

Professional Judgement



Richard McCormack
Executive Officer

The inclusion of professional judgement into the central terms of our Collective Agreement is a relatively recent addition. This language was included in the first collective agreement under the newly created School Boards Collective Bargaining Act. It is largely positive for education workers throughout the province.

It was the first time that educators felt as if they could really be trusted to know what is best for their students in their classes. The new language came at a time when initiatives from both the employer and the ministry were continuously bombarding educators across the province.

First and foremost, it is important to note that professional judgement does not provide us with a carte blanche over everything that we do on a

daily basis. Educators do have a responsibility to be able to explain the evidence that supports what they are doing in the classroom. With this in mind, it is important that educators understand what is and is not covered by professional judgement.

Much of what we are expected to do is contained within the contract language of our collective agreement but there are many duties or responsibilities that fall outside of the contract language. It is these that are not considered a matter of professional judgement but a professional duty and/or responsibility that educators are expected to adhere to. Some examples include, adhering to the curricular expectations, assessment/evaluation guidelines and *Growing Success* policy, DDSB policies and procedures, department budgets and spending guidelines, the OCT *Standards of Practice*, IEPs and safety plans, participating in parent/teacher interviews, and communicating with students and parents/guardians.

What is considered a matter of professional judgement can

include choosing the order and emphasis of specific expectations when delivering the curriculum, identifying the instructional strategies to deliver curriculum, determining the format and content of your lessons, determining and creating the assessments for your courses, deciding what resources are used to support the curriculum, and determining the method and frequency for providing feedback to students.

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Professional Judgement (cont'd)

According to OSSTF policy, a member of OSSTF/FEESO shall exert every effort to raise professional standards, to promote a climate that encourages the free exercise of professional judgement, to foster co-operative relationships among colleagues, and to assist in preventing the practice of a profession by unqualified

persons (OSSTF/FEESO Policy 1.4.4 Professional Conduct).

Conversations around professional judgement can feel personal. While it can be seen as an attack on your professionalism, it can also be an opportunity to share best practices. Professional judgement is a tool that is

exercised by all educators and we should demonstrate restraint from publicly criticizing our own colleagues. With that in mind, it would be wise to approach your interactions with colleagues and the public as conversations not confrontations.

Words from the ARM-chair

Iain Beaton

President

ARM Chapter 13/16

This marks the revival of a column first written by Colleen Ireland after the Chapter of Active Retired Members (ARM) in Districts 13 and 16 began a few years ago.

First of all, to members actively working, let me convey my great appreciation for the work you have been doing during the pandemic. The conditions under which you have had to work have been challenging, unlike anything ever faced in our lifetimes. I wish all of you the best in getting safely to the end of this school year.

Next, I would like you to know that the local ARM chapter has

been following the developments in education, despite the limitations on gatherings and group activities. Over the past few months, members of our Executive have attended: the OSSTF CPAC (virtual) conference; an OSSTF 2022 election preparation session; the Ontario Health Coalition motorcade protest at Queen's Park; and District CPAC meetings in both York and Durham.

Guest speakers and social gatherings have been curtailed, but we look forward to these occurring again in the near future. We continue to publish our digital newsletter four times a year.

ARM was created for education workers who, once



retired, wish to remain members of OSSTF, participate in federation and political activities, contribute to community organizations, and keep in touch with colleagues. If you are approaching retirement and are wondering whether to join ARM, contact OSSTF provincial office and check the ARM Council link on the provincial website.

If you wish to get in touch with us at ARM Chapter 13/16, send an email to chapter13and16@gmail.com. We'd be happy to hear from you.

Shane Stagg for District and TBU President



- Proven Ability
- Integrity
- Commitment to Members

Let us take on the future
together.

What an incredible year it has been! Thank you to the membership of District 13 for the trust you have placed in me to represent and serve you.

Whether standing up for public education against cuts by the Ford government or working together during the Covid pandemic, it has been an honour to represent individuals and the membership with the Board and the public. My promise is to continue to serve with the integrity members expect and deserve.

Both as TBU President, representing Permanent Teachers, and as District President, serving all members including Occasional Teachers and Professional Student Services Personnel, I am proud to work with, and for, such a diverse group of education professionals.

Together with dedicated branch representatives, a vibrant District Executive, a talented team at the District Office, and a membership devoted to public education, we are ready to take on new challenges.

**With your continued support, I look forward to serving you into the future.
Please elect Shane Stagg for District and TBU President.**

Thoughtful Leadership

Re-Elect George Chaktsiris for District 13 Vice President

We are better Together!



District Vice President	2020-Present
District Executive	2018-Present
Branch President	2014-Present
Chair of Communications	2018-Present
Constitution Committee	2019-Present
DAM Chair of Elections	2012-2020
CBC	2011-2014
PAC/EPAC	2007-2013
Provincial Leadership	2018-Present
AMPA Delegate/Alternate	2014-Present
DAM Steering	2020-Present
Strike Captain	



Dedicated

Experienced

Knowledgeable

RE-ELECT Garrett Metcalfe For Vice President

*District 13 2nd VP 2018 to Present

*District 13
Human Rights Chair

*Three time AMPA Delegate

*DASS CBC Rep 2019 to Present

*DASS Branch President
2015 to 2019



*2018 James Forster Provincial OSSTF
Human Rights Award Recipient

*OSSTF Provincial
Racial Justice Workshop Facilitator

*OSSTF Provincial Workshop Team Writer
"Dealing With Difficult Interactions"

*OSSTF Provincial FNMI Advisory Committee



Diversity

Integrity

Professionalism

Experience

Advocate... Challenge... Change
A Union For All!

Vote Julia McCrea for District 13 Vice-President!

Dear Members,

I seek your support to continue engaging with you in transforming oppressive practices, in developing PD, & in organizing political action to achieve respect, fair hiring practices, equitable benefits, improved working conditions & education/worker friendly governments! I am a teacher with 24 years full-time & 5 years occasional teaching experience.

In solidarity, Julia e: juliamccrea@rogers.com P/T: 289-356-6979

My Experience @ District 13:

Executive Member, Chair of Professional Development Committee

2021 PD Day: Allies Together-Anti-Oppressive Practices-Steering Cttee.

District Council Member, AMPA Delegate & Alternate

Political Action & Human Rights Committees, Member

Durham District Labour Council, Executive Member, Delegate

Occasional Teachers Bargaining Unit Executive, Treasurer, 2nd VP

My Experience with Provincial OSSTF:

Communication/Political Action Committee, CLC & OFL Delegate

Human Rights Committee, 6 years



Re-Elect

Rob Walker for Vice President

For Experienced, Principled Leadership

- Currently Vice President, District 13 Executive
- Currently Branch President, Uxbridge SS
- Formerly, Secretary, District 13 and 17 Executive
- Formerly, Health & Safety Rep., Uxbridge SS
- Formerly, Collective Bargaining Rep., Uxbridge SS
- Formerly, District 13 AMPA Delegate 1991–2004

TBU AMPA Delegates

Number to be elected is determined by number of members

Nicole Bléau

George Chaktsiris

Art Hanke

Jason Himsl

Richard McCormack

Re-Elect NICOLE BLÉAU For Treasurer



COMPETENT

DEDICATED

RESPONSIBLE

Experience you can trust

**Elect
NICOLE BLÉAU
for
PROVINCIAL COUNILLOR**



**EXPERIENCED LEADERSHIP
YOU CAN TRUST**

RE-Elect Ryan Kelly for Provincial Councillor



Experience:

- ✓ TBU Chief Negotiator (2017 - Present)
- ✓ District Health & Safety Officer (2019 - Present)
- ✓ Faculty of Education Liaison (2017 - Present)
- ✓ Co-Chair Education Issues/Political Action Committee (2009 - 2018)
- ✓ District Vice-President (2010 - 2017)
- ✓ AMPA Delegate (2006, 2008 - Present)
- ✓ Provincial Communications & Political Action Committee Appointee (2011 - 2014)
- ✓ Collective Bargaining Committee Member (2011 - 2017)
- ✓ Branch President - Donald A. Wilson S.S. (2011 - 2017)
- ✓ Executive Member - Durham Region Labour Council (2012 - 2014, 2019 - Present)
- ✓ Negotiations table team member (2012 - 2017)

Fighting for Fairness in our Worksites!

Resolutions to Amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU 2021

According to our Constitution, the resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF and District 13 OSSTF TBU must be published to the membership at least 5 weeks in advance of the District Annual Meeting.

Please visit this link to access the proposed amendments: www.d13.osstf.ca/resolutions

Importance of Contract Language



Richard McCormack
Executive Officer

As you know, we have a collective agreement between the employer and the federation. It has central terms and local terms. The central terms are items that are agreed upon at the provincial level between the Ministry of Education, provincial OSSTF and the Ontario Public School Boards Association (OPSBA). The local terms are items that are agreed upon at the local level between the employer (DDSB) and local OSSTF (District 13).

Items that exist within our collective agreement allow the federation the ability to monitor, maintain and hold the employer accountable. These types of issues are relatively straightforward to address

because we can point to language that exists within the collective agreement and demonstrate how the employer may be in violation of that agreement. There is a grievance process to address these issues and protect working conditions. Issues here can include, hiring practices, the surplus process, class and duty schedules, on-calls, class size, and discipline.

Anything that sits outside of the collective agreement can still be addressed with the employer outside of the grievance process. The District Office is in frequent communication with the EdCentre on matters that affect working conditions. The union speaks on behalf of members and their concerns to influence the direction set by the employer. Examples here can include parent-teacher interview schedules, leave of absence approval,

communication to staff, and the school calendar.

Throughout this remarkable school year we have seen how various issues have had large impacts on our members. District 13 OSSTF advocates for its members on all types of issues and considers all avenues when it comes to addressing them. In some cases we have a legal ability to compel the employer to make a change and in others we rely on encouraging the employer to do the right thing.

This demonstrates the importance of having contract language that will in fact compel the employer to resolve these workplace issues and protect working conditions. It is yet another illustration of the importance of the bargaining process, why it takes so long and why it is important that the bargaining team have the support of the membership.

What's New with PSSP

Kristen Bennett
PSSP President



D13 PSSP Open House

Wednesday, April 7th at 7 pm, District 13 PSSP will be hosting an open house. OSSTF District 13 office staff and PSSP executive members will be online to answer questions, provide information, and just get to know you! Come to meet, greet, and hang out with everyone! All who attend will have a chance to win prizes!!!! To attend, please register at: <https://forms.gle/S7GSsQ2obkMrer5g7>

Well-being Youth Workers

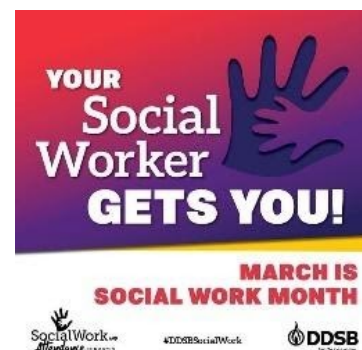
Our PSSP Group has grown and we are pleased to welcome nine well-being youth workers to various schools across the DDSB. The well-being youth workers are supporting entire classes or groups of students to develop positive mental health strategies. Topics they address include: Stress Management and Coping Skills,

Understanding and Managing Emotions, Positive Motivation and Perseverance, Healthy Relationship Skills, Self Awareness and Sense of Identity, and Critical and Creative Thinking. They work with groups delivering six units from the curriculum. These workers are currently at Brock H.S., Dunbarton H.S., Ajax H.S., Uxbridge H.S. and DDSB@HomeSecondary as well as in nine elementary schools. The placements are short-term in nature and these professionals will be moving to different schools throughout the rest of the school year.

March is Social Work Month

March is Social Work Month. Each school has a social worker assigned who helps support parents and students. Social workers assist school staff, parents, and students with resolving social, emotional, and behavioural issues that may limit a student's academic progress. If you know of a student who might benefit from the support of a social worker, please connect with the Guidance department, Administration, or Special Education Head to learn how to access their support and to help decide if a referral would

be beneficial for the student and/or family.

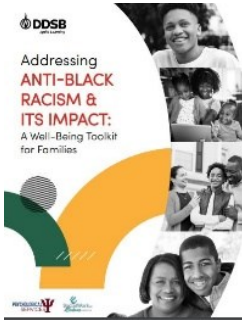


Addressing Anti-Black Racism and Its Impact

A team of Social Workers and Psychology staff have developed an anti-black racism toolkit that provides resources to help everyone understand the impact of anti-black racism on mental health. This resource was initially developed to help support families following the death of George Floyd. Since then, the resource has grown and provides books, videos, podcasts, and more on topics such as Anti-black racism and its impact on mental health, Black History, Anti-black racism: understanding the issues and impact, Tips to talk to your children, building positive racial identities, self-care tips and tools for caregivers, and clinical and community supports. Staff members from social work and psychology have been presenting at staff meetings; reach out to us if you would like

What's New with PSSP (cont'd)

to learn more. Check out the resource at: bit.ly/3dAQwst



SLP Story Time

If you are working in a class with beginning readers, have children of your own, or teach students who love to listen to stories, please join our speech and language pathologists for **Storytime** every Friday at 2pm. The books are suitable for students from kindergarten to

grade two but the read-aloud aspect may appeal to students of all grades. The SLPs are sure to please and will bring their special flare to the narration while building vocabulary, phonological awareness, and rich language skills. To access story time go to the following link: bit.ly/slpstorytime.

AMPA 2021 Update



Richard McCormack
Executive Officer

The Annual Meeting of the Provincial Assembly (AMPA) took place from March 13-15, 2021. The District 13 delegation included 22 members. We saw a new provincial executive elected

this year including Karen Littlewood as President who will replace the outgoing Harvey Bischof. The meeting was adjourned and will continue later this year with a special meeting in order to finish all of the motions.

There were challenging conversations that took place over the weekend that centered on anti-black racism and

colonialism. Locally, District 13 recognizes the importance of prioritizing conversations that address racism, oppression and colonial practices. We are working toward making structural and procedural changes to move forward in a meaningful way.

If you are interested in attending AMPA 2022, you are encouraged to reach out to your Bargaining Unit president for further details.

Buying a car? Why your insurance provider should be the first person you tell

Provided by OTIP

Whether you are driving a shiny new car off the lot or found a used car in good shape on an auto buy-and-sell page, you'll need to notify your insurer before you write the cheque. The make, model and year of your vehicle are key factors in determining your auto insurance policy premiums and ensuring that you have the right amount of coverage in place. That's why it's so important to contact your insurance provider before you purchase a new vehicle. Depending on the make, model and year of your new vehicle, keeping your insurer updated could save you on your insurance premiums.

Learn more at www.otipinsurance.com/article102.

How a dash cam can help you save on car insurance

Provided by OTIP

Are you among the one in ten Canadian drivers who has a dash cam installed in their car?

As car safety technology continues to advance and more gadgets become available, dash cams are becoming an increasingly popular topic of conversation. With the average retail price upwards of \$100, many drivers are wondering if installing a dash cam is worth it.



Learn more at www.otipinsurance.com/article103.



LifeWorks
(formerly Posaction)

LifeWorks (formerly Posaction) counselling service is available through our OTIP LTD contract for Permanent Teachers. On an annual (calendar year) basis, you can access up to 12 hours of free face-to-face psychosocial counselling for you and/or your immediate family members. LifeWorks can assist you with work-related, family, personal or dependency problems. At this time, sessions are also available via distance options.

LifeWorks is mentioned on the District 13 website and in each newsletter.

To access LifeWorks, download the app or visit otiptl.lifeworks.com.

Log in with the username and password below:

Login: Lifeworks1

Password: @OTIPTL123

Equity in Practice Online Workshop

The OTBU is pleased to announce that we are hosting this timely and valuable OSSTF online workshop



Equity in Practice
Thursday, March 25, 2021 @ 5:30 pm

This transformative workshop gives educational workers the tools and resources to be the tipping point that will lead to positive change in our workplaces and beyond. Participants will examine issues of power and privilege that challenge thinking while acquiring strategies that ensure their practices are equitable and their workplaces are inclusive.

- You will receive confirmation of your registration.
- The link will be emailed to registered participants the day before the workshop.

Please register by Friday, March 19, 2021

Once registered, if you subsequently find that you are unable to attend, please notify us as soon as possible so that others can attend.

Call the District office, 905.668.7100 for information or to cancel



Durham Black Educators' Network & District 13 Durham OSSTF Presents



What role can teachers play in advancing equity and inclusions, and addressing anti-Black racism in schools and the system at large? This session provides a brief historical understanding of the foundation of public education in Canada and its contemporary manifestations. Participants will leave with strategies to foster more inclusive workplaces and to inspire system-wide change!



Vidal A. Chavannes

Ed.D, M.A.Ed., B.A., B.Ed

Thursday, March 25 @ 5:00 pm

ALL DDSB STAFF WELCOME!

Please Register Here:

<https://forms.gle/Ask8PchqioGAGCqx5>

You will receive your ZOOM invitation a day prior to the event!

Registration Closes March 23 @ 3:00 pm

Upcoming Events for D13—2020-2021 (as currently scheduled)

April 7, 2021	PSSP Open House, Virtual Event
April 22, 2021	D13 Maternity Leave Workshop, Virtual Event
April 28, 2021	Day of Mourning
May 2, 2021	Steps for Life, Virtual Event
May 6, 2021	District Annual Meeting 2021, Virtual Event
May 13, 2021	PSSP District Annual Meeting 2021, Virtual Event
May 27, 2021	OTBU Annual General Meeting 2021, Virtual Event
June 6, 2021	Durham Pride Parade, details TBD
June 11, 2021	District 13 Golf Tourney @ Lyndebrook Golf Course, to be confirmed

FeelingBetterNow®
Connecting Mental Health Problems to Solutions

Stressed, anxious or depressed?
Go to: feelingbetternow.com/otip



Assess your mental health → View your action plan → Access your self-care toolbox

Resources in Your Toolbox include:

- Helping Yourself (compass icon)
- Stress Reduction (person meditating icon)
- Helping Others (hand holding heart icon)

www.feelingbetternow.com/otip

OTIP RAEQ

CAREpath

The Health Care Navigation System

CAREpath provides support for our teachers and their families when they are faced with a new diagnosis or a recurrent diagnosis of cancer. The support also includes a cancer survivor support program which can assess health risks in order to reduce the risk of recurrence. If you, your spouse or children need this support, call today! Contact the District Office for the LTD Policy #. If you want cancer treatment information for friends and extended family members, you can call the free Cancer Info Line at 1 800 290 5106.

DISTRICT 13 OSSTF

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