to-use report. The report made it easy to select our next steps and justify the investment into staff wellbeing.

Importantly, we were able to create a new Division Wellness Lead position, and the *Well at Work Advisor*’s Report was instrumental in onboarding the new hire. In the year since receiving our report, the Division has moved forward in several ways: restructuring how we deliver professional development to better accommodate schedules and reduce perceived workloads, funding for our in-school wellness champions for an additional year, fostering stronger relationships between school-based staff and senior leaders through regular school visits, and embedding wellbeing conversations into monthly board conversations. As we continue our work, we are focusing more attention to equity, diversity, and inclusion to ensure wellbeing for all, and to ensure this work continues and grows through anticipated leadership changes.”

Pam Verhoeff, Division Lead Wellness Teacher

PROFESSIONAL LEARNING

Objective: Enhance staff capacity and confidence in creating systems and cultures that support wellbeing while building a shared language, building a shared understanding and fostering connections.



photo: courtesy of Northwest School Division

Well at Work continues to expand its professional learning opportunities and offered custom sessions to **5 new schools districts and professional associations in 2022-2023.**

This past year, *Well at Work* launched its first [Pan-Canadian Community of Practice](#) bringing together **90 practitioners, school and district leaders, and researchers** interested in improving the wellbeing of K-12 education staff in Canada to share promising practices and lessons learned, and to build community and connections with other practitioners from across the country.

Two new workshops, “Shaping Healthy School Environments,” which was specifically designed and delivered in two school districts, and the “Leadership Wellbeing Workshop,” adapted from a previous similar workshop, ran so successfully that they will be offered for [open enrollment in 2023-2024](#). In addition, **custom professional learning programs** will continue, including follow-up sessions with existing school district clients and a co-design, cohort-based professional development pilot program in Alberta.

“[The Shaping Healthy School Environments] broke the components of organizational wellbeing down into relevant parts... provided a very good explanation of what constitutes health/a mentally healthy work environment.”

“[What I liked the most about the Leadership Wellbeing Workshop was the] interactions with colleagues – lots of good discussion and sharing with others who have both similar and different experiences.”

THE PAN-CANADIAN SUMMIT ON K-12 WORKPLACE WELLBEING

Objective: Convene wellbeing champions from across the country for peer-to-peer learning and knowledge sharing.



TOTAL WORKSHOPS AND SESSIONS
DELIVERED

25



TOTAL PARTICIPANTS

196

November 7–9, 2022 – Edmonton, AB

With concurrent workshops and in-depth training sessions delivered by top-tier staff wellbeing experts and tailored to every K–12 employee group, this Summit provided an exclusive professional learning experience for district teams of staff wellbeing champions seeking concrete ways to embed and sustain a happier and healthier workplace culture by returning to their workplace to “hit the ground running” with actionable strategies, research, and learning resources.

***WELL AT WORK* ANTICIPATED OUTCOMES**

EdCan continues to work on the objectives above to cultivate a happier and healthier work environment among those working in K–12 education across Canada. A sustained investment in shifting cultures of mental health and wellbeing in K–12 education will lead to:

1. Increased system capacity to create systems and cultures that support mental health and wellbeing;
2. Improved sense of mental health and wellbeing, psychological safety, belonging, and inclusion among education staff;
3. Improved staff recruitment and retainment results;
4. Decreased mental distress and burnout among education staff;
5. Reduced costs due to reduced absenteeism, turnover, and disability claims.

At this juncture, the EdCan Network needs to expand this work to support broader community engagement and knowledge sharing around HOW to create systems and cultures that support the mental health and wellbeing of every Canadian working in K–12 education.

ACCELERATING THE DIFFERENCE RESEARCH CAN MAKE IN OUR SCHOOLS AND CLASSROOMS

Objective: Provide research-informed resources and tools that address emerging issues, while connecting Canadian education professionals and researchers.

EdCan devoted its winter magazine edition to focus on “[Decolonizing Professional Learning](#)”, which served to mobilize the knowledge from an August 2022 pan-Canadian convening of researchers at Memorial University who are invested in disrupting and transforming research and practice in professional development (PD) in education.



“The EdCan team supported our SSHRC Connection project, Decolonizing Professional Learning, by taking complex ideas and making them relevant and available to classroom practitioners/ everyone using a variety of modalities that would be difficult for education researchers to do on their own. I would not hesitate to work with them again.”

- Dr. Joelle Rodway, Assistant Professor, Memorial University Faculty of Education, NL

“The EdCan team produces easily accessible, evidence-based content that provides educators with the tools needed to facilitate meaningful discussions, helping to improve professional practice while providing equitable learning opportunities for all.”

- Tomalyn Young, Teacher, Forest Hills School, NB

89

RESOURCES AND TOOLS CREATED
(in both EN and FR)

1

LIVE DISCUSSION
convening

45

PARTICIPANTS

Print Edition

4,100

Schools
CIRCULATION*

10,000+

TOTAL PRINT
READERS**

Digital Edition

52,500+

PAGEVIEWS

34,500+

USERS

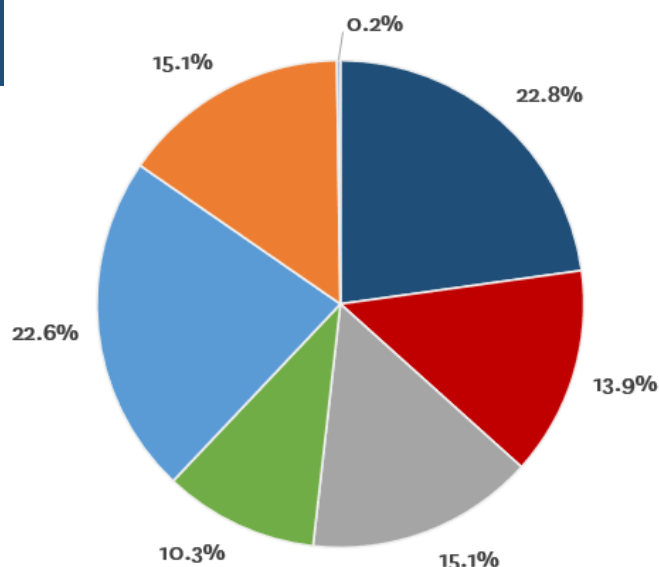
*Based on the Fall 2022 Issue | **Based on 2.58 Readers per copy from the 2018 Reader Survey



2022-2023 | REVENUE AND EXPENSES

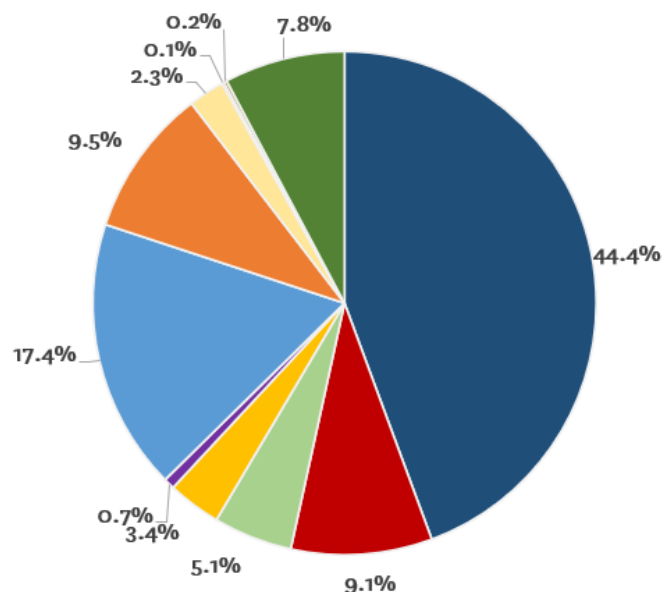
Revenue

Sustaining fees (provinces and territories)	\$275,767	23%
Other membership	\$167,474	14%
Forums, meetings and other events	\$183,043	15%
Publications	\$124,078	10%
Research	\$272,900	23%
Project and program grants	\$183,125	15%
Interest	\$2,764	<1%
Total	\$1,209,151	100%



Expenses

Salaries and benefits	\$575,148	44%
Administrative	\$117,568	9%
Office rent and utilities	\$65,713	5%
Development	\$44,327	3%
Organizational governance meetings	\$9,212	1%
Research	\$225,897	17%
Publications	\$123,617	10%
Communications and visibility	\$29,933	2%
Project and program	\$1,764	<1%
Professional learning	\$2,591	<1%
Meetings and events	\$100,597	8%
Total	\$1,296,367	100%



ACKNOWLEDGMENTS

APRIL 1, 2022 TO MARCH 31, 2023

Every aspect of EdCan's work depends on our network of members, sponsors, and supporters (detailed in the list below) who commit their valuable time, expertise, and resources to produce such high-quality work for Canadian educators.

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Tel: 416-591-6300 | Fax: 416-591-5345
info@edcan.ca

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