



THE REPORTER

AUGUST 2023



Leighton Johnson
President 2023-2024



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OUR VISION

To be the regional bench mark for teacher membership organizations; setting standards of excellence in service delivery and commitment to national development through education.

OUR MISSION

The Jamaica Teachers' Association is a democratic organization dedicated to the professional, financial and social advancement of its members and the promotion of the highest educational standards for the country.

EDITORIAL

A Call for Action!

It is note-worthy that much of our national conversations are focused on education and more so educational outcomes. There is the constant cry about how many of our children are under-performing at the primary and secondary levels.

It is said that half of Jamaican sixth grade students are unable to read or meet the grade qualifications for numeracy, and fewer than three in ten high school students are unable to pass five Caribbean Secondary Education Certificate Subjects including Mathematics and English at a single sitting.

We are reminded that education is crucial for economic growth and sustainable development in any country, and as such, the appropriation of adequate resources both financial and otherwise, becomes an important feature of any effort to transform education. The *Reform of Education in Jamaica Report* (2021) from the Jamaica Education Transformation Commission chaired by Professor Orlando Patterson, would have highlighted much of what we already know. While the report recognizes and applauds the successes of the education sector, it also makes the point that these successes are too limited and do not represent the total education sector. The question remains -are we getting value for our investments?

As a country we are not short of ideas on how to transform the education sector. We however continue to fall short in terms of the “action” that we must take. The Ministry of Education and Youth needs to move with greater alacrity in putting in place the critical drivers for the Transformation Team. We also believe that there ought to be greater collaboration with key stakeholders in order to get the education train moving.

I wish to highlight two imperatives from the Patterson Report namely:

- Greater Focus on Early Childhood Education
- Funding for Education

Early Childhood Education and Development

We are reminded that the first six years of a child's life are most important in the learning process. There is

evidence to support that children learn more during their first six years of life than they do at any other point in their development. During these first six years of a child's life, the brain is developing rapidly. We are told that neurons are developing more rapidly than at any other period in their lives. Whatever a child learns during their first years have a lasting effect on them. It follows therefore that deliberate focus in terms of resources (financial, human and infrastructural) must be made on the sector. Building a solid foundation right from the start cannot be left to chance.

While we applaud churches and other community organisations for their investment and commitment to this sector, it is time for the government to take over and fully and fund the Early Childhood sector. This will require significant funding but that is the only sure way to build a solid foundation right from the start.

The Funding of Education

In terms of funding education, Jamaica is reported to be among the top 20% of nations globally in regards to the share of its national income and annual budget devoted to this sector. However, while we commend the state for this, how education expenditure is allocated becomes an important issue. There ought to be equity and not equality in the disbursement of funds to schools. Institutions which need more should get more. In many instances, the under-resourced institutions are the ones which struggle with issues of poor academic performance and tend to get less support from alumni or other sources of funding.

The system needs to be transformed but it will take time and significant resources for this to happen. Therefore, rather than trying to fix the entire sector all at once, let us make that bold decision to reform if not revolutionize the early childhood sector as an important and necessary first step. This approach would receive national support and represents the kind of “action” that will definitely be a buy-in by the citizens of Jamaica.

No more reports. It is Action Time Now!



JAMAICA TEACHERS' ASSOCIATION

PROFILE

Leighton Ray Anthony Johnson

President 2023 - 2024

Leighton Ray Anthony Johnson, JP, has dedicated himself to the field of education for over two decades, showcasing exceptional qualities as an educator and a strong commitment to nurturing young minds for the future. His journey from an inspiring teacher to a visionary principal and ultimately becoming the 59th President of the Jamaica Teachers' Association exemplifies the powerful combination of passion, hard work, and unwavering faith in the transformative power of education.

From his early days as a diligent student to his current role as the Principal of Muschett High in Trelawny, Johnson's academic and professional journey has been characterized by perseverance, excellence, and a dedication to serving others. Growing up in Mandeville, Manchester, he was inspired by his teachers, whose profound impact ignited his thirst for knowledge.

Johnson's educational journey included completing his Caribbean Examination Council Certificate at deCarteret College and obtaining his A'Level Certificate from Knox College. As he progressed, it became evident that his true calling lay in the field of education. He enrolled at Church Teachers' College, earning a Diploma in Secondary Education. Fueling his passion for continuous learning, Johnson pursued higher education and obtained both a master's degree and a bachelor's degree (Hons.) in Educational Administration from the University of the West Indies, Mona.

Armed with new knowledge and a burning desire to effect positive change on a larger scale, Johnson took on the role of school principal at Race Course Primary in Clarendon, where he remained for three years before moving to Muschett High in 2010. Throughout his career, he also served as a classroom teacher at various schools and as an

Adjunct Lecturer in Educational Administration at HEART VTDI (Mandeville) and the International University of the Caribbean (Falmouth).

As a principal, Johnson has been passionate about implementing various programmes to foster a supportive learning environment for both students and staff, introducing progressive teaching methods, prioritizing professional development for teachers and improving parent-teacher communication. Under his leadership, Muschett High has experienced significant growth and is poised for even greater development.

Johnson's outstanding leadership and commitment to education have earned him numerous accolades, including the LASCO Principal of the Year Award (2021), Jamaica Teaching Council Excellent Teacher Award (2021), Carlong Publishers/Ministry of Education Excellent Teacher Award (2015 and 2017) and the R.C. Tavares Award for Service to the Jamaica Teachers' Association (2015).

His involvement in the Jamaica Teachers' Association started in 2001 while employed at the Nazareth All-Age School as a new teacher. Over the years, he has held several key positions within the Association, including President of the Trelawny Parish Association, Manchester Parish Association, and the Northwest Manchester District Association. Johnson has been an active member of the General Council, Central Executive, Study Circle Committee, and Resolutions Committee.

Throughout his life and career, Leighton Johnson has remained grounded in his faith and values. As a devout Christian, he lives by the principles outlined in the Bible, finding guidance and inspiration in its teachings. He is actively involved in his community and has volunteered at

the Granville Place of Safety for Girls and the Wakefield Peace Management Initiative, contributing positively to the lives of those in need. Additionally, Johnson is a member of the Rotary Club of Falmouth, actively participating in various community development projects.

Family holds significant importance in his life. He has been happily married to Debbie-Ann Peak Johnson for 18 years, and together, they have a daughter named Leigh-Ann Danielle. He fondly refers to his family as “my greatest supporters and also my harshest critics.”

As he prepares to assume the presidency of the Jamaica Teachers’ Association, Johnson has a compelling vision for transforming education in Jamaica. One crucial aspect of Johnson’s plan is to modernise the Association’s systems and structures to align with the trends of the 21st century, all while preserving its core founding principles. An important imperative will be to improve the perception of the Association by the general membership through open and transparent communication. Additionally, he aims to leverage technology to increase efficiency in the JTA’s operations and communication processes with its members, ensuring that the organisation can adapt and respond effectively to the needs of its members.

During President Johnson’s tenure, his top priorities will be empowering teachers, negotiating with the government on compensation issues, resolving pending cases at the teacher tribunal, increasing funding for the Early Childhood Sector, establishing a think-tank of education experts, improving professional development through a Professional Development Institute, and supporting teachers in becoming certified as master teachers. He will also advocate for addressing challenges like insufficient technology integration, student discipline and violence in schools, and inadequate staff security.

Specifically, his initial focus for the conference year includes but is not limited to the following:

- I. To continue the process of negotiating with the Government to address the unresolved issues within the compensation review.
- II. To monitor the developments of the Jamaica Teaching Council Bill.
- III. To host an Early Childhood Education Conference.

- IV. To get the Ministry of Education and Youth and the Ministry of Finance and the Public Service to commit to a three-month completion time to provide payment for teachers who have proceeded on retirement.
- V. To get the Ministry of Education and Youth to agree to pay teachers who have completed their course of study and are awaiting receipt of certification, at the pre-trained graduate point of the scale instead of the pre-trained teacher point.
- VI. To clear up and reduce the number of unresolved cases at the Teachers’ Appeal Tribunal.
- VII. To establish a full database of the membership of the Jamaica Teachers’ Association.
- VIII. To advocate for the refund of mileage paid to traveling officers at the secondary level.
- IX. To focus on planning for the JTA’s 60th Anniversary Celebrations.
- X. To get the Ministry of Education and Youth to agree to increase the frequency at which the Teachers’ Services Commission meet with a view of completing the process of reviewing teacher qualification, paying new teachers as well as teachers who have satisfactorily met the Ministry’s criteria for upgrade within three months; and completing the appointment of principals and vice principals within 1 month having received information from the Ministry of Education and School Boards.

Leighton Ray Anthony Johnson, JP, is poised to lead the Jamaica Teachers’ Association with a vision of transformative change to secure a brighter future for Jamaica’s students and educators alike. He firmly believes that by fostering collaboration and collective efforts among all education stakeholders, they can jointly advance the vision of ‘reigniting passion for education through equitable and inclusive educational opportunities’.



PROFILE

Mark Smith

President Elect 2023 - 2024



Mark Smith, Principal of Munro College, comes very prepared and qualified to the post as President (Elect) of the Jamaica Teachers' Association (JTA).

He insists he shares experiences similar to those of the majority of teachers. He's a past student of two rural non-traditional high schools; he went to teachers' college, then taught in a rural prep school, and was head of department at a large technical high school where he rose to become acting vice principal.

Aside from his experience in the classroom and in school administration, he played a major role in education. He has served as an Education officer, as Lead Inspector with the National Education Inspectorate (NEI), and as a lecturer/facilitator with the National College for Educational Leadership (NCEL). He also worked at the National Council on Education.

Over much of his two decades in education, Mr Smith has served the JTA in various capacities, most recent of which was as Parish President for St Elizabeth (2022-23).

Mr Smith isn't one of those who claims he was born to be a teacher. His mother was. In fact, growing up, Mark Smith thought he would design buildings for a living. He wanted to be an architect.

But life had other plans for him. Having completed secondary school at Lennon High in Clarendon, Mr Smith worked first as a pre-trained teacher, when he was 17 years old, at Brixton Hill Primary in upper Clarendon.

Seeking to further his education he entered the Mico Teachers' College and in his subsequent years like a familiar tale, he admitted, "I found my purpose, I fell in love with teaching and have no regrets."

It has been a colourful journey marked by accomplishments and numerous challenges since then.

After Mico, he worked briefly with an advertising and print media company and says, though the pay was very good, he didn't feel a sense of purpose in the job.

Mr Smith went on to work at Glenmuir Prep where he taught Computer Science and other subjects for a few years before being promoted to teach Grade 6. His love for reading and quest for knowledge pushed him to pursue his first degree. "It wasn't easy on a teacher's salary," he recounted. Then it was on to Vere Technical High.

At Vere, in considering his career he thought about how he could distinguish himself among the just over 100 excellent teachers on staff. He knew that, like him, most had first degrees but only two or three had a master's degree. So, he enrolled for and completed a Master of Education degree from St. Mary's University in Minnesota, USA.

Mark Smith was still in his 20s when having served as Head of Department, he acted as Vice Principal at Vere. He thanks then Principal Dr Henrietta Stewart for her guidance and the trust she placed in him to serve in the capacity of Vice Principal. He also benefitted from the tremendous support from the staff that made his tenure positive and impactful. In addition, he said it was Dr. Stewart that also encouraged him to successfully go after an opening in the Ministry of Education, as an Education Officer.

Mr Smith says he takes a similar approach to that of Dr. Stewart in relating to his teachers' capacity building. He now leads his team at Munro College guided by a strong philosophy focusing on encouraging self-development, promoting advancement, and pointing team members to openings and opportunities.

His involvement with the JTA began years ago when he was consulted by different presidents on such matters as boys' education and secondary education issues. Those concepts are at the core of the doctoral studies he is completing in Educational Leadership and Administration at Temple University.

He has served the JTA in several capacities at both the national and parish level as a member of the executive team. He served as Chairman of the Properties and Business Services Committee as well as a member of other committees including Finance, Professional Advancement, and Teacher Welfare and the Secondary Committee.

For some time, he said, he had come to believe that he could contribute to the representation of teachers and the strengthening of the JTA as a union and professional association. That led him to start preparations to run in the 2022-2023 Presidential Year as a President-Elect.

He set up a campaign team, raised adequate funding for what he anticipated would be a rigorous campaign, and was ready for the road. However, shortly after the close of nominations, he was told there were no other contestants in the race for President. Destiny had made Mark Smith President Elect Unopposed.

With that, he had joined a small band of former Presidents who, for one reason or the other, did not face the electorate. They include Byron Farquharson and Professor Errol Miller.

The Parish President for St Elizabeth (2022-23) was a little disappointed that he had not had the chance to roll out his national presidential campaign before the teachers he wanted to lead.

However, he continued his consultation with teachers and is bringing all his experience of more than two decades in education and leadership to the job.

In addition, to his involvement in education and teaching experience at the primary, secondary and tertiary levels, Mr Smith has fortified his thinking with advice from several former JTA presidents.

He stated, "I got involved because I wanted to assist in supporting the fight of the teachers of this country while continuing to promote the work of nation-building the JTA has been involved in for almost 60 years. The JTA not only acts as a strong union but also promotes professional development".

According to Mr Smith, who became Principal of Munro in 2015 as he considered being part of the JTA's leadership, "I started to believe that I could add to the re-envisioning and restructuring of the JTA in its mission to better serve its members."

And, he brings more too. Mark Smith is an auto enthusiast. He is a voracious reader, he taught himself mechanics, and with friends the self-taught auto mechanic tuned and built a race car from scratch. He loves high-performance cars and spent a lot of time around Vernamfield and Dover. He has used those skills and passion to drive the establishment of a now-popular Automotive Club, Engineering Fraternity and Automotive Engineering Department at Munro College.

Among the projects he wants to take on as JTA President is a campaign to educate Jamaicans about the importance of education. "I don't think the average Jamaican understands the value of education, the true economic value it adds to the GDP of the country, and how it can drag this country out of poverty," he says.

- He believes compensation of teachers remains at the forefront of issues the JTA must continue to tackle in the near and medium term.
- In addition, he says the improved compensation which teachers must get will not, by itself prevent teacher migration and poor morale that continue to plague the system. He says the conditions in the average classroom and school facilities across Jamaica are often terribly poor. The net effect continues to fuel teacher migration and diminishes the stock of the country's 'inteligencia'.
- He said teacher welfare will be high on his agenda. He sees that being put into effect through leveraging technology to give teachers more of their personal time back.
- He cites the example of his plan to use AI technology to reduce the time taken to create a lesson plan. Just imagine a teacher with the aid of AI composing a lesson plan in less than a minute instead of the 40 minutes, he offered. That's giving educators more control over their time. Allowing educators to pivot away from administrative tasks towards more focus of the limited time on student engagement and learning.

Known by many as a doer, he says bank on his reputation. "I have a reputation for getting things done."



JAMAICA TEACHERS' ASSOCIATION

RETROSPECT

Mrs La Sonja Harrison

Immediate Past President 2023 - 2024

August 15, 2022 - a night not soon forgotten by the many educators who were present to witness the inauguration of LaSonja Fiona Terwissen Harrison, as the 58th President of the Jamaica Teachers' Association. Only the (12th) twelfth female to do so, her ascendancy evoked intermingled expressions of admiration and ambivalence, albeit high expectations. ***"Revisiting the Foundation: Building our Human Capital through Equitable Educational Opportunities"*** served as the Conference Year's guiding theme.

A full return to face-to-face instruction at the start of the school year, especially after the Covid-19 pandemic, required close monitoring and support from the union. It was however, the highly charged industrial relations climate, buoyed by the controversial Public Sector Compensation Review, which received the President's full attention for the conference year. Her strident nature and unwillingness to compromise earned her the respect of the educators of Jamaica and 'John Public' at large. The term 'liveable wage' is etched into the minds of everyone through her record-breaking number of media appearances and has become synonymous with her presidency.

EPIC LEADERSHIP

As President Harrison reviews her campaign on EPIC leadership, she recalls the National Association of Retired Teachers' Wellness Get-away activity and the Industrial Relations Training with great satisfaction. She also highlights the Labour Day projects that she believes raised awareness of the importance of food security. The Education Research Seminar focusing on Action Planning and Publications as well as the online Town Hall Meetings, were also critical for the expansion of the knowledge base of the nation's educators. The hosting of the Women's Conference had a regional flair

as Sisters from across the Caribbean participated, fulfilled in part the objective of building our human capital within the Association. The nature of her mandate was people-centred, in its overall thrust towards membership education, President Harrison explains. Her many speeches, particularly those articulating the need for a Jamaican Philosophy of Education, purpose driven in nature and anchored in Judeo Christian principles, she believes, were intellectually-inspiring and supported by a year secured in prayer. With her voice filled with much emotion yet determination, she declares "Without God I would not have made it".

Even as she introspects, the powerful impact of her presidency as the 'face and the voice' of the teachers of Jamaica has not been lost on Mrs. Harrison. However, she expresses ambivalence at the fact that several of the planned activities were either not executed or scaled down immensely. The Quiz Competition which was well-planned but not executed, partially because of the encompassing nature of the compensation restructuring exercise, remains one of her biggest disappointments. The Founders' Day Lecture as well as the Education Conference at which a Policy Paper on Financing Education would have been presented, were also items that did not reach the completion stages as these were forced to be cancelled by the Secretariat, despite work being much advanced on them. The Early Childhood campaign which would have included a Telethon, was partially planned and had it come to fruition, would have provided much needed help to this foundational sector, critical to the educational opportunities afforded the nation's children.

Leadership was not new to the Principal of St. Faith's Primary School, nestled in the hills of St. Catherine. She admits though, that management of the team she assembled was a challenge, with the nuances of the year not affording enough time and

opportunities for collaboration and feedback. Differences of opinion and seriously drawn lines also proved to be contributing variables that thwarted the execution of some of the planned activities. President Harrison maintains that 'hindsight is 20/20', and in her advice to aspirants of the top post in the Association, opined that the best team is a careful mix of competence and loyalty.

TO SIGN OR NOT TO SIGN!!!

"Historic"...was the utterance of one reporter as he defined the presidency of LaSonja Harrison. This was in reference to her refusal to sign a salary agreement with the Ministry of Finance and the Public Service which she believed belittled the teachers of Jamaica. For her part, the President acknowledges the dissonance that this caused, but declares unequivocally that it was "a matter of God and conscience". She believed that the compensation restructuring exercise provided a golden opportunity for the government to right many wrongs in the teaching profession. This was in light of the growing trend towards teacher migration - a matter (supported by very reliable data), she remembers speaking definitively about at her inauguration. The classroom teacher, who would have given many years of service, is now worst off when compared to their counterparts with significantly less years of service and she questions whether the country is serious about attracting and securing the best and brightest for the future of Jamaica.

She laments that even now, since the signing of the Agreement, the teachers have still not been given what is due to them. The matters outstanding include but are not limited to:

- The non-payment of the Graduate Allowance
- The anomalies in the tax calculated on gross earnings across the sector
- A need for the recalculation of salaries of teachers who are unable to determine the accuracy as their monthly salary payment as it varies each month since March, 2023.
- The revisiting of the conversion scale/transitioning of teachers to be as close to point-to-point conversion as possible.

President Harrison expresses confidence that the union will continue to agitate for the teachers' just due with an awakened membership who keeps the leadership accountable.

LEGACY

Notwithstanding the weight of the outstanding compensation issues, mandated items that have not been met and her own decision-making, President Harrison is confident that while there are many things that others would have done differently, 'history and time will judge' the contribution she has made to unionism and education. Some programmes she admits were questioned from the beginning, but she was clear about the path she wanted to take and maintains that the activities were attainable, were every effort made to ensure that they were achieved. Navigating very long meetings in a tense atmosphere, and having to travel or conduct them online sometimes took a toll physically and mentally, still she persevered. The post, she warns, is not without its challenges, neither is it for the faint of heart, but with GOD all things are possible.

Still, she expresses no regret and proffers no apology for ensuring that the core activity of the union was taken care of, as much as it seemed to have consumed the conference year. The reception of the teachers in general is testament to the stellar representation she has given on their behalf. This she believes is the legacy of La Sonja Harrison. Faithful, Factual, Fearless... This was the commitment she made during her campaign, a commitment she believes she did her best to complete with the guidance of the Almighty. She is compelled to remind us that "Education is the most powerful weapon one can use to change the world" (Nelson Mandela). This social good remains a critical pillar and vehicle through which upward mobility can be attained, if we are to win the war against the rising subculture punctuated by immorality, violence and godlessness.

As she demits office, Harrison vows to continue doing what she has always done: advocate on behalf of the nation's teachers through collaboration with the incoming President and Secretariat. She reiterates that collective visionary leadership and passion are needed more than ever in ensuring that quality representation for teachers and equitable and inclusive educational opportunities are afforded to all Jamaican children. Successfully making it to this point in the journey would not have been possible without the love and prayers of her family: husband, daughter and mother as well as those in her immediate church family - her brothers and sisters in Christ. She further expresses gratitude to everyone who either supported or challenged her tenure, and thanks the JTA Secretariat, committee chairpersons, and the general membership of the Association who continue to **UNITE and SERVE**.



MESSAGE

The Hon. Fayval Williams

Minister of Education and Youth

As the members of the Jamaica Teachers' Association meet for your 59th Annual Conference, you do so within the context of high expectations from the general public for students' and teachers' performance. Additionally, there are greater demands for accountability and efficiency and hence the Government's implementation of a transformation programme for the entire education sector.

Within this context, your theme this year ***"Advancing the Vision: Reigniting the Passion through Equitable & Inclusive Educational Opportunities"*** for your Annual Reporter publication is timely. Neither the education bureaucracy nor educators operate in a vacuum. Collectively, we seek to achieve the best outcomes in education within the context of global trends, available financial resources as well as the existing social and physical infrastructure.

Policy formulation must therefore be anchored in evidence obtained through various forms of assessment, including teacher observation, student-teacher interaction, tests, peer assessments and practical performance. This information and data can then be used to gauge the educational attainment and progress of individuals and cohorts as well as the effectiveness of programmes and performance of the educational system as a whole.

In the context of your theme, we note that equitable and inclusive opportunities cover a wide spectrum including physical infrastructure and the avenues for stakeholder input in policy development. In the four decades since the United

Nations declared 1981 as the International Year of Disabled Persons with an appeal for a plan of action which would allow people with disability to have equal opportunities and to participate fully in society, governments have taken many steps to provide a more inclusive environment and access to resources and facilities in educational institutions, sporting activities and business. The rapid pace of developments in information communication technology has thrown into sharper focus the imperative of transforming the education system to be more agile, responsive, relevant and inclusive for all stakeholders including learners, school leaders, teachers, facilitators and administrators.

Expectations that schools should be preparing students to be citizens of a globalised world have fueled reforms in education that are increasingly centred on evidence-based approaches, with the objective being to boost students' performance. Yet, there is a recognition that the way in which evidence is gathered, collated, interpreted and results used as a basis for policy formation cannot be divorced from the work and involvement of educators themselves. To this end, the Ministry is committed to supporting the professional development of teachers, investing in the leadership capacity of principals and aspiring principals as well as continuing to improve the physical infrastructure of schools.

In addition, we underscore that the Ministry of Education and Youth has long appreciated the importance of providing equitable and inclusive educational opportunities in education. Through our Special Education Unit, the Ministry

provides technical support which encompasses education for students aged 3–21 years with various special needs including students who are deaf or hard of hearing, students who are blind or have visual impairment, students with learning disabilities, intellectual disability, emotional and behavioural disorders, autism, and students who are gifted and talented.

We also appreciate that inclusivity goes beyond facilitating students and teachers with special needs. Indeed, there are provisions, through consultations and meetings, for the perspectives of various stakeholder groups to be heard in the development of or amendments to a variety of policies. Our Ministry remains committed to working with all stakeholders in the continuing efforts to improve students' performance.

The Ministry's push to transform the education sector in line with the recommendations outlined in the Jamaica Education Transformation Commission report is well underway. This transformation programme covers all aspects

of the system from early childhood to the tertiary sectors and is focused on seven broad thematic areas namely:

1. Governance, Administration, Leadership and Legislation
2. Early Childhood Education
3. Curriculum, Teaching and Teacher Training
4. The Tertiary Sector
5. TVET in Jamaica
6. Infrastructure
7. Finance

As you participate in your annual conference, I am sure this focus will enrich your discussions and help in the recommendations to the Ministry on how we can continue to work collaboratively for the good of the nation's children.





DESMOND PITTMAN '13
MS IN EDUCATION

- Community College Leadership
- Curriculum, Instruction, and Assessment
- Early Childhood Education (Non-Licensure)
- Educational Administration and Leadership (Non-Licensure)
- Educational Administration and Leadership (for Administrators)
- Educational Technology
- Higher Education and Adult Learning
- Higher Education Leadership and Management
- Higher Education (Self-Designed)
- Organizational Leadership and Development
- P-20 Education (Self-Designed)
- Reading, Literacy, and Assessment
- Special Education

- Curriculum, Instruction, Assessment, and Evaluation
- Early Childhood Leadership and Advocacy
- Early Childhood Special Education
- Educational Policy, Leadership, and Management
- Educational Technology and Design
- Higher Education Leadership, Management, and Policy
- Higher Education Leadership and Policy (Self-Designed)
- Learning, Instruction, and Innovation
- Organizational Research, Assessment, and Evaluation
- P-20 Education (Self-Designed)
- Reading, Literacy, Assessment, and Evaluation

<ul style="list-style-type: none"> • EdS in Curriculum, Instruction, and Assessment • EdS in Early Childhood Education (Non-Licensure) • EdS in Educational Administration and Leadership (Non-Licensure) • EdS in Educational Leadership and Administration 	<ul style="list-style-type: none"> (Principal Licensure Preparation) • EdS in Educational Technology • EdS in Learning, Instruction, and Innovation • EdS in Reading, Literacy, and Assessment • EdS in Special Education (Non-Licensure)
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Master of Arts in Teaching – Special Education



Walden University's Richard W. Riley College of Education and Human Sciences is accredited based on the Council for the Accreditation of Educator Preparation (CAEP) Standards through June 2026. This accreditation covers specific Walden initial teacher and advanced educator preparation programs, including the BS in Elementary Education, Master of Arts in Teaching (MAT) – Special Education, MS in Education – Educational Leadership and Administration specialization, and EdS in Educational Leadership and Administration. The MAT-SPEd, MSEd-ELA, and EdS-ELA programs were reviewed by Specialized Professional Associations (SPAs), which define content-area standards for programs and achieved national recognition.

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59th Annual Conference

AUGUST 21-23, 2023
ROYALTON NEGRIL RESORTS AND SPA

**THEME: "ADVANCING THE VISION: REIGNITING THE PASSION THROUGH
EQUITABLE AND INCLUSIVE EDUCATIONAL OPPORTUNITIES"**

**KEYNOTE SPEAKER: Mr. Fredrick C. Ingram, Secretary-Treasurer
American Federation of Teachers**

Pre-Conference Church Service

Sunday, August 20, 2023
Holy Trinity Church, Westgate, Catherine Hall, St. James
10:00 a.m.

CONFERENCE PROGRAMME

MONDAY, AUGUST 21

REGISTRATION 8:00 A.M. - 10:30 A.M.

FIRST SESSION 11:00 A.M. - 12:30 P.M.

1. President's Welcome
2. Constitution of Conference & Standing Orders
3. Questions
4. Keynote Address
5. Announcements & Adjournment

LUNCH: 12:30 P.M. - 2:00 P.M.

SECOND SESSION 2:00 P.M. - 4:30 P.M.

6. Constitution of Conference

7. Answers to Questions & Questions
8. Notices of Motion
9. Annual Report
10. Financial Report
11. 2023-2024 Budget
12. Announcements & Adjournment

THIRD SESSION

8:00 P.M. - 10:00 P.M.

13. President's Remarks
14. Excuses, Obituaries, Congratulations and Personal Messages
15. Welcome
16. Greetings
17. Proclamation of President-Elect
18. Musical Item
19. Out-Going President's Address
20. Investiture Ceremony
21. Presidential Address
22. Announcements & Adjournment

TUESDAY, AUGUST 22

FOURTH SESSION

9:00 A.M. - 10:00 A.M.

23. Status of Women's Committee

FIFTH SESSION

10:00 A.M. - 11:00 A.M.

24. Constitution of Conference
25. Answers to Questions and Questions
26. Notices of Motion
27. JN Bank
28. Jamaica Publishing House
29. Resolutions Committee Report and Resolutions
30. Announcements & Adjournment

SIXTH SESSION

11:00 A.M. - 1:00 P.M.

31. Constitution of Conference
32. Answers to Questions & Questions
33. Salaries and Conditions of Service Report
34. Resolutions
35. Announcements & Adjournment

LUNCH - 1:00 P.M.

FREE AFTERNOON

SEVENTH SESSION 8:00 P.M. - 10:00 P.M.

- 36. Constitution of Conference
- 37. Answers to Questions & Questions
- 38. Awards Ceremony
- 39. Announcements & Adjournment

WEDNESDAY, AUGUST 23

EIGHTH SESSION 8:30 A.M. - 11:00 A.M.

- 40. Constitution of Conference
- 41. Answers to Questions & Questions
- 42. Ministry of Education & Youth
- 43. Announcements & Adjournment

BREAK 11:00 A.M. - 11:30 A.M.

NINTH SESSION 11:30 A.M. - 12:30 P.M.

- 44. Constitution of Conference
- 45. Answers to Questions & Questions
- 46. Committee Reports
- 47. Presentation of the JTA's 2023-2024 Programme
- 48. Resolutions
- 49. Announcements & Adjournment

LUNCH 12:30 P.M. - 2:00 P.M.

TENTH SESSION 2:00 P.M. - 4:00 P.M.

- 50. Constitution of Conference
- 51. Answers to Questions & Questions
- 52. Constitution of General Council 2023 - 2024
- 53. Closing of Conference
- 54. Rise of Conference

Special General Council Meeting to constitute Committees - September 2, 2023 at 10:00 a.m.



Jamaica Teachers' Association

ON DEMAND Counselling Programme

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South East

97B Church Street
Kingston, Kingston
(876) 922-1385
(876) 922-3257
(876) 565-8232 (Regional Officer)
jtaseoutheastregion97b@yahoo.com

South Central

5 1/2 Caledonia Road
Mandeville, Manchester
(876) 962-2507
(876) 961-4691
(876) 564-8769 (Regional Officer)
jtasmouthcentralregion@gmail.com

North East

Little Bay
St. Mary
(876) 994-9525
(876) 371-9683 (Regional Officer)
portmariajta@yahoo.com

Western

Lot 3, Straddle Drive,
Units 6 & 7, Summit Business Center
Fairview, Bogue
Montego Bay, St. James
(876) 979-8362
(876) 953-6132
(876) 484-4344 (Regional Officer)
jtawesternregion@yahoo.com



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STANDING ORDERS

GENERAL

1. Sessions of Conference shall begin and close at the time fixed on the conference Time Table. If 30 minutes shall elapse after the fixed time for a start and there is not a quorum, either business shall proceed and be approved when there is a quorum or the session shall be deemed adjourned until the next session. Conference shall have the right on a majority vote on a motion of its members, to continue a session for up to 30 minutes beyond the time fixed for its close.
2. At the opening of each session it shall be the duty of the Credentials Committee or, in their absence, the Secretary General to ascertain and declare when a session must be duly constituted.
3. No session shall be duly constituted unless there are present at one and the same time at least 15 members of the General Council and 55 delegates.
4. Sessions of Conference shall be presided over by the President or in his absence the President Elect or Immediate Past President, and in the absence of any or all of these, Conference, may appoint a Chairman from among the members of General Council present.
5. No Officer, Council Member or Delegate shall absent himself from any session of Conference except by permission of Conference.
6. The Chairman in speaking shall normally stand, and whilst speaking shall not be interrupted by anyone.
7. When the Chairman rises to speak, all members shall sit.
8. The Chairman shall have an original and casting vote.

REPRESENTATIVES

9. When a member rises to speak he shall give his name, and if he is a representative, also the name of his Association and if his right to the floor is questioned, it shall be acknowledged by the Chairman.
10. None but Officers, Council Members and Delegates are allowed to vote; but any member of the Association may take part in the discussion by permission of the Chair.
11. A non-member of the Conference who may desire to speak on a Resolution may be allowed the privilege by a majority vote of Conference.
12. The Conference shall have the power to move the courtesy of the floor to any member they may desire to hear.

RESOLUTIONS

13. The mover of a Resolution on speaking, shall stand and address the Chair, after which he shall remain standing until he has finished.
14. The mover of a Resolution shall not speak longer than ten (10) minutes.
15. No member, other than the mover of a Resolution shall be allowed to speak longer than five (5) minutes except by vote of Conference.
16. When a Resolution has been amended, the amendment must first be put to the vote; and if it be lost, then the Resolution.
17. If an amendment be further amended, the last amendment shall first be put to the vote, if it be lost then the first amendment, and if that be lost then the Resolution.
18. The person who is speaking on a Resolution when time is called shall continue to speak on the same Resolution immediately after the opening of the next session, or as early as it shall be brought before the Conference.

19. When it appears that a motion has been fully discussed, the Chairman shall stand and ask "Are you ready for the question?" I now put the question. "Those in favour, say aye. Any against?" On satisfying himself that the majority are in favour he shall declare, "The Ayes have it." If the Conference is not satisfied that is so, the members shall take a vote by show of hand, or other proper and convenient method, and declare the motion carried or lost. In the case of a tie he shall give a casting vote and follow by a declaration.
20. A Resolution passed at the Conference may be rescinded at another session by a majority vote of the members present: but a notice of motion shall be given.
21. The number of votes for any resolution shall be recorded before any other resolution or any business is attempted.
22. The mover of any Resolutions shall have the right if he so desires to speak for not more than five minutes at the close of a debate or his Resolution, provided that his speech shall be a summary of refutation of the arguments and not merely the opening of a new debate, and further that no additional discussion of the Resolution shall be allowed after the mover has thus closed the debate.
23. The Chairman's decision shall be final as whether or not a speaker is introducing a new debate in his closing remarks.

QUESTIONS AND NOTICES OF MOTIONS

24. All Questions and Notices of Motions shall be submitted in writing immediately after the opening of each Session and the Questioner or Mover shall read the Questions of Notices of Motions before the Conference, and shall attach his signature.
25. Amendments to Resolutions shall likewise be written and signed by the mover and Seconder. All such writing shall be in legible hand writing and on one side of the paper.

POINTS OF ORDER

26. In the case of continued irrelevance or tedious repetition, or any action contrary to the decorum of the debate, on the part of any member, the Chairman may call him to order, but the member may be permitted to state his case by an appeal to the Conference through the Chair.
27. Any other member may also cause him to cease speaking by standing and saying after addressing the Chair, "I rise on a point of order."
28. If a member, when out of order refuses to sit or to cease speaking when called to order by the Chair, he shall be named by the Chair.
29. The Chairman shall decide whether a member is in order, and his decision shall be final. He has also the power to decline to put from the chair any amendment which is out of order.
30. If disorder should arise the Chairman acting on his discretion, can quit the Chair and announce the adjournment of the meeting for a specified time (not exceeding 20 minutes) and by that announcement, the meeting is immediately adjourned, and no business subsequently transacted will be valid.



JAMAICA TEACHERS' ASSOCIATION

ANNUAL REPORT 2023

Mark Nicely, JP

Secretary General

INTRODUCTION

"Do your little bit of good where you are; it's those little bits of good put together that overwhelm the world." –
Desmond Tutu

"We are drowning in information, while starving for wisdom. The world henceforth will be run by synthesizers, people able to put together the right information at the right time, think critically about it, and make important choices wisely." – E. O. Wilson

As we embarked on the "new Conference Year," our unwavering dedication to advocating for the rights of our members remained steadfast. Foremost among the matters we addressed was the pursuit of a Compensation Package that aligned with the needs of our members, who were grappling with the challenge of making ends meet.

The Association maintains an ongoing dialogue with the pertinent Government Ministries, actively addressing the diverse array of issues stemming from the Compensation Review after it was implemented. Some of these issues included:

- The Graduate Allowance and how it is treated in transitioning to the new salary scales arising from the Compensation Review.
- Instance where teachers' taxable gross exceeded their gross earnings for the March 2023 pay cycle.
- The calculations of Inducement Allowances utilizing the 2017-2021 salary scales
- The non-activation of Maternity and Paternity Leave facilities for Public Sector teachers.
- Increment calculation of new salaries and retroactive payments.

- Review of compensation package for Senior Teachers.
- Non-payment of retroactive monies to varying categories of teachers - employed, retired and resigned and other related matters requiring urgent attention.

Trade Unions have been regularly criticized for creating strife within the workplace environment. The concept of Collective Bargaining has been termed a continuous strategic process in determining terms and conditions of employment.

Unions face challenges, such as disagreements among members, strained relationships with employers, and potential conflicts of interest. Overall, unions play a significant role in promoting fair treatment, better working conditions, and improved quality of life for workers in various industries.

However, this process could stimulate harmony, peace, and discipline as stable industrial relations are the key to the economic growth and social development of nations. Collective bargaining is often used to build bridges by resolving minor or major differences without any outsider influence or interventions. We must protect this legacy of our forefathers as better wages and working conditions are realized reflecting the times.

We fully agree with the Ministry of Education and Youth's statement that "Every child can learn, every child must." Additionally, we stand alongside international unions in advocating for the belief that every child is entitled to receive a high-quality public education. Denying any child this fundamental human right goes against our shared principles and commitment to ensuring equitable access to education for all.

I now use this privilege to account to Annual Conference the stewardship of the Association in the capacity of the Secretary General for the 2022- 2023 Conference Year.

The Jamaica Teachers' Association embarked on several activities during the 2022-2023 Conference year. Below are the major activities that made the Conference year an eventful one.

Central Executive and General Council Training

This was a joint activity that was conducted over two (2) days, from Friday September 16-17, 2022 at the Hotel Riu Palace, Tropical Bay, Negril. It was a very productive training.

Professional Advancement and Teacher Welfare Committee (PAC) National Training.

This was held on Friday, October 7, 2022 at the Ben Hawthorne Conference Room, 97B Church Street, Kingston.

Participants included the Members of PAC, Parish Presidents, Parish PAC Representatives as well as Chairmen of the various National Committees.

Main objectives were:

- To provide orientation for the new and past members of the committee
- To provide useful materials for participants such as toolkit as trainers and event planners
- To expose members to the highest ethical standards expected
- To reiterate the important role PAC plays
- To allow members to hone their presentation skills

Professional Photo Day

One of the mandates of the President was to provide member of General Council with a professional portrait.

This was facilitated through the engagement of Bryan's Photo Studio in Half Way Tree.

New Teachers' Seminar

The "New Teachers' Orientation Seminar" was held regionally.

South East Region: This seminar was held on Wednesday, October 05, 2022 at the Conference Centre, Kingston.

South Central Region: This seminar was held on Thursday, October 12, 2022 at the Mount St. Joseph's Catholic Preparatory School.

North East Region: This seminar was held on Thursday, October 11, 2022 at the Casa Maria Hotel in St. Mary.

Western Region: This was held on Thursday, October 21, 2022 at the Hollis Peter Lynch Auditorium Montego Bay, St. James.

DATE	REGION	NUMBER ATTENDED	NUMBER OF APPLICATIONS RECEIVED
October 5, 2022	South East	145	118
October 11, 2022	North East	179	121
October 12, 2022	South Central	202	140
October 21, 2022	West	202	106

National Leadership Training Seminar 2022

A series of regional leadership training was held for new leaders on Saturday, October 29, 2022 and November 11, 2022 at the WBC Hawthorne Conference Room, 97B Church Street, Kingston. The Conference Year Theme: **Revisiting the Foundation: Building our Human Capital through Equitable Educational Opportunities**, guided the activity.

A review of the evaluation sheets, indicated that the activity was a success and the intended objectives were achieved. The participants stated that they benefitted from the information provided.

Contact Teachers' Training 2022

The Jamaica Teachers' Association (JTA) recognizes the value of its Contact Teachers in schools across the island. The Association provides in-service training to these teachers where they are mentored and they learn about their roles and responsibilities as liaison between the school and the JTA.

In addition, as brand Ambassadors, the Contact Teachers were exposed to interactive sessions in Industrial Relations, especially the Grievance Process, Education Laws and Professionalism. The training also provides an avenue for Contact Teachers to collaborate with the peers and receive support from Officers of the Association including the Presidential Corp. These were held regionally: North East Region, November 3, 2023, South Central November 15, 2023, West November 22, 2023 and South East Region January 2023.

JTA Roll of Honour



The Awards Function was held on November 28, 2022 at the AC Hotel, Kingston. We congratulate Mr Clayton Hall, Deputy Secretary General, Member Services and Industrial Relations on being the most recent the recipient of this prestigious award.

Education Symposium 2022

This was held on Thursday, November 10, 2022, under the theme "The Teacher-An Irreplaceable Variable: Know Your Worth." It was held at College of Agriculture, Science & Education (CASE), Port Antonio, Portland. Keynote Speaker was Mrs. Elaine Foster Allen, former Permanent Secretary in the Ministry of Education.

Caribbean Union Teacher (C.U.T) Executive Meeting and Education Conference

The CUT Executive Meeting took place on December 12-13, 2022. The Education Conference took place from December 14 – 15, 2022 in Belize. Both activities were successfully executed.

Handing Over Ceremony of Donations from the Embassy of People's Republic of China in Jamaica

The Chinese Embassy of Jamaica identified the Jamaica Teachers' Association as one of the organizations to which it made a donation of items towards the prevention of the spread of the COVID-19 virus. There was a short ceremony during the which the head of the Chinese Delegation and the JTA President brought greetings. They made a donation of 75,000 medical masks and 720 bottles of hand sanitizers which were delivered to the JTA's Head Office at 97B Church Street, Kingston; on November 8, 2022.

Minimum Wage Act & Regulations

The Jamaica Teachers' Association, utilizing the services of Attorney Camille Bennett Campbell, made its submission on the National Minimum Wage Act and the Minimum Wage for Industrial Security Guards on November 24, 2022. Seven presentations were made from various groups. The general recommendation emanating from the various groups was that the national minimum wage should be increased within the range of \$12,000.00 to \$15,000.00 per week.

Half Yearly 2022

The Parish Half Yearly Meetings were all scheduled and executed.

The Half Yearly Meetings were held as follows:

PARISH	DATE	TIME	OFFICER ASSIGNED
St Thomas	November 25, 2022	09:00 am	President
St. Mary	November 11, 2022	09:00 am	President
Hanover	November 16, 2022		President-Elect
Trelawny	November 11, 2022.	09:00 am	Presiden
St. Catherine	November 18, 2022	09:00 am	President-Elect
Manchester	November 18, 2022	09:00 am	President
St. James	November 18, 2022		President-Elect
Westmoreland	November 25, 2022	09:00 am	Immediate Past President
St. Ann	November 25, 2022	09:00 am	President-Elect
Kingston	November 24, 2022	03:00 pm	Immediate Past President
Portland	November 19, 2022	09:00 am	President
St. Elizabeth	November 16, 2022	09:00 am	Immediate Past President
St Andrew		12:00 noon	President
Clarendon	November 17, 2022		Immediate Past President

JTA National Association of Retired Teachers' Wellness Getaway



This was successfully held at the CARDIFF Hall Hotel & Spa, Runaway Bay St. Ann on Tuesday, December 6, 2022. It was held under the Theme: "LOVING LIFE: RETIREES EMBRACING THE GOLDEN GRANDER YEARS."

Attendees expressed delight at being acknowledged in this way.

Church Services

The Association participated in island wide church services on January 1 and 07, 2023. Each parish facilitated services embracing worshippers regardless of the day used for major worship.

LEARN-IT Tablet Programme

The Jamaica Teachers' Association (JTA) collaborated with Union of Jamaican Alumni Association (UJAA) and Mr Webb. Mr Webb, the visionary behind these devices, ensured that they possess a remarkable feature: they operate independently of Wi-Fi connectivity. These custom-built devices came equipped with specialized applications designed to enhance the learning experience, empowering users in their educational pursuits.

School visited

Parish	Schools	# of Students	# of Learnt Tablets
St. James	Mt. Zion Primary	126	10
St. Elizabeth	Braes River Primary	155	10
St. Elizabeth	Schoolfield Primary	100	10
Hanover	Mt. Peto Primary	100	10
Hanover	Cacoon Castle Primary	130	10
Westmoreland	St. Paul's Primary	80	10
Westmoreland	Cokes View Primary	171	10
St. Thomas	Port Morant Primary	390	10
St. Thomas	Dalvey Primary and Infant	250	10
Portland	Boston Primary	276	10
Portland	Norwich Primary	450	10
Trelawny	Waldensia Primary	146	10
Trelawny	Hampden Primary	100	10
St. James	Mt. Horeb Primary	48	10

Recruiters' Form

A form has been created to allow for members who recruit to claim a recruiter's fee effective September 1, 2023. This initiative is expected to improve the efficiency and timeliness in paying the stipend.

Regional Town Hall Meeting

The Association facilitated a series of Town Hall meetings on a needs basis on a myriad of of importance to members throughout the Conference Year.

President- Elect Election

All regular procedures were undertaken regarding the president-elect campaign and elections. In light of the fact that only one candidate was nominated during the window for nomination, there was no need for a campaign or election. The sole nominated candidate will be proclaimed president- elect for 2023 -2024 at the Annual Conference 2023.

GET Summit

The GET Summit was successfully held on January 21, 2023 at the Jamaica Conference Centre.

The event brought together educators and education stakeholders from all the world for knowledge sharing and to discuss equitable and inclusive practices as a vision of assisting Jamaica in **achieving the United Nations Sustainable Development Goal (# 4) which is to provide Quality education 2023.**

Study Circle Training – January 19-23, 2023

The Study Circle Convenors Training was held at the Holiday Inn Resort and Spa Montego Bay, January 19-21, 2023.

A total of 44 persons were selected to attend, inclusive of three contact teachers from each parish and two members from the National coordinating committee.

Special Delegates Conference – February - March 2023



A Special Conference was held on Friday, February 3, 2023 at the Wolmer's Boys' School to vote on the government's latest wage offer at the time. Five hundred and eighty-

five delegates (585) registered on the day and Five Hundred and Sixty voted (560) to reject the offer 24, Spoilt ballots 3 and 1 rejected ballot. Another Special Conference was held on Wednesday, March 08, 2023 at the Mico University College to examine and vote on the latest salary from the Government. The delegates voted to reject the offer. The results were as follows: Results: Reject offer 346, Accept offer 227, Spoilt ballots 4, Rejected ballots 1; Number of ballots cast 574, Number of ballots issued 578. Further consultation resulted in another Emergency Special Conference being called on Sunday March 12, 2023 where the delegates voted to accept the Accept (yes) 629/784 =80%, Reject (no) 147/784 =19% and Abstain 8/784=1%.

Education Conference 2023

Theme: *"Reimagining the Educational Framework: Financing the 3 Rs and the Hidden Curriculum in the Context of the 21st Century Agenda."* This was to be hosted at the Hilton Rose Hall Resort & Spa, Montego Bay, St. James on April 11-13, 2023.

The Education Conference was cancelled this year due to low registration numbers.

Sagcor Sigma Corporate Run

The Association participated in the captioned activity on February 12, 2023. We contributed to the amassing of \$91,852,500 to be used for charity. (Dubbed the Legacy Run) Contributes to The University Hospital of the West Indies Paediatric Unit and The Edna Marley College of the Visual and Performing Arts.

Fun Day & Health Fair

On Friday, February 24, 2023, the JTA Family Fun Day took place at Puerto Seco Beach in St. Ann. This event garnered record breaking attendance and received positive feedback from attendees, reflecting their enjoyment of the activities. Notably, this edition marked a historic milestone as the largest gathering for the event and the first time it was held at this particular venue.

Early Childhood Tertiary Grant (10 million per annum)

The Association administered the distribution of the first allocation of the inaugural Tertiary Grant for Basic School Teachers, in the amount of ten million dollars (\$10m). This sum of money was apportioned to the approved applicants for the 2021 to 2022 academic year.

Sixty (60) teachers were approved and received One Hundred and Sixty-Six Thousand, Six Hundred and

Sixty-Six Dollars and Sixty-Six Cents (\$166,666.66). Twenty-Nine (29) applicants were approved for the Tertiary Grant to Basic School Teachers for the academic year 2022-2023 in the amount of \$25m. The Grant Application for the 2023 academic year will be open on Monday, September 4, 2023 and closes on Friday, September 29, 2023.

Tertiary Grant for children of members

Tertiary Grant to children of Public Sector Teachers (2022-2023) - 286 applicants were approved. Commitment letters were sent. The amount for the 2022-2023 period was 40m. This will result approved applicant receiving an approximately \$139,860.14.

Grant Application for the 2023 academic year opens on Monday, September 4, 2023 and closes on Friday, September 29, 2023.

Labour Day Project

Labour Day Projects were successfully done in all regions. Two point one million dollars (\$2,100,000.00), (2.1m) was budgeted for this Year's Labour Day projects.



North East Region

PARISH	SCHOOL	ADDRESS
Portland	Buff Bay Primary	Buff Bay, Portland
St. Mary	Highgate Primary	Highgate, St. Mary
St. Ann	Village Primary	Faith's Pen, St. Ann

South Central Region

PARISH	SCHOOL	ADDRESS
Manchester	Comfort Hall All Age	Comfort Hall P.O. Manchester
Clarendon	Watson Primary	Bustamante Drive Lionel Town P.O., Clarendon

St. Elizabeth	St. Albans Primary	Malvern P.O. Stanmore, St. Elizabeth
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Western Region

PARISH	SCHOOL	ADDRESS
St. James	Springfield Primary	Welcome Hall P.O. St. James
Hanover	St. Simon Primary	Lucea P.O., Hanover
Westmoreland	Savanna-La-Mar Primary	Savanna-La-Mar P.O., Westmoreland
Trelawny	First Hill Primary	Jackson Town P.O. Trelawny

Training of the Credentials Committee

A training activity for the Credentials Committee was executed on March 16, 2023. There were eight trainees and the training was done by Mrs. Judith Spencer Jarrett. This training was to educate members on the responsibilities of the Committee and how to effectively execute their roles. The topics from the training were well received by the members.

Investment Seminar 2023

A Virtual Seminar was held on March 18 and 19, 2023 under the theme "Invest Today for Tomorrow's Compensation". Approximately Eight Hundred (800) persons were in attendance for both days. The seminar was a success.

Sagcor Health Plan /GEASO/GPASO

We continue to monitor the health schemes through the Sagcor MOE/MOF Monitoring Committee on behalf of the public teachers and retirees.

The Plan was renewed on March 1, 2023 with additional benefits of a Critical Illness Plan (MEDCRILL). This Plan pays an additional 100% of medical expenses associated with a critical illness, up to a stated coverage amount which will alleviate the cost burden on the health plan.

The Full House Plan was increased as follows:

- Family Plan - \$110,000.00
- Individual Plan - \$ 55,000.00

Special Allocation for NHT Scheme Solutions

Applications were collected and forwarded to the NHT for the following housing solutions which were reserved for the members of the Association (being Public Sector workers).

Housing Solution	Solution Type	Quantity	# of Applicants
Catherine Estate (Batch 1)	One Bedroom Unit	1	9

Property 2022-2023

- Properties pending transfer to the Association (Re: Queen Hill and Dupont Properties). The property was sold for Forty Million Dollars (last evaluation was Thirty-Six Million Dollars). The process of the sale was completed with the transfer and receipt of funds. The Dupont property was advertised for sale, two (2) offers were received. The current tenant has expressed a desire to purchase. A Lease Agreement was done for the tenant in the interim
- 10 Fairway Avenue, Kingston 5; the property continues to be rented and operated as a home for the elderly. It has been conclusively determined that the association (JTA) is the sole owner of the property. A title search was used to make the determination.
- The Association embarked on the replacement of A/C Units-1st Floor of 97B Church Street.
- Rental of 1st Floor at 97A Church Street. The Island Traffic Authority has agreed to accept the revised offer made. The Lease Agreement was signed with effective date July 1, 2022 initially for Two (2) years.
- Presidential Residence: General maintenance and servicing were carried out during the year.
- Upgrading of JTA Discount List: The Unit continue to work on this exercise.
- Staffing: Two (2) Security Guards have left the unit one resigned and the other retired.
- Renovation of Chancery Hall Property:** An offer for rental has been accepted for Two Hundred Thousand Dollars (\$200,000.00) monthly for the entire house effective July 1, 2022. The Lease Agreement was signed and returned.

A 1000 gallon water tank and water pump have been installed and is operational.
- St. Mary property: New Gates, 5 new a/c, realignment of hurricane shutters, pending structure repair facade of building, also pending standby generator.
- At 97B replacement of diffusers, replacement of water pump motor and air handler unit motor.

- Valuation of Properties: A decision is to be made on the valuation of the properties (Cocoa Palm, South Central and North East offices) that were not valued. This will be done as soon as possible.

Real Estate Policy

The Property and Development Committee – 2022 is far advanced in creating a policy document.

POLICY STATEMENT

The Jamaica Teachers' Association commits to having a sound Real Estate portfolio as a part of its Fixed Assets portfolio and duly recognize that real estate appraisal is an important component in the analysis of real estate transaction decision. The Real Estate policy shall be compliant with the pertinent laws of Jamaica regarding the operation of Trade Unions and Benevolent Organizations.

This policy will address the criteria governing:

- The types of real estates that may be acquired, methods of acquisition and/or disposal.
- The Selection and engagement of appraisers.
- Insurance of property (ies)

Training Workshop for Joint Select Committee

The Association conducted a workshop on March 20 and 21 2023, at the Hilton Rose Hall Resort and Spa, Montego Bay, St. James

The purpose of which was to explain and collate the salaries of teachers as offered by the logisticians of the compensation package.

Pre-Retirement Seminar 2023

This event was held virtually on March 28, 2023. Over Six Hundred Teachers were in attendance. Theme: *"Embracing Retirement: Embracing a New Beginning"*. Various topics affecting retirement were explored including physical health and wellness, estate planning, calculating your pension as well as how to apply to the National Insurance Scheme (NIS). Based on feedback, this event was successfully executed.

8th Staging of Jamaica Diaspora Taskforce Summit 2023

This was held in Fort Lauderdale, Florida on June 13-17, 2023, under the theme *"Advancing our Passion for Teaching and Learning: Rediscovering our Why"*. The

summit was hosted at the Florida Atlantic University, (FAU), 3, 200 College Avenue, Davie, Florida 33314.

The Association gave a subsidy of \$50,000.00 to the first 100 MEMBERS who provided proof of the purchase of an airline ticket to attend and participate in this activity.

The Caribbean Representatives who attended the 8th Jamaica Diaspora Taskforce Summit 2023 were:

- Minerva Marlin-Cooper, Assistant Secretary General of WITU, St. Maarten
- Ms. Labrisca Walker, Representative Antigua and Barbuda Union of Teachers

More than 100 educators journeyed to Fort Lauderdale in order to participate in the Summit. The summit was informative and brought together educators from all levels and sectors of the education system to share their best practises and reflection. It provided a space to draw together progressive educators for dialogue, planning, and networking to help strengthen and build a partnership for enhancing the possibilities for the global citizenship of our students. Though there is a conundrum of challenges in the teaching learning situation, there is also as much creative solutions shared.

The next JDET Education Summit will be held in Atlanta Georgia.

EXSEED / STEM Summer Conference

The Association resumed its involvement in the EXSEED/ STEM Summer Conference as it returns to post COVID -19 activities. The conference was held on June 19-23, 2023 and was hosted by the Loma Linda University in California. The attendance of selected members were facilitated.

Regions	Institutions	Names
North East	Marcus Garvey Technical High School	Joan Higgins
South East	St. Catherine High School Pembroke Hall High School	Marlon Campbell Rev Claude Ellis
West	Muschett High School	Debbie-Ann Peak Johnson
South Central	Manchester High School	Suzanna Samuel Dixon
Caribbean / Antigua	Antigua and Barbuda Union	Aubreyann Miller-Ralph

Counselling on Demand

The programme continues to function efficiently and in accordance with the cases that are submitted. The enhanced programme now has several counsellors and the membership is quite pleased with this initiative. Counselling sessions are provided upon the request of the member (self-referral) or qualified external referral (e.g., medical doctor, principal etc).

To date over 38 members have received continuous counselling with 5 being referred to a medical doctor and psychiatrist.

In addition to telephone counselling sessions, the counsellors have also conducted visits to schools for grief counselling.

Benefits

- **Teachers who struggle** with anxiety, depression, stress management, and relationship difficulties are suitable for virtual counselling.
- **Have a busy lifestyle or live far from in-person therapy options:**
- **Enjoy extra communication features** – text messaging, phone calls, video call etc.
- **Readiness and willingness to engage in therapy**
- **Privacy** – does not have to go into the Regional Office

Initiatives and Partnerships

- The Association signed a two (2) year Memorandum of Understanding with the HEART/NTA (2020-2022) which saw 81 teachers receiving certificates of completion in the areas of Supervisory Management Level 3 (41 teachers) and Customer Service Supervisor Level 3 (40 teachers).
- Discussions have started for the renewal of another MOU
- This will include members of staff of the JTA
- The Jamaica Teachers' Association is in the process of signing a Memorandum of Understanding with Edu Hub Ltd. for the delivery of free, online customized courses.
- Edu Hub is an educational technology company that uses technology to provide innovative solutions to problems facing the education sector in the Caribbean. Edu Hub along with the PSU will design courses in the areas of pedagogy, lesson planning, robotics, artificial intelligence (AI) assessment and teacher professionalism. Plans are far advanced.

Education Week-2023

Education Week 2023 started with our Annual Church Service which was held at The Education Week Church Service was held at the St. Georges Anglican Church, Savanna-La Mar, Westmoreland. The JTA Read Across Jamaica Day was observed on Tuesday, May 09, 2023. Executive members of Parish and District Associations and members of staff participated in reading activities nationally. Our President visited several schools to engage students in the Read Across Jamaica Day Activities.

The Association distributed the Teachers' Day Token during Education Week. All eligible members are expected to receive a token.

Helen Stills Professional Development Day

The Helen's Professional Development Day Activity was held on Thursday, May 11, 2023 at the Royalton Negril Resort in Westmoreland, under the Theme: *"Advancing Education: Igniting Your Passion."*

Clarion

Consideration to be given to printing one early in the new conference year

Golden Torch Awards

The Golden Torch Award Ceremony was held on Tuesday, July 11, 2023 at the Jamaica Pegasus Hotel. Approximately 210 persons will receive the award. The JTA salutes the recipients and thanks them for their contribution to nation building. Many teachers expressed gratitude and were enthused about the resumption of the award.

Critical Illness Trust Fund

The Critical Illness Fund was established but is still in need of a sustained way to replenish funds whenever pay outs begin.

Conference Awards 2023

The Jamaica Teachers' Association shows appreciation and gratitude for persons contribution in various ways; recognizing that the work of volunteers is important.

The following are the persons who will be awarded.

EDITH DALTON JAMES AWARD R.C. TAVARES AWARD

Carlene Miller Thompson
Evanne McKoy

R.C. TAVARES AWARD

Lorraine Reid-Henningham
Latoya Reeves

W.B.C. (BEN) HAWTHORNE

Marsha Johnson
Shelly Ann Bruce Reid
Roymane Robinson
Burnice Beckett Duhaney
Koren Frazer-Williams

FAY E. SAUNDERS

Itena Williams
Donovan Edwards
Kerry-Ann Alexander

Information Technology Report

Fifty-Five (55) Microsoft Office 2021 Professional licenses. Forty-one (41) of fifty-five (55) software purchased have been installed thus far. The major benefits derived from the upgrade.

Standardized version of Microsoft Office across the entire association eliminates frequent compatibility issues. E.g. One computer having an older version and changing the format of a document when shared with a colleague.

Access to the newest and more dynamic features and the latest design themes.

Procurement

Laptops (28 items)
Admin Officer PR and Communications (1)
Regional Secretaries (4)
JTA/MOEY Laptop Distribution (23)
Printers (8 items)

Regional Officer - Southeast (1)
Assistant Secretary General Professional (1)
Admin Officer PR and Communications (1)
Colour LaserJet (4) - Regional Offices
Member Services Secretary (1)

Miscellaneous (13 items)

Sixteen (16) ports long, metal, power strip - Conference Room (2)
Mobile TV Cart with wheels 32" - 85" - General Office (1)
NEXXT Solutions twelve (12) ports - Server Room (1)
Forza six (6) ports power strip - JTA Head Office (6)
Bluetooth Connection for the Conference Room mixer board (1)
50ft HDMI Cable for the Conference Room projector rewiring (1)
QNAP Secure Mass Storage, RAID Features, 12 Bay Hard Drive Storage (1)

Repairs and Upgrades: Eighty-Two (82)

Hardware (30)
Laptops (12)
Desktops (13)
Printers (3)
External Hard Drive
Software (52)
Laptops (13)
Desktop (39)

JTA Head Office/ SERO - The Dedicated Internet Access (DIA) Internet service provided by Flow is performing consistently well. The service is still being monitored and we have been receiving the correct bandwidth based on our contract. However, there were two (2) service disruptions: The first occurred on March 13, 2023 and lasted for an estimated two (2) days; The second disruption occurred on June 1, 2023 and lasted for approximately two (2) hours

JTA Head Office/ SERO - The Broadband Internet service provided by Flow (Alternative Internet Service) is experiencing frequent service disruptions. The recommended solution is and alternative internet service provider. Digicel and Star Link (New Satellite Internet Service) will both be asked to submit a proposal for a new internet service. This service has been down for the past two (2) months due to non-payment of the service bill. I have referred the relevant information to the Accounts department.

Both disruptions were both due to external equipment failure. An alternative internet service was utilized on both occasions, as a part of our strategic planning for disaster risk management.

JTA Teachers' Day Token Redemption NCB Capital Market - An article outlining the steps to redeem the JTA Teachers' Day token, along with all required forms has been posted on the JTA website by the Systems Administrator as a direct result of the training at DPK.

Website Upgrade

The website update project has been initiated and is close to commencement. The highlights of the new website from a technical level are mainly the Membership Database, the Voting platform, the Security Upgrades to protect against contemporary malicious attacks, and Space allocation. The highlights from the design side will be determined by The Communications and Public Relations Officer and the respective committee under that department.

60th Anniversary Committee

A committee has been formed to plan and execute celebration of the 60th Anniversary. It consists of the 3 persons from the Presidential Corp, the Secretary General, the Deputy Secretary General, the two Assistant Secretary Generals, the Communications & Public Relations Officer, and the Information Technology Officer, two Trustees, the chairman of PAC, the Chairman of Awards, two nominees from Central Executive and two Nominees from General Council. There are five sub-committees namely (i) Administration and logistics (ii) Branding and Marketing (iii) Fund raising and sponsorship (iv) Publications (v) Programme & Events.

Teachers' Time

This is aired 4:30 pm on Sunday evenings on RJR 94 FM. We continue to encourage our members to listen as we utilize this mode of communication.

Membership Report

The Membership of the Association comprises of Full members who are teachers in active service in public and private, Associate, Retired and Student members. The total membership of the association is approximately Twenty Thousand (20,000) for the school year ending 2022/2023. The ministry paid members accounts for the majority of the association membership.

Ministry Paid	Bursar Paid	Early Childhood	Associate	Retired	Student
13,214	5,402	194	135	440	105
Total 19, 926					

In comparison to the previous school year, the overall Ministry paid membership declined **by 2.85% , Bursar Paid 6%, and HEART 23%. ECC membership increased by 3%.**

As the Association seeks to increase its membership, there are still challenges surrounding the pick-up rate for both Ministry and ECC applications. A total of 755 of the 983 were picked-up for the ministry paid members. Both Bursar and ECC are steadily growing, however the HEART application submissions are on the decline.

Cease Deduction

The Association has received 188 requests to cease deductions and eleven (11) have been processed. Of the 188 cease deduction application, the bursar institutions amounts for 100 of those requests, with the South East region tallying 106, North East 5, South Central 45 and the Western region 30.

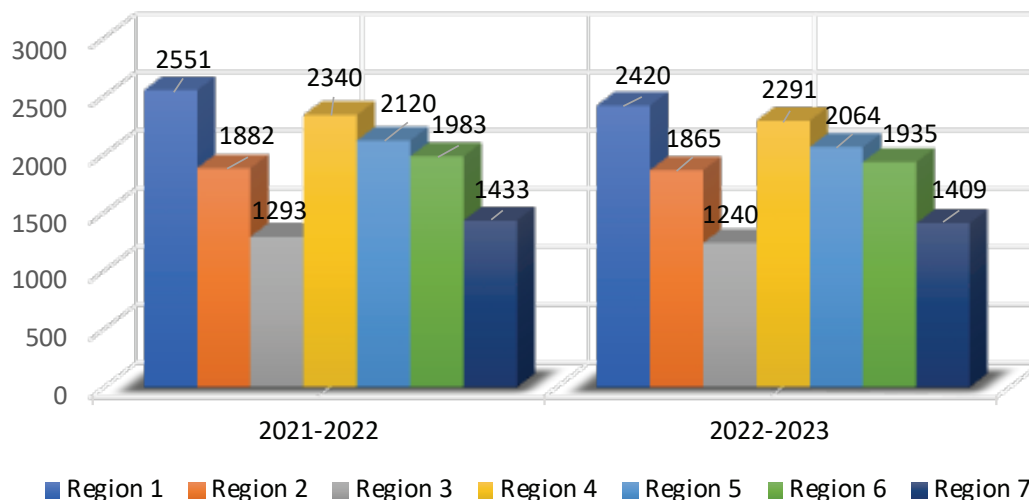
Application Submission 2022/2023

Region	MOE	BURSAR	ECC	HEART
South East	419	87	70	3
North East	131	22	15	
West	216	30	13	5
South Central	217	20	35	
Total	983	159	133	11

Card Distribution YTD

Parish	Amount	Parish	Amount
Clarendon	1760	St. Catherine	2758
Hanover	575	St. Elizabeth	1293
Kingston	1350	St. James	1505
Manchester	1436	St. Mary	895
Portland	524	St. Thomas	719
St. Andrew	2636	Trelawny	599
St. Ann	1199	Westmoreland	979
Total 18,228			

Ministry Paid Members



Scholarships, Awards & Bursaries

Sports Update

The JTA Ena Barclay Netball & Football Rally

The JTA Ena Barclay Netball and Football Rally was held on Saturday, November 19, 2022 at Manchester High School.

Netball

Thirteen parishes, excluding St. Mary, competed to win the coveted trophy.

The results are as follows:

1st place	St. Andrew
2nd place	St. James
3rd place	Manchester

Football

Eleven parishes competed in the football rally. Absent were Clarendon, St. Thomas, and Westmoreland. Trelawny emerged as the winner, Hanover was the second place winner and Portland got the third place spot. Commendations to all the teams for their participation.

Teachers' Regional Netball and Football Competitions

The Regional netball and football leagues commenced in December 2022. St. Andrew emerged as the winner in both the teachers' netball and football competitions.

Volleyball Rally

This was held at the Teachers' Family Fun Day and Health Fair on Friday, February 24, 2023 at Puerto Seco Beach in Discovery Bay, St. Ann. St. Mary defended its title by defeating St. James in the Volleyball knockout Competition Finals.

VILMA LAWES-MUNROE 5K RUN/WALK

This event, which was scheduled to be held on April 23, 2023 (and rescheduled to be held on May 28, 2023), was canceled due to low registration.

Teachers' Cricket Competition

The JTA/Errol Miller 20/20 Cricket Competition which commenced on Thursday, February 9, 2023 was a keen competition. Eleven parishes entered the competition. The following parishes did not participate this year:

- St. Thomas
- Hanover
- Trelawny

St. Catherine defeated Manchester in the final of the competition. St. Catherine posted 159 for 9 in their twenty overs. Manchester was dismissed for 91 runs.

District and Parish Associations Meets

These Meets were held between March and April 2023 in preparation for the National Meet.

JTA/Sagicor National Athletics Championship

The National Meet (JTA/Sagicor National Athletics Championship) was held over a two-day period on Friday, June 9 and Saturday, June 10, 2023 at the National Stadium.

On the final day of the Meet, St. Elizabeth was declared champion. Please see the results below:

PARISH	DATE	TIME
St Elizabeth	1st	268
St. Andrew	2nd	248
Manchester	3rd	233
St. Catherine	4th	195
Kingston	5th	174
Portland	6th	104

PARISH	DATE	TIME
Westmoreland	7th	96
Trelawny	8th	94
St. Ann	9th	92
St. Thomas	10th	81
St. James	11th	57
St. Mary	12th	57
Clarendon	13th	31
Hanover	14th	17

Annual General Meetings

The Parish Associations welcomed face to face meeting.

Western Region

PARISH	DATE	TIME	OFFICER ASSIGNED	VENUE
CLARENDON	June 23	9:00 a.m.	President Elect	St. James Methodist Church Hall
ST. ELIZABETH	June 29	9:00 a.m.	President	St. Matthew's Anglican Church Hall
MANCHESTER	June 30	9:00 a.m.	President Elect	St. Mark Parish Church

South Central Region

PARISH	DATE	TIME	OFFICER ASSIGNED	VENUE
HANOVER	May 31	9:00 a.m.	President	Lucea Anglican Church Hall
WESTMORELAND	June 1	9:00 a.m.	President	Sean Lavery Faith Hall
ST. JAMES	June 2	9:00 a.m.	Immediate Past President	Holy Trinity Church Hall (Hollis Lynch Auditorium)
TRELAWNY	June 23	9:00 a.m.	President	St. Peter's Anglican Church Hall

North East Region

PARISH	DATE	TIME	OFFICER ASSIGNED	VENUE
PORTLAND	June 2	9:00 a.m.	President Elect	Church of God of Prophecy (Boundbrook Ave., Port Antonio)
ST. MARY	June 23	9:00 a.m.	Immediate Past President	Casa Maria Hotel (tentative)
ST. ANN	June 30	9:00 a.m.	Immediate Past President	Moneague College

South East

PARISH	DATE	TIME	OFFICER ASSIGNED	VENUE
ST. THOMAS	June 2	9:00 a.m.	President	Zoom Platform
ST. ANDREW	June 28	1:00 p.m.	President	JTA Head Office
KINGSTON	June 29	3:00 p.m.	President	JTA Head Office
ST. CATHERINE	June 30	9:00 a.m.	President	G.C. Foster College

Scholarships and Bursaries

Presidents' Graduate Scholarship (Valued at \$500,000.00)

- Melissa Beckford Simpson - Covent of Mercy 'Alpha' Academy
- Horace McKellop - William Knibb Memorial High
- Philmore McCarthy - Excelsior Community College
- Eva Coleman Stamp - Wycliffe Martin High
- Lola Bennett - Church Teachers' College
- Thelma Salmon -

Presidents' Graduate Bursaries (Valued at \$250,000.00)

- Deon Williams - Wolmer's Boys' School
- Donnette Kellier-Palmer -Herbert Morrison Technical High
- Deborah Hudson-Lewin - Norman Manley High
- Tishauna Bradnock-Dryden - Montego Bay Community College
- Jacqueline Genias-Lindo - William Knibb Memorial High

Presidents' Graduate Grant (Valued at \$150,000.00)

- Kimberly Kelly - St. Hilda's Diocesan High

Wesley Powell Scholarship (Valued at \$300,000.00)

- Novadean Newsome -Aabuthnott Gallimore High
- Georgia Reid - Montego Bay High School for Girls
- Annelle Officer - St. Andrew Technical High

Wesley Powell Bursary (Valued at \$150,000.00)

- Marcia Bennett - Cheapside Basic School
- Yolanda Isaacs - Bounty Hall Primary & Infant School

CONCLUSION

The Association's work, encompassing both its planned Annual Conference programme and unforeseen tasks that arise intermittently throughout the year, is an extensive endeavour, as evidenced by the Secretary General's report. The sheer depth and breadth of this responsibility necessitate substantial efforts. In light of this, there is a multitude of praise and commendations to be distributed among the dedicated JTA team, and we wholeheartedly acknowledge and appreciate all the hard work put forth.

Recognizing the challenges faced by teachers across Jamaica, the Jamaica Teachers' Association acknowledges the multifaceted array of issues that they confront. Many of these challenges revolve around meagre salaries and less than optimal working conditions. As we endeavour to provide diverse services, it becomes imperative to uphold high standards of performance. Equally crucial is the need to maintain relevance and actively foster the growth, participation, and comprehensive development of our valued members.

As we enter the new Conference Year, we remain optimistic as we continue to **"Unite and Serve."**



REPORT OF THE JAMAICA PUBLISHING HOUSE LTD.

Kerrina Leslie

Manager/Editor

Reading is essential for those who seek to rise above the ordinary.

– Jim Rohn

The 2022-2023 Financial Year was noticeably different from the previous two financial years, which were shaped by the advent of the COVID-19 Pandemic and its disruptive impact on the education sector. Face-to-face classes remained uninterrupted during the year, heralding the long-awaited return to normalcy within the education sector. Consequently, demand for educational resources rose and resulted in the Company realizing a significant improvement in sales during the period.

While the Company welcomed the return to normality and the rise in demand during the year, it recognized its own unique challenges as well as those prevailing challenges faced by all players within the book industry. This recognition led to the development and the tabling of a business proposal shortly after the closing of the 2022-2023 Financial Year.

1. Board of Directors

The Annual General Meeting of The Jamaica Publishing House Limited was held on August 10, 2022. The following members were in attendance:

- Mr Winston Smith Chairman
- Mr Mark Nicely Vice Chairman
- Mr Patrick Smith Company Secretary
- Ms Nadine Molloy Director
- Mr Mark Smith Director
- Mr Robert Ramsay Director
- Mr Philmore McCarthy Director

As is customary, several changes were made to the membership of the Board following the Jamaica Teachers' Association Annual Conference in 2022. Mrs La Sonja Harrison, the 58th President of the Jamaica Teachers' Association, was installed as Chair, and Dr Garth Anderson and Mr Rayon Simpson as Directors.

Come September 2023, the membership of the Board will again change as President Leighton Johnson, as the 59th President of the Jamaica Teachers' Association, will be installed as Chair and will exercise the right to appoint those who will serve at his pleasure.

1.1. Meetings

For the 2022-2023 Financial Year, the Company held board meetings on the following dates:

- April 28, 2022
- August 10, 2022
- October 27, 2022

2. Production

The Company continues to work with authors to upgrade existing publications, where necessary, as well as to produce new publications to expand the Company's catalogue.

The *Get Ready to Learn* series for the early childhood sector was expanded to include the new publication *'Get Ready to Learn: An Integrated Workbook for Three-Year-Olds, Terms 1, 2 & 3'*. The Company also expanded the *JPH Mathematics for Primary Schools* series to include *JPH Mathematics for Primary Schools, Grade 6*. All three texts will be upgraded, where necessary, based on the findings of the

Ministry of Education and Youth's 2022 review of mathematics texts for grades 4-6.

2.1. Upcoming Publications

The publishing of new material continues to be essential to the viability of the Company. In this regard, the Company continues to work towards developing and publishing the following series of books:

- JPH Integrated Studies for Primary Schools, Grades 1-3
- JPH Science for Primary Schools, Grades 4-6

2.2. Approved Primary Level Educational Resources and the Supplementary Educational Resources Lists for Primary and Secondary Schools

The following titles were submitted to the Ministry of Education and Youth for review:

- *Journeys in Literacy for Juniors: Developing Writing Skills, Workbook 4*
- *Leaps and Bounds in Literacy for Juniors: Reading and Comprehension Skills, Workbook 4*
- *JPH Mathematics for Primary Schools, Grade 4*
- *JPH Mathematics for Primary Schools, Grade 5*
- *JPH Mathematics for Primary Schools, Grade 6*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 1*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 2*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 5*

From the review process, the following titles were selected and placed on the **2023 Approved Supplementary Resources List** for primary schools:

- *Journeys in Literacy for Juniors: Developing Writing Skills, Workbook 4*
- *Leaps and Bounds in Literacy for Juniors: Reading and Comprehension Skills, Workbook 4*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 1*

- *Mathematics Made Real: An Activity-Based Workbook for Grade 4, Book 2*
- *Mathematics Made Real: An Activity-Based Workbook for Grade 5*

In regards to the **Approved Educational Resources List**, the *JPH Mathematics for Primary Schools* textbooks for grades 4 to 6 were not selected for distribution to primary schools for the upcoming academic year. Despite the disappointment, the Company is pleased to note that all three titles have been recommended as supplementary resources for schools. The Company awaits the review report from the Ministry and will carry out the requisite work needed to improve the publications prior to the announcement of the next textbook review cycle.

In respect to the **Approved Educational Resources List** for secondary schools, the following texts continue to be recommended and used by schools:

- *Home Economics for Caribbean Schools – CXC Food and Nutrition: A Two-year Course*
- *Electronic Document Preparation and Management for Caribbean Schools: A Two-year Course with SBA Guide and Exercises*

3. Marketing

3.1. Teacher Support Programme

The Company's teacher support programme, which resumed in October 2021, drew to a close at the end of May 2022. The initiative, which focused exclusively on the teaching and learning of Mathematics, sought to:

- deepen and expand conceptual understanding of various topics attached to the curriculum;
- identify and explore ways and means to approach the teaching of concepts;
- demonstrate how the Company's mathematics workbooks can be utilized to educate and address educational deficiencies; and
- provide sample lesson plans and assessment items that support both face-to-face and online delivery of the targeted subject area.

The sessions cumulatively had an attendance record of 3,623 over the 7 sessions. (Please see Figure 1.)

Digital resources, such as recordings of the live sessions, lessons plans, instructional material and assessment activities, created for these 7 workshops continue to be accessed and utilized by teachers through the company's website.

3.2. Marketing Initiative for Preparatory Schools

The Company during the first term of the 2022-2023 academic year wrapped up its marketing programme in preparatory school. This initiative which commenced in October 2021, saw the company visiting and marketing its publications to 239 preparatory institutions across the island. The Company also took the opportunity afforded by the initiative to conduct marketing activities at those public schools in close proximity to the targeted private schools. This resulted in the Company visiting an additional 110 schools. (See Table 1)

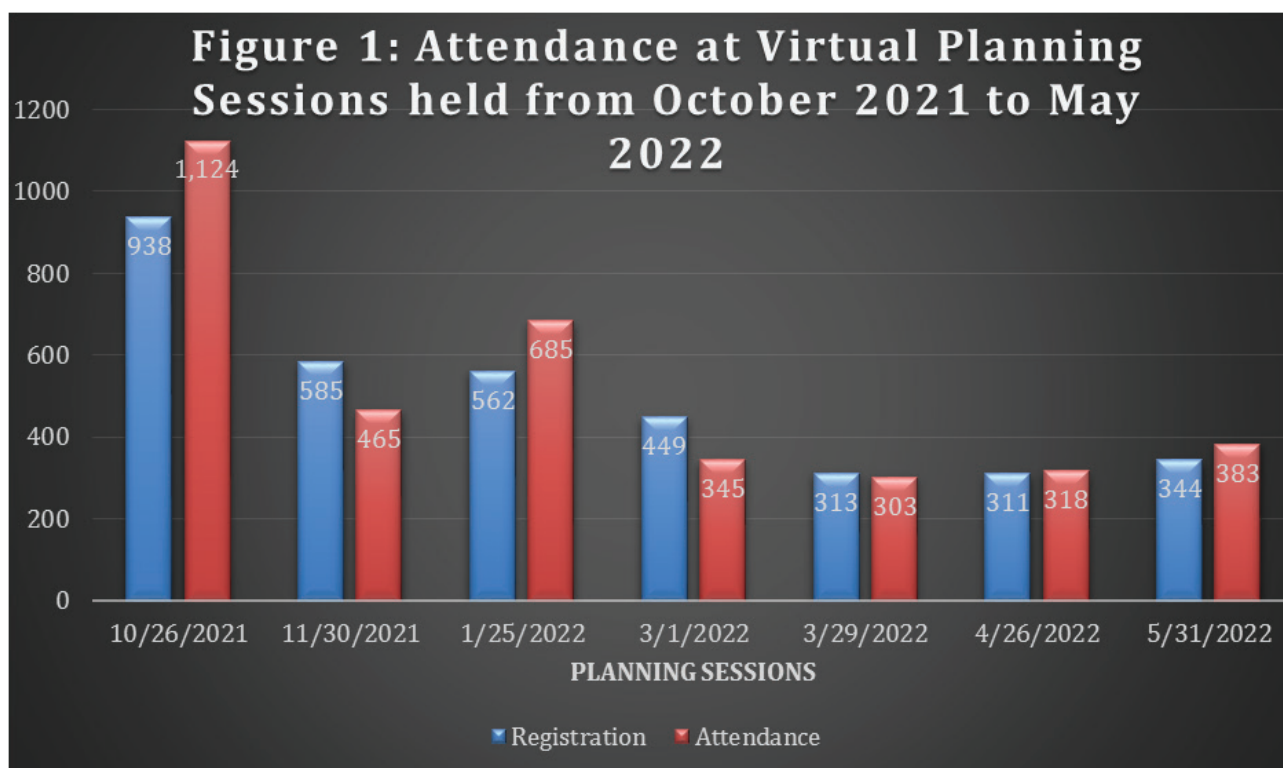
The company also showcased its services and publications at several conferences, seminars and meetings.

Table 1: Institutions Visited and Events Attended	
Type of Institution	Number
Early Childhood/Infant	3
Primary, Primary & Infant/All Age	90
Preparatory and Infant	239
Secondary	17
Bookstores	10
TOTAL	359
Half Yearly Meetings	7
Contact Teacher Seminars	3
New Teacher Seminars	4
JTA Symposium	1
TOTAL	374

4. Sales

Gross earnings for the 2022-2023 Financial Year stood at \$44,006,060.00, reflecting an increase of 86.02% above that earned over the prior financial

Table 1: Institutions Visited and Events Attended



year. The amount earned emanated from an increase in demand for the company's educational resources from bookstores and the Ministry of Education and Youth. The year-to-year growth of 86.02% is considered to be the strongest indicator of the market's continued recovery from the COVID-19 pandemic, which precipitated a near 50% falloff in earnings for the 2020/2021 financial year.

5. Finance

The Audited Financial Statement for the period ended March 2023 reveals a net increase of \$134,245.00, above a net loss of (\$4,852,541.00) recorded for the previous financial year. The significant increase in sales realized during the financial year was offset by a sizable increase in printing, shipping and haulage costs associated with the need to replenish low inventory. For the two consecutive financial years, commencing April 2020, the Company in an attempt to maintain its viability amidst the downturn, reduced its inventory below normal levels. Operational cost also increased owing to the rising cost of doing business, the gradual return to normality and the resumption of face-to-face engagement with schools.

This Audited Financial Statement forms part of the Consolidated Financial Statement of the [Jamaica Teachers' Association](#).

6. Management and Staff

The Company continues to record its gratitude to principals and teachers. The gains made during the 2022-2023 Financial Year would not have been possible without your support for our publications. We are grateful that our carefully crafted resources continue to find favour with you, and most importantly, that they have assisted in the attainment of the education goals you set each and every year for your students. Your support is valued and is of utmost importance to the Company's ability to actively execute its tagline: Creating Books ... Spreading Knowledge.

This report wishes to recognize Mr Leighton Johnson, President and the incoming Chair of the Board for the Company. To you, sir, we wish the very best as you continue to serve the teachers of this country. To Mrs La Sonja Harrison, Immediate Past President, the board, management and staff of The Jamaica Publishing House Limited, thank you for your stewardship and guidance during what can be dubbed 'our recovery phase'. Godspeed as you continue your walk with the Jamaica Teachers' Association.

JTA Co-op Credit Union CONGRATULATORY MESSAGE

The JTA Co-op Credit Union warmly congratulates the Jamaica Teachers' Association on achieving fifty-nine years of existence and on staging yet another annual conference.

The JTA's annual conference is a mainstay on the Jamaican Education Calendar and an event that our teachers eagerly anticipate. Fifty-nine years of serving Jamaica's teachers is by all means a reason to celebrate.

Over these decades the JTA has championed the cause of all teachers, by being a voice for educators. As we enter a new school year we know that there will be new challenges that our teachers will have to face. The JTA Co-op Credit Union is confident that whatever challenges may arise in the 2023/2024 school year that the JTA will be more than equal to every task and as the teachers Credit Union, we too will do whatever we can to provide access to loan facilities at competitive rates to improve the teachers financial well-being.

We are aware that each year, a new JTA President is installed and a President Elect proclaimed. To the new President, Mr. Leighton Johnson and the President Elect, Mr. Mark Smith, as well as to Immediate Past President, LaSonja Harrison, the JTA Co-op Credit Union offer warm congratulations as you work together for the next conference year to treating with the teachers' business.

We look forward to working with you and the Jamaica Teachers' Association in the coming years. As we have done for the past five decades the JTA Co-op Credit Union stands ready to offer our usual support. Once again Congratulations.



**JTA Co-operative
Credit Union Limited**
Serving Our Members, Impacting Lives Positively

IT'S TEACHERS' TIME



Every Sunday
Time-4:30 pm on RJR 94FM

With Host
Leaon Nash

IT'S
CURRENT
INFORMATIVE

THE REPORTER 2023

THEME: "ADVANCING THE VISION: REIGNITING THE PASSION THROUGH
EQUITABLE AND INCLUSIVE EDUCATIONAL OPPORTUNITIES"

Pictorial Highlights

Annual Conference



In preparation for Back to school these delegates flocked the display booths with education material



TIP SOMETHING IN FOR THE FUTURE -Delegates stop by the Tip Friendly Society booth to check out their new offers



Let me sign up for the latest benefits - this seems to be the intention of the delegates seen at this booth



Dr. Colin Green delivering the Keynote address at the 58th Annual Conference



Members of the audience to include members of the Diaspora seated upfront in the conference



Its News Time- Members of the news team which covered the 58th Annual Conference



Reverend Jeffery Shuttleworth doing devotions at the 58th Annual Conference



Let us Pray - Dr. Mark Nicely, Secretary General, Dr. Colin Green, Keynote Speaker, Winston Smith, JTA President, LaSonja Harrison, President Elect and Jasford Gabriel, IPP are all attentive to the word



In deep concentration - JTA Secretary General, Dr. Mark Nicely prepares his script for presentation



Members listen attentively as they attended one of the sessions of the 58th Conference held at the Hilton Hotel Montego Bay



Two of the teachers who decided to provide entertainment for the audience



Leaon Nash, the Communications Officer presiding over one of the sessions at the conference



Time for Prayer - Mrs La Sonja Harrison, Immediate Past President, Jasford Gabriel and Education Minister Fayval Williams bow their heads in reverence during the installation ceremony

Past President Sadie Comrie assists the newly proclaimed President Elect, Leighton Johnson to his seat

Secretary General, Dr. Mark Nicely, presenting a plaque of appreciation to Outgoing President, Winston Smith

President Winston Smith addressing conference



Trustee, Patrick Smith, JTA President, Winston Smith & President Elect, Mrs LaSonja Harrison participate in the installation ceremony

Use these when conducting meetings - This seems to be what the outgoing President, Winston Smith is saying to Mrs Harrison

Madam President! - Winston Smith -outgoing President acknowledging the New President



Delegates at the conference look on as one of the sessions is conducted



Time to light your way - Winston Smith and LaSonja Harrison participates in the symbolic lighting of the candles to show the dimitting from office by one President and the installation of a new one



Pastor of the Tarrant Baptist Church Jeffrey Shuttleworth (left) prays for the new President, Mrs LaSonja Harrison



The new President addresses Conference



Helena Walters preparing to participate in the session where those who died were remembered

Education Week Church Service



JTA President LaSonja Harrison listens attentively before moving to the podium to make her own presentation



Trelawny Parish President, Winston 'shortboss' Robinson reading one of the lessons



Guest Pastor of the St George's Anglican Church Hon. Reverend Cannon Hartley Perrin delivering the message



Beautiful hats decorated the service. Regional Officer Georgia Waugh Richards wore one such hat



Althea McKenzie of Power 106 fm (right) speaks to Kiffa Davis (left) who presented a song at the service



Kiffa Davis speaking into a microphone



Presenter at the Helen Stills Professional Day was Principal of Marcus Garvey Technical High in St. Ann, Mrs Anniona Jones



Jacqueline Hendricks White saying thanks to Rev. Dr. Carla Dunbar who was one of the motivational presenters at the day's activities



Laughter is said to be the best medicine. Here Deputy Secretary General, Clayton Hall and some of the teachers respond to the presenters through laughter



Some of the students who were invited to entertain the audience are seen here presenting their piece to the audience



These two participants thought that the best way to enjoy the day was to submit a selfie of themselves to friends back home



Thanks - that seems to be what the recipient, Clayton Hall is saying to JTA President, Mrs. LaSonja Harrison after both plaque and citations were presented to him



Worthy! – Mr Clayton Hall after being rewarded for hard work, addresses the audience at the November 2022 Roll of Honour Award Ceremony



Custos of Portland and Keynote speaker Mr. Lincoln Thaxter, Clayton Hall, Mrs. LaSonja Harrison, Steadman Fuller, Custos of Kingston and Dr. Michelle Pinnock, Director of the Ministry of Education Region 4 share in the celebrations of Mr. Hall as the 2022 Roll of Honour Awardee



QUITE HILARIOUS IF YOU ASK ME – (L-R) Custos of Kingston, Hon Steadman Fuller, Roll of Honour recipient, Clayton Hall and his Wife Sophia, JTA President, Mrs. LaSonja Harrison share a laugh with JTA Immediate Past President, Winston Smith. The occasion was the Roll of Honour Award ceremony at the Pegasus Kingston



Where will I fit in? – JTA Secretary General, Dr. Mark Nicely views the Roll of Honour photographs mounted at the Pegasus during the ceremony in November 2022



Custos of Kingston, Steadman Fuller presents the message of the Governor General who is the patron of the event.



Roll of Honour awardee Clayton Hall is surrounded by (L) Robert Ramsay, General Manager, JTA Cooperative Credit Union and (R) Mr. Wilton South, General Manager, TIP Friendly Society



JTA President, Mrs LaSonja Harrison (5th from right) Leighton Johnson, (4th right) and Winston Smith (3rd right) share the moment with Clayton Hall and other past recipients of the Roll of honour Award . The event was held at the Pegasus on November 22, 2022.



What a pleasure – JTA Past Presidents share in the Roll of Honour moment with Clayton Hall



We are so proud – (L-R) Sophia Hall, Kamal Hall and Keeyasha Hall share the celebratory moment with Clayton Hall the 2022 Roll of Honour awardee