



Self-Directed Professional Development

Shane Stagg
Executive Officer

A complete approach to professional development looks beyond what is traditionally called staff development. More than just providing teachers with materials and instruction, there is value in supporting teachers in furthering their own professional practice - to recognize teachers as reflective practitioners and support them with a suitable professional development system (Saber). Effectiveness of any professional development is dependent upon the beliefs and values of teachers. As such, teachers must be involved in the decisions regarding which PD they participate in. This promotes a positive attitude regarding professional development. Furthermore, empowering teachers to be more involved in deciding how professional development works for them promotes more effective change (Saber).

There is more than only one effective approach to PD. What works best depends upon the experience and circumstances of individual teachers (Saber). A new teacher is likely exploring different aspects of their

profession than those with several years of experience. Similarly, teachers of different subjects or with particular roles in a school have unique needs. Self-directed professional development responding to needs as identified by teachers offers opportunities to support those who may not otherwise have access to dedicated workshops for their area. As well, it supports access to professional development in a timely fashion (Davis, Moreillon).

Oftentimes, meeting the variety of needs of teachers requires access to training and resources not readily available through traditional means. Teachers select and attend workshops, conferences and seminars offered by professional organizations. A critical characteristic of this process is the action of the learner to seek out information as opposed to having it fed (Davis). This leads to educators being better able to stay more current on ever changing knowledge and promotes more meaningful access to new skills and information than relying upon

others to identify and deliver skills training (Davis). This also

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UPCOMING EVENTS

- OTIP Retiree Benefits Workshop...Apr. 12
- OSSTF Pension Workshop..... Apr. 23
- District 13 Pregnancy/Parental Leave Workshop Apr. 25
- DAM..... May 3
- Steps for Live May 6
- Student Award Night May 17
- OTBU AGM May 24
- Golf Tournament June 8

Self-Directed Professional Development (cont'd)

aligns with what we know about adult learners who are motivated by an internal desire to learn and have prior experiences which influence learning (Moreillon).

District 13 OSSTF supports teachers in their endeavor to select meaningful professional development with access to funding through our District 13 PD Committee. Application is arranged by completing the form available on our website (d13.osstf.ca). Click Useful Information from the menu at the top and choose the first item, PD Funding Request Form. Each teacher is eligible to receive \$100 per year. The sort of items that can be submitted for funding include workshops, conferences and seminars.

A complete funding request package must include the following:

- Conference program/workshop or event description/course outline
- Proof of cost of registration fee
- Payment receipt for registration fee

Other important details include:

- The PD must be self-directed
- AQ and other credit granting courses are not eligible
- The PD event must be outside of offerings provided by the Board

The PD Committee which is made up of PD representatives from schools meets approximately every month to review submitted proposals for approval. Teachers are notified

regarding the decision of the committee and successful applicants can look forward to receiving a check in the courier a couple of weeks afterward.

References

- Davis, S. A. (2006). Enhancing Self-Directed Learning in New Professionals. In *ERIC: Reports*. U.S. Department of Education. Retrieved from http://link.galegroup.com/apps/doc/A249491034/GPS?u=ko_k12hs_d24&sid=GPS&xid=e03ffc0e
- Moreillon, J. (2016). Building your personal learning network [PLN]: 21st-century school librarians seek self-regulated professional development online. *Knowledge Quest*, 44(3), 64+. Retrieved from http://link.galegroup.com/apps/doc/A441161979/GPS?u=ko_k12hs_d24&sid=GPS&xid=f3106bfb
- Saberi, L., & Amiri, F. (2016). A qualitative study of Iranian EFL university teachers' attitude towards professional development. *Journal of Language Teaching and Research*, 7(3), 591+. Retrieved from http://link.galegroup.com/apps/doc/A461704536/GPS?u=ko_k12hs_d24&sid=GPS.&xid=2fe559c7

Five clever car cleaning tips

Provided by OTIP

Everybody loves a good hack—a little trick that makes your life just that much easier. That's why we've rounded up this list of car cleaning tips that are so clever you might actually look forward to cleaning your vehicle. Even better, these simple hacks involve ingredients and materials you probably already have at home.

As an education employee, you may be gearing up for a road trip once school's out for the summer. Why not try these cleaning tips to get your vehicle looking in tiptop shape before you hit the road?

To learn more, visit www.otipinsurance.com/article19

AMPA 99

Matt Thomas *AMPA Delegate*

Last year, during my first ever AMPA experience, I was an alternate delegate during an election year. Our current Provincial President, Harvey Bischof, looked to his home District 13 to lend support to his campaign, and so when not in meetings of the assembly, our delegation (alternates and all) were energetically supporting him by distributing campaign materials and hosting late-night, meet-and-greet socials in our District suite. I must admit, as a first-timer, it was overwhelming. Imagine someone on a game-show in one of those wind-tunnel chambers trying to grasp at dollar bills as they blow around. It was a lot of fun, but I couldn't escape the feeling that there was a lot that passed me by.

This year, my first as a full delegate, was a big change. With Harvey in office and no elections taking place, I was able to be a little more reflective and walked away with a better grasp of what was happening at AMPA. Here are a few takeaways from the 99th AMPA:

- We are in good hands. Both locally and provincially, we have exceptional leadership who do their jobs with professionalism and complete dedication.

Sometimes you lose track of the fact that these folks are teachers by training, because in their adopted roles they seem to be such natural fits.

- The provincial membership cares deeply. From Thunder Bay to Windsor to Ottawa, there are intelligent and dedicated teachers who want very badly to assist in maintaining our professional standards and who are politically active. It is heartening to know they speak for us and that we are all pulling in the same direction. I'm honoured to attend and represent the members from District 13 and witness and participate in the conversation.
- AMPA is a great time to get to know people. We spend hours side by side in the meetings and dining and socializing together. It's refreshing to sit around and learn more about colleagues whom you only usually see at meetings once a month. AMPA is a family affair, a reunion of sorts and a really good party.
- If you're on Twitter, AMPA keynote speaker,

Farrah Khan (@farrah_khan) is worth a "follow".

- This year, everyone was talking about the results of the PC Party leadership race. Everyone!

District 13 Pregnancy/Parental Leave Workshop

Are you pregnant or contemplating pregnancy? This workshop will discuss your new statutory rights under the Employment Standards Act and Employment Insurance, the provisions of the collective agreement for Pregnancy/Parental Leave and Extended Leave, and considerations for pension plan and benefit coverage. Find out how to maximize your financial entitlements and bring yourself some peace of mind at a very stressful time.

Date: Wednesday, April 25

Time: 4:30 pm

**Location: District 13 OSSTF
601 Palace Street,
Whitby**

**Register by emailing Ruth Leone,
ruth.leone@d13.osstf.ca**

DISTRICT 13 OSSTF ANNUAL MEETING

THURSDAY, MAY 3, 2018

AGENDA

4:00 - 4:30 p.m. REGISTRATION AND HOSPITALITY

‡4:30 p.m.

1. Call to Order
2. Pledge
3. Moment of Silence
4. Recognition of new members
5. Approval of the Agenda for the District 13 Annual Meeting, 2018
6. Minutes of the District 13 Annual Meeting May 4, 2017
7. Business Arising from the Minutes
8. Procedural Resolutions
9. Greetings from Provincial OSSTF
10. Report of the District 13 OSSTF President

‡4.45 p.m.

11. PRESENTATIONS
12. Report of the Nominations Committee
(immediately prior to dinner recess)

Procedure

- a) Nominations Report
- b) Nominations from the Floor
- c) Motion to close Nominations

‡6:00 p.m. DINNER RECESS

Introductions

‡7:00 p.m.

13. Speeches of Candidates for:
 - a) Vice President
14. Balloting for the office of:
 - a) Vice President
15. Receipt of Reports
 - a) Collective Bargaining Committee
 - b) Treasurer
 - c) Provincial Councillors
 - d) Education Issues/Political Action Committee
 - e) Health and Safety Committee
 - f) Human Rights Committee
 - g) Professional Development Committee
 - h) Public Relations Committee
 - i) Communications Committee
 - j) Occasional Teachers' Bargaining Unit
16. Questions on above Reports
17. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF
18. Resolutions to amend the Constitution, Bylaws and Policy of District 13 OSSTF Teachers' Bargaining Unit
19. Other Resolutions
20. New Business
21. Introduction of 2018-2019 Executive
22. Adjournment

‡ indicates a timed item

Elect **LAMIA SABBAGH** FOR District and TBU **PRESIDENT**



Clarity. Vision. Leadership.

Making a difference – together.

**Representing the Teachers and
Occasional Teachers of District 13**

District 13 and TBU President	2018-present
District 13 Chief Negotiator	2016-2017
District 13 Chair of CBC	2016-2017
District 13 Bargaining Team Member	2014-2015
Provincial Councilor	2016-present
District 13 Executive Officer	2014-2016
District 13 Staff Allocation Committee	2014-present
District 13 PD Chair	2014-2016
Provincial Certification Appeal Board	2014-2018
Chair of Certification Appeal Board	2016-2017
Joint Health and Safety Rep	2014-2016
District 13 2nd Vice-President	2013-2015
District 13 Branch President	2011-2013
District 13 Communications Chair	2012-2013
District 13 CBC Rep	2010-2011
AMPA Delegate	2013-2018

Re-Elect Erin Crawford for Vice President



Principled, Committed Leadership

Working hard for the District

District 13 Vice President	2007-2010, 2011-2018
Bargaining Team Member	2007-2009, 2012-2016
CBC Representative	2007-2009, 2011-2018
GSA/HR Committee	2005-2018
Chair, GSA	2010-2011
EPAC	2009-2010
Leadership & CBC Conferences	2007-2015
AMPA Delegate	2008-2018

Experienced

Involved

Knowledgeable

I am proud to contribute to District 13's tradition of strong, principled leadership. I seek your ongoing support as we work together to ensure that our rights as teachers are respected and protected and our working conditions are safe and equitable.

Elect: Richard McCormack for Vice President



- Communications Chair- 2 years
- District Executive – 2 years
- AMPA delegate and alternate – 3 years
- OSSTF Leadership – 1 year
- Branch Vice-President – 2 years
- Branch CBC Rep - 2 years
- Strike Captain

Dedicated – Professional – Passionate – Team Player - Committed

ELECT Garrett Metcalfe For Vice President

James Forster Provincial
Human Rights Award
Human Rights Co-Chair
AMPA Delegate
Branch President
Strike Captain
PD Committee



Proven Record:
*PFLAG National and
Durham Hero of Champions
*Oshawa City Council
Volunteer of Distinction
*Multiple Ontario Human
Rights Claims



Advocate... Challenge... Change!

Pride!

Integrity

Professionalism

Confidence



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



Re-elect Tory Bedard as Secretary

Experience:

2012 – 2018 – Human Rights/G.S.A. Committee Chair
 2015 – 2018 – Secretary
 2015 – 2016 - AMPA Delegate

Responsible, Methodical, Organized

Committed to solidarity.

Re-Elect NICOLE BLÉAU For Treasurer



COMPETENT
 DEDICATED
 RESPONSIBLE

Experience you can trust

NOMINEES FOR AMPA DELEGATE

- Tory Bedard
- Nicole Bléau
- George Chaktsiris
- Erin Crawford
- Ryan Gordon
- Jacqueline Hill
- Jason Himsl
- Ruth Kam
- Ryan Kelly
- Richard McCormack
- Sheri McKeown
- Laura Michaluk
- Garrett Metcalfe
- Lamia Sabbagh
- Shane Stagg
- Matt Thomas

The number of AMPA delegates for the Bargaining Units is determined by F.T.E.

Re-Elect NICOLE BLÉAU

For Additional Bargaining Unit
 Provincial Councillor



EXPERIENCED LEADERSHIP
 YOU CAN TRUST

Resolutions to Amend the Constitution, Bylaws and Policy of District 13 OSSTF 2018

BIRT District Bylaw VI Section 2 be amended by a new section b) to read:

a probationary period ending January 1st will apply to all newly appointed Executive Officer positions commencing in September of the school year; the Executive Officer may leave the appointment or the District President may recommend to the District Executive to terminate the appointment and the District Executive may choose to do so at the end of this period with no reason given; the Executive Officer on probation shall meet with the District President at regular intervals at the discretion of the President during this period.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

BIRT District Bylaw VI Section 2 (b) be amended to read:

after the probationary period, termination of an Executive Officer's appointment shall be for just cause, as determined by the District Executive.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

BIRT District Bylaw VI Section 2 (c) be amended to read:

a terminated, non-probationary, Executive Officer shall be paid on leave until an appropriate opportunity arises to return to regular bargaining unit work.

Moved: Shane Stagg

Seconded: Lamia Sabbagh

BIRT District Bylaw X, Section 1 (a) (i) be amended to read:

written notice of the proposed amendment shall have been given to the District President not less than six weeks prior to the next District Annual Meeting;

Moved: Richard McCormack

Seconded: Ryan Kelly

Resolutions to Amend the Constitution, Bylaws and Policy of District 13 OSSTF TBU 2018

BIRT TBU Bylaw IV Section 9 j) be amended by the deletion of:

except those Members of the TBU Executive holding positions which are normally filled through elections at the District Annual Meeting

Moved: Lamia Sabbagh

Seconded: Nicole Bléau

BIRT TBU Bylaw IV Section 9 be amended by the addition of a new section k) to read:

to decide to leave a TBU Executive position vacant if this is solely a TBU position unless the position is that of TBU President which must be filled.

Moved: Lamia Sabbagh

Seconded: Nicole Bléau

BIRT TBU Bylaw V Section 6 be deleted.

Moved: Nicole Bléau

Seconded: Ryan Kelly

Human Rights



Queer Activist
Singer/Musician
Song Writer
Educator

Your Human Rights Committee Proudly Presents...

KATE REID

Slam poetry meets folk music and LGBTQ-themed tunes in professional queer-musical-activist Kate Reid. Kate holds a Masters of Arts from UBC's Institute for Gender, Race, Sexuality, and Social Justice. She is a guitar and harmonica playing singer-songwriter, and bona-fide storyteller with rapid fire delivery. Her lyrics are honest and poignant; sometimes hard-hitting, sometimes hilarious, always insightful.

Wednesday, June 13, 2018

7:00 pm

District 13 office

601 Palace Street, Whitby

Snacks and Refreshments

19+ event

OSSTF members & guests welcome

To reserve your free seat email:

ruth.leone@d13.osstf.ca

For further information contact:

Melissa or Tory:

melissa.waddington@ddsb.ca

leslievictoria.bedard@ddsb.ca

Kate will be in Durham completing her Doctorate at DASS this spring.

Consider booking her at your school for a concert/workshops

Visit: katereid.net

OSSTF Pension Workshop

This workshop will cover an overview of the benefits, what secondary teachers need to consider before retirement, how to apply for a pension and the rules about teaching after retirement.

Date: Monday, April 23, 2018

Time: 4:30 pm

Location: District 13 OSSTF Office

Register by emailing Ruth Leone,
ruth.leone@d13.osstf.ca

POSATION Plus Your Assistance Program

Posaction Plus counselling service is available through our OTIP LTD contract. On an annual (calendar year) basis, you can access up to 12 hours of face-to-face psychosocial counselling for you and/or your immediate family members. Posaction Plus can assist you with work-related, family, personal or dependency problems.

Posaction Plus is mentioned on the District 13 website, in each newsletter, on the yearly information cards that District 13 distributes to members in September and brochures are available from your Branch President and Health & Safety Committee reps in each school. You can also contact the District 13 Office for the LTD Policy number.

Decolonization, Gender & Intersectionality Workshop for OSSTF Members



On Wednesday, April 18th, District 13 will be hosting an evening with Teddy Syrette.

Teddy will be joining us for an exploration of self-identity and personal intersectionality, a history timeline that highlights the historical barriers for LGBTQ and Indigenous folks, and group sharing. They use humour and storytelling to create a comfortable learning environment, while still discussing aspects of colonization, racism, homophobia, and transphobia.

Teddy is a graduate of the Social Service Work - Native Specialization program of Sault College. They work in social justice as a queer-Indigenous advocate. Their experience in theatre and improvisation, has offered this gender-fluid/2Spirit facilitator a unique set of skills.

Teddy does anti-oppression workshops that focus on decolonization, intersectionality, identity and learning through storytelling. Teddy is originally from Batchewana First Nation and currently lives in Toronto ON. They are also the secretary of the executive board for 2-Spirited People of the First Nation.

The event will be from 5 pm to 7 pm at our District 13 Office at 601 Palace Street , Whitby, ON L1N6S5. Space is limited to 60 participants, so RSVP to ruth.leone@d13.osstf.ca to secure your spot. Reimbursement for childcare is available at a rate of \$17 per hour. Light refreshments will be available for attendees.

CAREpath
The Health Care Navigation System



OTIP 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 Cancer Info Line at 1 800 290 5106.

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



Stress
Reduction



Helping
Others

www.feelingbetternow.com/otip



Election 2018



Ryan Kelly
Chief Negotiator

On June 7th, this year, voters in Ontario will go to the polls to elect our next Provincial government. As in years past, OSSTF has sought ways to participate in the election to make meaningful change to the benefit of our members and public education.

Starting in October of last year, members from each bargaining unit from across the Province met in Toronto to brainstorm what our priorities are in an effort to develop our vision for public education. This feedback was in turn used to develop an idea of what changes will best improve our current system.

What resulted is a broad vision with seven main pillars:

- Enhancements to Early Learning
- More Professional Supports for All Students

- Professional Judgement and Collaboration
- Updating of the Funding Formula
- University Funding and Oversight
- One Public Education System in Both Official Languages
- Improvements to the School Boards Collective Bargaining Act

Further details of our plan can be found on the front page of our Provincial website.

Once developed, members of our District Office reached out to nominated candidates to schedule meetings to share this vision with them. To date we have met with several sitting Members of Legislative Assembly, and candidates from all three major parties to share with them our vision, and our desire to have this reflected in their party platforms.

Moving forward, our District 13 Education Issues/Political Action Committee will plan evenings through May to have nominated

candidates from each party attend events to connect them with you, our members. Please look for events on our District email blasts and our website with details for these opportunities to have face time with candidates in your riding.

Anyone looking to become more involved in the election is encouraged to contact our District Office. Many opportunities exist for members to participate in our Education Issues/Political Action Committee, or to volunteer with campaigns. Together, we can make our collective vision for public education a reality!

SAVE THE DATE

**DISTRICT 13 ANNUAL
MEETING
MAY 3, 2018
TRILLIUM TRAILS, OSHAWA**

**Cost is \$10.00 per person.
Free for Retirees & New
Members. See your Branch
President for a ticket.**

DISTRICT 13 OSSTF

601 Palace Street | Whitby, ON | L1N 6S5 | phone 905.668.7100 | fax 905.668.5244
www.d13.osstf.ca