

It's Elementary

October 2021



ETFO Hastings-Prince Edward Teacher Local

Supports and Promotes the Professional and Personal Development and the well-being of its Members.
It does so in a Climate of Mutual Respect, Fairness, Equal Opportunity, Collegiality, Clarity of Process and Democracy.

5th Oct World Teachers' Day 2021



➔ Marmora had goodie bags and balloons to celebrate WTD, personally delivered by the bright smiling faces of our grade 2 students

➔ BCPS



PRESIDENT'S MESSAGE:

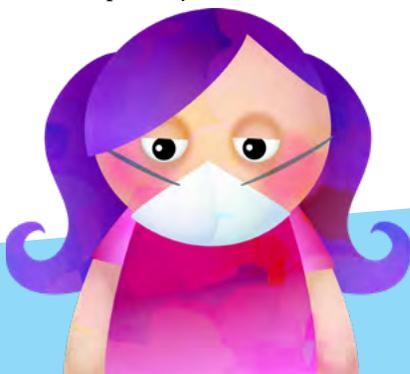


Welcome back to a new school year! I hope that over the summer you were able to take off your teacher hats and take time for yourselves. Although we had all hoped that this September would bring with it a return to “normalcy” this wasn't the case. Updated reopening guidelines were provided to school boards in

August. We continue to navigate through the fourth COVID wave, the continued need for PPE and extra safety measures. As we move through October, members continue to work their way through new vaccine implementations. Everyone continues to do their best despite very challenging and uncertain conditions causing stress and some division. It is at times such as these that I believe our best way forward is to remain professional, kind, considerate and supportive. Every person is living their own experience and cannot truly understand the experience of another. I strongly recommend that we focus on our professional responsibilities and meet the standards of our profession. Doing so will avoid issues, supports our colleagues, and creates the best working environment.

Staffing

The Joint Staffing Committee has met and made recommendations for school reorganizations. Decision-making is guided by several provisions in the Collective Agreement (school staffing averages and Grade 4-8 system-wide averages), as well as Ministry Regulations (a Kindergarten at cap, primary class size caps of 20, etc.), and some flexibility for school-based decisions which can be achieved within the CA and Ministry requirements. Enrolment increased this year as students made their way back to in-school learning and while two schools did decrease in staffing, it was necessary to add several positions at 12 other schools. At the time of writing, the JSC has gone through the surplus process, the two rounds of mid-year transfers due to the September Enrolment Imbalances, and the increase of part time staff to full time. The Board is now in the process of hiring for the remaining unfilled positions. Unfortunately, this process does take time, however we hope to have all staff in place by the end of October.



Collective Bargaining

This time last year we had just ratified our 2019 - 2022 Local Collective Agreement. It is now time to start the bargaining process again. Provincially ETFO has begun the process of surveying members in order to create the Central Bargaining goals. I would encourage you to take part in this process in order to have your voices heard. Locally, our Collective Bargaining Committee will also begin to gather information from you in order to set our local goals. Stay tuned!

ETFO Annual Meeting

Thank you to Jason Surgent, Jane Scanlan-Price, Amira Loney, Justine Bucknell, and Lynn van der Woude who joined me as delegates for the (virtual) ETFO Annual Meeting in August. Thank you also Derek Watt (Credentials), and Jade Holloway (Steering) who gave up some of their summer holidays to work at the Annual Meeting on behalf of the ETFO Annual Meeting Standing Committee. This Local was extremely well represented! Much of the agenda was taken up with Executive elections for a new two-year term: Karen Brown was acclaimed as our new President and Dave Mastin was acclaimed as our 1st Vice-President. Shirley Bell (Kawartha Pine Ridge) was newly elected to the position of VP (Open) and Monika Rusnak was re-elected to the position of VP (Female). There was also a great deal of discussion regarding vaccinations and member safety heading into this school year. If you are interested in attending the ETFO Annual Meeting as a local delegate, watch for the nomination email in January.

Tips on Members' Use of Social Media

ETFO supports the responsible use of social media by members, provided its use is consistent with high standards of professional conduct. Social media can be a valuable teaching tool, engages “online activism” to generate positive social and political change, and supports our Federation during collective bargaining rounds. But please consider the following:

- Communicating through networking sites tends to promote a more casual style than email and may not meet the standards of professionalism expected of educators.
- Posts on social media can be forwarded, taken out of context, copied, manipulated and impossible to entirely remove.
- Employees can face disciplinary action if they make negative, false or malicious comments about their employer. It can be difficult to define the line between speaking freely as unionized workers and responsibilities to the employer. You may reach out to us at the local office or to ETFO Provincial to help define that line. Assume your employer will read your posts and be professional at all times.

Sarah MacKay
ETFO-HP President



STATUS OF WOMEN COMMITTEE

Chair: Shani Doucet, Prince of Wales

The month of October is Women's History month. Please visit the website below to learn about women's history month, resources available and ideas: <https://members.effo.ca/BuildingAJustSociety/WomensIssues/Pages/WHM.aspx>

Virtual book club is back! Watch your email for information and choices of books for this year. The first book is Stolen Lady by Laura Morelli. Keep an eye out in November for white ribbons for the White Ribbon Campaign in December. To learn more about this check out the website: <https://www.whiteribbon.ca/>. The Status of Women committee chair is actively seeking new ETFO members to join this committee and help plan some fun events. The committee meets virtually the second Wednesday of every month at 5pm. Please send an email to statuschair.effohp@gmail.com if you are interested or want more information.



PROFESSIONAL LEARNING COMMITTEE

Chair: Lynn VanderWoude, Bird's Creek

The Professional Learning Committee is looking for new members! If you are interested reach out to chair Lynn at plchair.effohp@gmail.com. We have set November 4th for a "fall themed" online paint workshop evening with Lori Meeboer. Watch for the poster coming out soon.



Equity and Social Justice Committee

Chair: Brooke Ray, York River

Happy fall everyone! My name is Brooke Ray and I am thrilled to be the new chair of the Equity and Social Justice Committee. Our committee is looking for members! If you are interested in working as a team to raise awareness and take action for social justice in our communities, please contact me at equitychair.effohp@gmail.com



NEW MEMBERS COMMITTEE

Chair: Sherry Simms, Trent River

Yeah for October! At this point you've made it through IEP writing. Hopefully you enjoyed your little treat from the committee. Remember if you ever have questions please don't hesitate to reach out to your union. Below is the link to etfo provincial to create an account for new members. <https://www.effo.ca/resources/update-member-information-form>

Also there is another link for a video for "ETFO Action Violence in school". Watch for the professional learning opportunities offered in our local. ETFO [Video](#).

Good luck with Progress Report writing!



POLITICAL ACTION COMMITTEE

Chair: Danielle Saunders, Queen Elizabeth

The Political Action Committee will be focusing on getting election ready this year by engaging with new members, starting discussions about what aspects of education are at risk and hosting campaigns focused on getting members out to vote. We want to continue to build the trust our community has for local education workers. If you are interested in politics please contact Danielle Saunders at pac.effohp@gmail.com and attend one of our PAC meetings! New members are always welcome.



SOCIAL AND WELLNESS COMMITTEE

Chair: Derek Watt, Trent River

I hope that everyone enjoyed some tasty treats on World Teachers' Day! This year the Committee will again be offering various online activities and adventures for you to take part in. So far we have online yoga sessions, escape rooms and a trivia night coming your way! If you would like to join us, we meet monthly via Zoom and would also gladly accept any ideas or suggestions you might have! To share an idea or inquire about joining our small but mighty committee, please contact me at social.effohp@gmail.com



HEALTH AND SAFETY COMMITTEE

Chair: Kim Isaak, York River

Remember to use a ladder or step stool when you need to reach heights in your classroom and hallways. Chairs and desks are not safe to stand on.

If you are involved in a violent incident at work, please fill out the forms on Clevr and the ETFOHP website. If you have any questions about the forms, reach out to your steward, your school health & safety rep or Kim Isaak (healthandsafety.effohp@gmail.com) or Jason Surgent (jsurgent@effohp.on.ca)

New members are always welcome to join the H & S committee.

Contact Kim Isaak at healthandsafety.effohp@gmail.com



Protect your future with professional advice!

You aren't a doctor, so when your son needed an operation you talked to a pediatrician. You don't build homes, so you hired a recommended contractor for your new family room.

Why? Because you understand that the more important the result, the more important the training and qualifications of the experts you trust to work with. So, when you're investing for your future to ensure you have the finances you and your family will need, you want to work with a financial professional.

Fact is, you'll be dollars ahead by working with an expert. This may seem like common sense, but the Investment Funds Institute of Canada (IFIC) has figures from studies that were completed in recent years to back up the claim—figures of particular interest to education members like you.

When saving for a long retirement, investors who work with advisors for 15 years or more accumulate 3.9 times more in savings than comparable investors without advice. This is beneficial for education members, who typically enjoy a longer-than-average retirement, because they can enjoy retirement without having to worry about their money running out.

At Educators Financial Group, our Financial Advisors are highly trained, have specialized knowledge of how investments work, and know how to build a plan to suit your needs and goals. They're also aware of, and experienced in dealing with, issues that are unique to members of the education community.

We've been helping educators since 1975, when they didn't have anywhere to turn to for educator-specific mortgages, financial advice, or planning.

We can provide practical, experienced, and knowledgeable help with issues such as:

- Your long-term savings may need to stretch further, for a longer-than-average retirement.
- Your RRSP and your pension must work together to supplement your retirement income, while minimizing the taxes you pay.
- You need an emergency fund, for unexpected situations such as a salary disruption.
- Cash flow is critical for you, for the summertime, or for your 4 over 5.

"The ideal scenario is when your financial advisor knows investments, knows the financial challenges faced by people in your field of work, and knows you and your goals. And that's exactly what Educators offers our clients," says Ed Gougeon, Educators Senior Financial Advisor.

To speak to a financial specialist, call us today at [1.800.263.9541](tel:18002639541) or go to: <https://www.educatorsfinancialgroup.ca/affiliate/F2210/get-started>

ETFO

Book Club

romance | fantasy | fiction | crime

engaging discussions

THE STOLEN LADY
by Laura Morelli

This session is open to 20 women members or members that identify as women.
The paper or digital copy of the book will be sent to you.



Date of Discussion to be determined

By registering you are agreeing to participate in the book club discussions. If for some reason you are unable to participate in the discussion portion of the club we would ask that the book be returned as we expect to have a wait list for this particular program.

TO FACILITATE ORDERING AND DELIVERY
REGISTRATION DEADLINE IS OCTOBER 18TH:

<https://bit.ly/BookClubTheStolenLady>

ETFO Hastings-Prince Edward Teacher Local



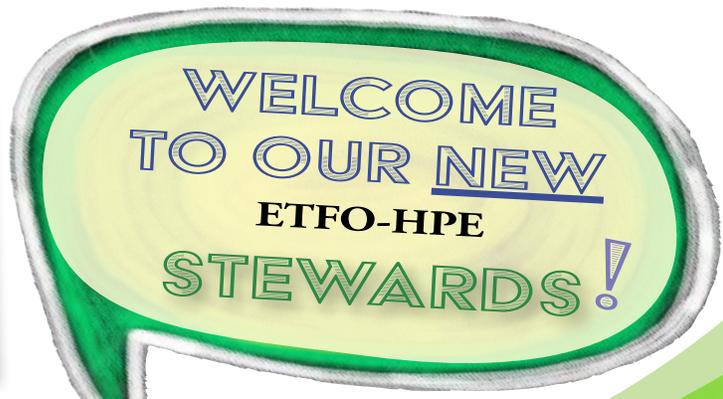
This 2021

Women's History Month

is a call to rebuild a more equitable world with an understanding of how gendered inequities were compounded by the pandemic.



etfo.ca/news-publications/publications/women-s-history-month-posters





5 things you can do now to PREPARE YOUR HOME FOR WINTER

Now that fall is officially here, many Canadians are busy enjoying all that the season has to offer. Between admiring the colour-changing leaves on a cool evening stroll and baking pies made with freshly picked apples, prepping for winter may be at the bottom of your fall to-do list. However, using the last of the year's warmer weather to prepare your home for winter cold could spare you a lot of trouble once the weather starts to turn.

Here are five things you can do in the fall to get your home ready for winter.

Learn more at <https://www.otipinsurance.com/article126>.



← 2021 ETFO AGM (LEFT TO RIGHT): Amira Loney, Jane Scanlan-Price, Jason Surgent, Lynn van der Woude, and Justine Bucknell (FRONT): Sarah MacKay



↑ York River Public School teachers supporting Terry Fox Day

TERRY
FOX
RUN
2021



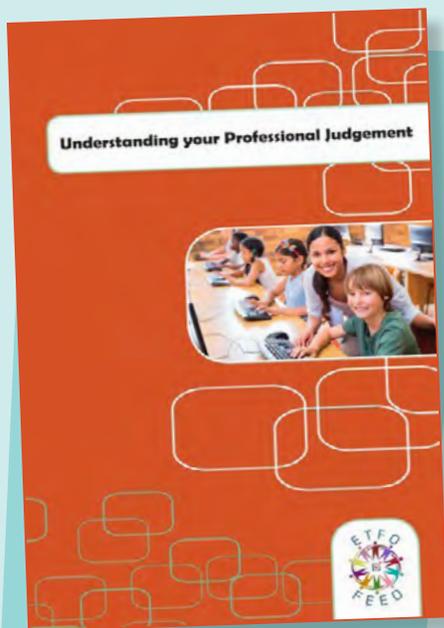
Understanding Your Professional Judgement

Professional judgement is enshrined in our Collective Agreement in section C 25. It is defined there as:

“Professional Judgement shall be defined as judgement that is informed by professional knowledge of curriculum expectations, context, evidence of learning, methods of instruction and assessment and the criteria and standards that indicate success in student learning. In professional practice, judgement involves a purposeful and systematic thinking process that evolves in terms of accuracy and insight with ongoing reflection and self-correction.”

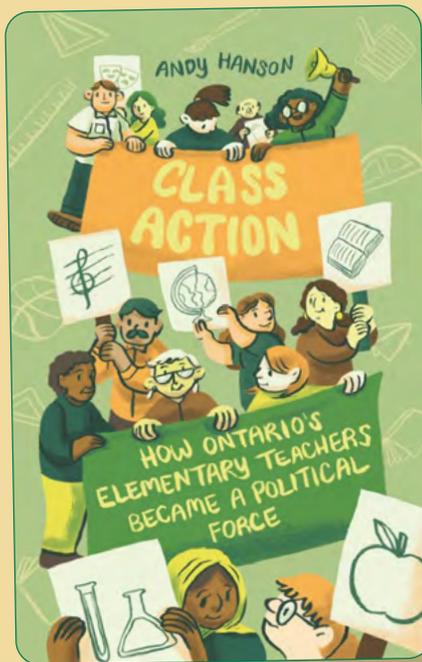
We are constantly using our professional judgement in the classroom when we deal with classroom management, lesson planning, assessment and evaluation. There are some areas where professional judgement is limited and includes but is not limited to, following regulations in legislation in the Education Act, Health and Safety, copyright or privacy. Teachers must also complete duties that are outlined in the collective agreement and follow board policies (that do not contravene any articles in the collective agreement). We must also follow the guidelines in Growing Success and teach according to the curriculum for the classes we are assigned. It is very important to understand your professional judgement and its limitations. For example, teachers need to follow the guidelines for assessment and evaluation set out in Growing Success. The classroom teacher uses their professional judgement when choosing the frequency, timing, methods and types of assessment and evaluation used to measure student learning.

ETFO has developed a very useful guide to Understanding Your Professional Judgement. It can be found at: <https://members.etfo.ca/SupportingMembers/Professionals/PJdocs/PJflyer.pdf>



National Day of Truth and Reconciliation

September 30, 2021



Class Action is the first independent history of how the Elementary Teachers' Federation of Ontario (ETFO) came into being, a merger of the women's and men's elementary teachers unions in 1998, a time of massive labour mobilization. But the story goes much beyond what happened that year, and the implications are still being felt today. The author, Andy Hanson is ETFO Hastings-Prince Edward's former 2nd Vice-President, a Life Time Member, and a recent PhD graduate.

This book can be purchased at: <https://btlbooks.com/book/class-action>

Continuing to Challenge and Create Change

Racialized Members Conference

November 13 and 27, 2021

Apply to attend by October 22!



This two-part leadership conference is for racialized ETFO members who are committed to becoming involved in their union and creating a just society.

Members will participate in online workshops and facilitated discussions, discuss strategies to build networks within the educational system and the broader labour movement, and discover opportunities for further union involvement. This year's focus will be on better understanding the importance of organizing, encouraging continued advocacy and gaining awareness about compassion fatigue.

To register, visit events.etfo.org/upcoming-events

Please have your ETFO membership number handy.

Selection Criteria

Due to limited enrolment, consideration will be given to:

- members who self-identify as racialized;
- completion of registration in ETFO Events Management System (EMS) and commitment to attend the entire program, including Parts One and Two of the conference;
- membership representation from across the province;
- membership representation from teacher, occasional teacher, designated early childhood educator (DECE) and professional support personnel (PSP)/education support personnel (ESP) locals; and
- members who have not attended the conference in previous years.



Congratulations To:

- **Tammy Papst** (Ed Centre) who had twin baby girls
- **Brendan Coffey** (CML Snider) who had a baby boy
- **Jody McMillian** (NHHSe) who had a baby girl
- **Sarah Prendergast** (Bayside Secondary) who recently married

Our Sincere Condolences To:

- **Jenn Cooke** (SJAM) whose Grandmother passed away
- **Rebecca Meagher** (SJAM) whose Grandmother passed away
- **Ben Blakeley** (Kente) whose Grandmother passed away
- **Katie Hunt** (Tweed) whose Father passed away
- **John Hopkins** (CHS) whose Wife passed away
- **Liisa Jianopoulos** (PCB) whose Sister passed away
- **Alisha Cox** (CHS) whose Grandmother passed away
- **Linda-Anne Greenaway Garcia** (North Trenton) whose Mother-in-Law and Sister-in-Law passed away

Keynote Speakers



Dr. Beyhan Farhadi

Dr. Beyhan Farhadi is a Postdoctoral Researcher for the Faculty of Education at York University, a Research Associate with the Canadian Centre for Policy Alternatives, a member of the Ontario Secondary School Teachers' Federation (OSSTF), and an advocate for a fully funded anti-oppressive public education system. Her research examines the relationship between education policy, online learning and social inequality.

Cherilyn Scobie Edwards

Cherilyn Scobie is the Director of Equity, Diversity and Inclusion for the University of Toronto Scarborough Campus. She believes that tangible actions grounded in equity, diversity, and anti-oppression must set the foundations for organizational systems, practices and structures to ensure service excellence and improved outcomes for ALL. A consultant, motivational speaker and community advocate she is a Queen's university graduate, who was the recipient of the Robert Sutherland Prize. Cherilyn can attest to the fact that challenges make you stronger. Always determined to challenge the stereotypes, judgements and obstacles which hinder marginalized individuals, she uses her story, expertise and relationships to improve conditions for ALL.



Bo Yih Thom

Bo Yih Thom, MSW, RSW is a Registered Social Worker, Psychotherapist, and Clinical Supervisor in private practice. She is passionate about nurturing long-term participation in social change movements. Bo Yih integrates racial liberation principles with trauma informed, strengths-based and mindfulness approaches. She understands compassion fatigue as an organic result of working as an educator.

ETFO Hastings-Prince Edward Teacher Local

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Affiliated with the
Elementary Teachers' Federation of Ontario



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www.etfohp.on.ca

