



## Farewell to Dave Barrowclough

**Lamia Sabbagh**  
*Chief Negotiator*

District 13 may not be the largest District in the province but it is certainly one that commands the most respect from our fellow teachers around the province. We are well known for our idealism, our tenacity and above all, our strong leadership. We have had many great presidents over the years who have led us through times of peace and times of challenge with a steady hand and a determined eye on the goal – to always do what is best for our membership; to protect our profession against the whims of government and the Board in the interest of our students and public education. And no one has done this, often gruelling, task for as many years and with as much dedication as Dave Barrowclough.

Dave has been our President for over 6 years. That is longer than anyone else in our history. And we have greatly benefitted from his leadership. Dave led us through complex contract negotiations, countless



**Dave Barrowclough**  
**2011–2017**

grievances and arbitrations and a seemingly endless strike with an ever-steady hand and sharp wit. The countless hours he has spent on the work of the District have been an inspiration to all those who have worked with him from teachers in the classroom who know they can call him any time for advice on any issue to branch reps who always look to him for guidance in their role to those of us lucky enough to work with him on a daily basis at the District 13 office.

We knew Dave was destined to be snapped up by Provincial Office one day because our union is forever on the lookout for great talent that can be shared amongst all our members but we were always hopeful that we could keep him for just one more

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### Upcoming Events

Battle Axe	Feb. 9
Family Day Skate	Feb. 19
Pink T-Shirt Day	Feb. 28
OTIP Retiree Benefits Workshop	Apr. 12
D13 Maternity Leave Workshop	Apr. 25
Day of Mourning	Apr. 28
District 13 Annual Meeting	May 4
Steps for Life	May 6
Student Award Night	May 17
OTBU AGM	May 31
Annual Golf Tournament	June 8

## Farewell to Dave Barrowclough (cont'd)

year. It was inevitable that they would come for him and selfish of us to think we could have him all to ourselves for much longer. I could not have had a better mentor, friend and partner in my time as Executive Officer and I know Nicole, Ryan and Ruth all

feel exactly the same way. He has made it easy to follow in his footsteps as the next President because he has paved the way so expertly. On behalf of all of us at District 13, we would like to wish Dave well in his new role. We know we will only be even

stronger as a union with people like him at the helm. Dave always ended his speeches at DAM with a line about how proud he was to be our President, I hope he knows how proud we are to have been represented by him as President.

## ResearchED—Can We Please See the Evidence for This?



### Dave Barrowclough *President's Report*

In 2013, Tom Bennett, night club manager turned educator, decided he wanted to run a conference on Education Research. He was simply appalled to discover the fact that the material he had been exposed to in his teacher training was not working and not based on any real evidence. Multiple intelligences come to mind for anyone? He simply floated the idea of a conference on education research on Twitter and four hours later had over 200 responses with offers ranging from free speakers to venues. He often states, "I didn't build researchED, it wanted to be built. It built itself". Teachers are hungry for the knowledge on how to separate the bunk from

the actual progress in education research that can help students achieve in the classroom. This non-profit organization has taken off since that first conference to over 50 conferences in nine countries and now Canada is on the list. These conferences are about sharing experiences in both the classroom and from research about what works and what doesn't. The only thing you will hear at a ResearchED conference about "learning styles" is that they don't exist despite the prevalence of this language from education "experts".

In November, ResearchED held its first conference in Canada and I was lucky to be in attendance. I was happy to see a few Durham teachers there and even some administration too. We were treated to some amazing workshops from front line teachers and front line researchers. By far, the most eye-opening session was a presentation by Dr. Stan Kutcher

entitled, *"Mental Health Literacy in Schools: addressing Pollyanna, pap and the wellness industry with evidence, clear language and critical thinking"*. Dr. Kutcher is a world renowned leader on adolescent mental health. He spent an hour pulling no punches on the mistakes that are being made in the wellness industry and the negative outcomes for kids. That was followed by a session from Martin Robinson, author of, *"Trivium 21c: Preparing Young People for the Future with Lessons From the Past"*, which looked at the common mistake conflating technology and creativity. Robert Craigen, an Associate Professor in mathematics who taught in Alberta and California gave a fascinating talk called, *"When Mindfulness is a Problem"*. His talk focused on the frenzy to eliminate certain shortcuts in math like using the terms "carry" and "borrow" and the fact that this push to mindfulness in math actually leads to anxiety and problems for math students.

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## ResearchED—Can We Please See the Evidence for This? (cont'd)

ResearchED has teamed up with OSSTF to offer another conference in Canada. This time to be held in a high school in Mississauga on April 14<sup>th</sup>, 2018. One of the goals of the organization is to keep admission costs very low so that teachers can easily attend. I would highly recommend members consider going to this conference in April. Watch for registration information to come from District 13 later in the year. Registration costs can be

completely recouped by applying for reimbursement through our District 13 PD committee.

I hope to see you there. It is beyond time that we, as educators, start to politely demand to see, and be able to understand, the evidence behind what we are being asked to do in the classroom. Education is rife with snake oil from salesmen keen on continuing to rob governments of billions of dollars with their magic bullets. I'm sure

it doesn't come as a shock to anyone that fads like learning styles, discovery learning and 21<sup>st</sup> Century learning are not based on evidence that show any positive learning outcomes for students. We, as teachers, are the only ones who can defend our students and the system, by just politely asking for the evidence. We need to stop taking the edicts from the Ministry of Education as unquestionable truths...after all look at what they did to math scores.

### Student Achievement Awards

District 13 is pleased to announce that 3 entries were chosen to represent Durham for the 2018 Student Achievement Awards. The theme for this year was **"What's YOUR Super Power?"**

"We do not need magic to transform our world.  
We carry all of the power we need inside ourselves already."  
- J.K. Rowling

The following entries were submitted to Provincial OSSTF:

#### Prose and Poetry Division

**Brooklin HS:** Category A-2: Intermediate, 9/10 Applied/Essential; teacher Courtney McNairn

**Ajax HS:** Category A-3: Senior 11/12 University; teacher Cheryl Kennedy

#### Creative Division

**Brock HS:** Category B-2: Visual Arts, Senior 11-12; teacher Kelly Johnston

The provincial winners will each receive a cash award of \$1,000 and will be announced at AMPA the annual provincial general meeting in March. All the best from District 13.



**CARE**path  
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.

## A Teacher is a Teacher 24/7



### Lamia Sabbagh *Chief Negotiator's Report*

It was a small section on a President's Memo last month but it has created a lot of discussion in workrooms and some frustration within the membership. Part of the Federation's role is to advise members so that they are best protected in their professional lives. It was with that intention that Dave wrote a few lines reminding our members that a teacher is a teacher 24/7. I would like to give some background to that reminder and to answer some of the questions that have come to the District Office as a result.

It often feels like a teacher's day is never done, from the actual classroom teaching to the prepping of lessons to the endless marking and report card writing. Many people in this profession truly feel they work 8 days a week. And the Supreme Court of Canada agrees.

This is not to say that the Supreme Court agrees that we should be marking at 3am and on weekends, but they have certainly upheld the definition of the duty of a teacher in the Education Act which states:

"to inculcate by precept and example respect for religion and the principles of Judaeo-Christian morality and the highest regard for truth, justice, loyalty, love of country, humanity, benevolence, sobriety, industry, frugality, purity, temperance and all other virtues"

Setting aside the obvious problems with the discriminatory nature of signaling out one religion, I wonder how many young teachers currently enrolled in teachers' college realize that when they finally walk across that stage and become a teacher, they essentially give up a lot of their personal freedom. In fact, a trial judge in PEI recently stated that freedom of expression does not apply to teachers when teaching in the classroom and even "off-duty behaviour may be challenged if the action or views expressed by the teacher are deemed to have a negative or detrimental effect on students". (Scarfo & Zucko, p23)

The Ontario College of Teachers Act outlines the professional and ethical standards a teacher is required to follow but the full impact of these standards is sometimes not considered by our members, especially in the era of social media. The OCT has also issued an advisory to

members about using social media and electronic communication. Considering the OCT has only issued 7 advisories since its inception, it is safe to say they feel very strongly about the subject.

Those of us who remember teaching in the "olden days" before cell phones and Facebook may not have felt that our freedoms were being restricted because it would never have occurred to us to ask for a student's phone number to be able to reach them while on a trip. And we would never have made thousands of copies of a picture of ourselves on vacation or hanging out with friends to give to our students or the general public but putting these pictures on social media means that is effectively what we are doing. And if something we are doing in those pictures can come under scrutiny according to the Ed Act or the OCT, we put ourselves at risk.

The Supreme Court ruled in 1996 that off-duty conduct can be "perceived to have the potential to destroy the trust and confidence the community places in teachers because of their unique role". It is for this reason that teachers "cannot fully participate in the use of websites, online social networking and the Internet because they have to

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## A Teacher is a Teacher 24/7 (cont'd)

“... censor their personal views and self-representation to avoid actual or perceived misconduct and its consequences.” (p 21)

Of course, the courts are not saying that teachers are not allowed to behave like adults and have a drink or hang out with friends, but they are saying that if any behaviour we engage in is

publicly on display, it is subject to a higher scrutiny and a higher standard than another member of the public.

We would advise our members to never have a student's phone number on their personal device, nor “friend” a student on social media whether current or graduated.

If you would like more information on this topic, please visit the Social Media tab in our D13 flipchart either on our website (d13.osstf.ca) or as a hard copy in your workroom.

Nick Scarfo and Marvin Zuker, *Inspiring the Future: A New Teacher's Guide to the Law*

## Bargaining Input



**Ryan Kelly**  
*Executive Officer*

As we approach our contract end date – August, 31<sup>st</sup>, 2019 – we will be following a strict timeline for negotiation preparations to be as best prepared as possible to fight for a fair contract. While this may seem like a long time

away, a lot will have to happen moving forward to ensure member input is sought through a fair and equitable process.

As a step toward greater accountability, we will host six visits over the month of January by members of our Provincial Executive and Secretariat. These direct conversations will allow the union leadership and negotiators to hear suggestions, challenges and concerns first hand in order to help us prepare for our next round of bargaining.

The visits will take place on January 22<sup>nd</sup> and 31<sup>st</sup>, and will be attended by our provincial President – Harvey Bischof, and two members of our Protective Services department, Shelley Page and Bob Fisher.

The anticipated release date for our survey to determine Central and Local Table priorities is this coming September. Thank you in advance for your help in understanding member priorities and input for building a brief.

## School News

### Congratulations to the following D13 members:

- Tim Watson from MCVI, welcomed a daughter, Louise Corine Watson on October 28<sup>th</sup>. Maggie and Louise are healthy & happy and Papa Tim is over the moon!
- Ashley Sims from MCVI, welcomed a son, Selwyn Thomas Lawrence on November 12<sup>th</sup>.

## New Reporting Procedures: Violent Incidents and Workplace Harassment



**Nicole Bléau**  
*Benefits Officer's Report*

### Employee Violent Incidents

In the first issue of INPRINT 13 this year, I outlined how to access the Leave of Absence request feature of the Forms Online section of the Employee Self Serve (ESS) system. An even more important component of the Forms Online platform is that it is the new location for the online reporting of Employee Violent Incidents.

**You should be reporting incidents anytime that you are the victim of workplace violence.** The Occupational Health and Safety Act (OHSA) defines “workplace violence” as:

- (a) the exercise of physical force by a person against a worker, that causes or could cause physical injury to the worker,
- (b) an attempt to exercise physical force against a worker, that could cause physical injury to the worker,
- (c) a statement or behaviour that is reasonable for a

worker to interpret as a threat to exercise physical force against the worker that could cause physical injury to the worker.

This definition would include physical attacks, verbal/written threats or threatening behaviour, as well as attempts to do any of these things even if they are unsuccessful. If you are the victim of one of these actions, you should be reporting it regardless of whether or not a student has an IEP or a Behaviour Safety Plan.

Previously, these incidents were reported to Admin who completed the requisite form. This new platform – designed in conjunction with the worker reps on the Joint Health and Safety Committee - allows workers to directly report the incident. This allows us to use our own words to describe the incident instead of risking Admin “softening” the language in the description, i.e. “student slammed his book over my head” as opposed to “student’s book made contact with teacher’s head”. The reports can be completed at any time, at work, at home or on-the-go using any web-enabled device. As well, you are prompted to consider other necessary reporting requirements so that they are not forgotten. Once

your portion is complete, it is sent to Admin so that they may respond to the incident. They are also prompted with options for them to consider and they must indicate the steps they have taken. Once both portions are complete, the finalized report is sent to the Health and Safety Department, the Special Education Officer and the H&S Rep for the Union affiliated with the worker.

To complete a Violent Incident Report, simply log on to the Portal under Quick Links → Employee Self Serve → Forms Online (on left side of screen) → Employee Violent Incident Form

### Workplace Harassment and Workplace Sexual Harassment

Recent amendments to the Occupational Health and Safety Act (OHSA) also include definitions of workplace harassment including workplace sexual harassment. These provisions predate the Weinstein scandals and are intended to help workplace parties recognize and deal with workplace harassment before it escalates into possible workplace violence. Workers are not to be disciplined for reporting an incident involving workplace harassment.

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## New Reporting Procedures: Violent Incidents and Workplace Harassment (cont'd)

The OHSA defines “workplace harassment” as:

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace that is known or ought reasonably to be known to be unwelcome, or
- (b) Workplace sexual harassment;

“workplace sexual harassment” means,

- (a) engaging in a course of vexatious comment or conduct against a worker in a workplace because of sex, sexual orientation, gender identity or gender expression, where the

course of comment or conduct is known or ought reasonably to be known to be unwelcome, or

- (b) making a sexual solicitation or advance where the person making the solicitation or advance is in a position to confer, grant or deny a benefit or advancement to the worker and the person knows or ought reasonably to know that the solicitation or advance is unwelcome;

Harassment is a very serious issue. But it is important to remember that a reasonable action taken by a supervisor relating to the management and

direction of workers is not workplace harassment.

Rather than using an online reporting form, any incidents of workplace harassment are to be reported to your supervisor or if your supervisor is the alleged harasser, then to the Superintendent of Education/Employee Relations. You may want to contact District 13 first for assistance. Last year, the Joint Health and Safety Committee worked to update the Board’s procedure on harassment in light of the new amendments to the OHSA. See the updated DDSB Procedure 4245 Workplace Harassment and Workplace Sexual Harassment for details on how an investigation would proceed.

## From the ARM Chair

### Colleen Ireland *ARM 13/16 President*

Recently, I bumped into a retiree who was having a fun time traveling. But the one thing he missed most about school was the camaraderie of colleagues. He noted that this could be a real issue for many looking at leaving the educational workforce. Looking at ARM 13/16 and what we have done since our last membership meeting, we know there are ways to stay connected.

On Nov. 17/17, Cyndie Jacobs presented a workshop at the D13 PD Day in which she outlined the benefits of joining ARM. Colleen Ireland and Cristal Diemer-Ewles delivered items to Joanne's House in Ajax, just one of the shelters in York and Durham regions which we hope to support throughout the year. Cristal participated in a Theatre 3x60 Cemetery Walk. John Pownall joined friends and family to attend a Buffy Ste. Marie concert at a reduced rate for ARM members. I attended a book discussion with the OSSTF

Status of Women Committee resulting in a healthy discussion of harassment in the workplace and ways to change the culture. On Nov. 30/17, we held our second membership meeting with the support of EFG to discuss Financial Planning.

There are ways to stay connected and to be part of an organization which is politically aware, supports social justice causes, and enjoys having some fun. If you have questions about ARM 13/16 contact us at:

[chapter13and16@gmail.com](mailto:chapter13and16@gmail.com)

## Union Do's - Installment 2: Benevolent Council



**Richard McCormack**  
*Communications Chair*

One way that OSSTF helps its members is by providing financial assistance to members who find themselves in extreme financial

need through our Provincial OSSTF Benevolent Council. If a member is in need of financial assistance due to a prolonged illness, accident, or extreme emergency, they can apply to access funds to help them. Benevolent relief grants are available up to \$3,000 in one year, with a maximum of \$5,000 within five years. This money is taxable but is non-refundable.

The Council may also recommend other ways and means to assist members in distress.

To access these grants, an application process is in place. Any member considering accessing this grant should call Nicole Bléau at the District 13 Office to receive help with the process.

## Sponsorship of School Projects and Initiatives

### Provided by OTIP



At OTIP we recognize that not all worthy causes are linked to registered charities. Within the education community, there are

many member-led school projects or initiatives that support learning, provide an enriched experience or help those in need. OTIP Sponsorship of School Projects and Initiatives is an opportunity for our members to submit a video application to win \$5,000 toward their project.

We received an overwhelming response to this program last year, and the 2017/2018 program will be even better. This year, we are very excited to announce that there will be eight prizes of \$5,000 available to be won.

Follow the link to learn more and see who can apply:

<https://www.otip.com/school-initiatives>



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.



# White Ribbon and Moose Hide Campaigns: Now's The Time

**Tory Bedard**

***Human Rights Co-Chair***

*National Day of Remembrance and Action on Violence Against Women - December 6<sup>th</sup>.*

Early December is White Ribbon time, and although it's been 28 years since Marc Lepine's heinous massacre at Montreal's Ecole Polytechnique, a quick glimpse at the news and social media loudly proclaims that this issue has not dissipated. Perhaps it has never been more imperative that we ensure our students – both male and female – are experiencing a White Ribbon campaign within their schools. To that end, the Human Rights Committee created a starter package for each school including ribbons and some background information.

In 1991, men began wearing white ribbons as a pledge to never commit, condone or remain silent about violence against women and girls. The campaign is the world's largest movement of men and boys working to end violence against women and girls, and to promote gender equity, healthy relationships and a new vision of masculinity. They do this by examining the root causes of gender-based violence and working to create a cultural shift to move toward a future without violence. White Ribbon positively engages boys by challenging

language, behaviours, and harmful ideas of manhood that lead to violence against women.

Our starter packages also contain information cards attached to small swatches of moose hide. The Moose Hide Campaign began as a response to the Missing and Murdered Indigenous Women of Canada. It is a grassroots movement of Aboriginal and non-Aboriginal men who are standing up against violence towards women and children. Wearing the moose hide reveals a commitment to honour, respect, and protect the women

and children in your life and to work with other men to end violence against women and children.

We hope your schools acknowledge these crucial campaigns this year. If December is too much of a crunch, there's no time limitation. White Ribbon and Moose Hide Campaigns can really be done any time you see fit. It seems never to have been more important.

Resources:

[www.mooshidecampaign.ca](http://www.mooshidecampaign.ca)  
[www.whiteribbon.ca](http://www.whiteribbon.ca)

**Feeling Better Now<sup>®</sup>**  
 Connecting Mental Health Problems to Solutions

**Stressed, anxious or depressed?**  
 Go to: [feelingbetternow.com/otip](http://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](http://www.feelingbetternow.com/otip)

OTIP RAEQ

## Together We Make A Difference! - PD Day 2017

### Ryan Kelly Executive Officer

Every year, the OSSTF Professional Development Committee organizes a PD Day in November by our members, for our members. We ran workshops as varied as our members' interests - but all of them centered on the mantra of *together we learn, support, and share*. As in previous years, we got overwhelmingly positive feedback from this day! That is not to say it was without due criticism... your feedback both positive and negative will be considered when planning future professional development. Here is a compilation of some of the responses we got from some of the workshops offered:

**Financial Goals – Be Prepared** - Well done, clear, easy to understand, one of the most useful PD workshops I've ever attended. Very informative. I was not aware of the Educators Financial Group (and the services they offer).

**Life after retirement... the benefits of joining ARM** – The presentation gave me an insight to what is available in terms of continuing contact with fellow teachers after retirement.

**Let's Create Together** - Awesome! So passionate about card making and so patient with everyone's demands! I

appreciate the positive encouragement and work that went into preparing all the materials.

**A Day in the Workshop – Stable Table** - Super useful, right mix of independence vs. guided work. Would definitely attend another workshop by these presenters!

**OTIP – Walk into Retirement** - Great overview of the RTIP plan. I learned a lot. I had little knowledge of the topic prior to presentation.

**De-Stress with Salsa Dancing** - Loved it! More like this please!

**OSSTF Pension Workshop** - As always, clear, concise, informative, and up-to-date. Shelley really knows her stuff!

**Decorating Gingerbread Cookies** - Well organized, well timed, good balance of instruction + practice. Really

enjoyed the demos and then getting time to practice for ourselves.

**Physical Literacy Summit** - Very well organized and well received. Great opportunity to network with colleagues and experts in the field.

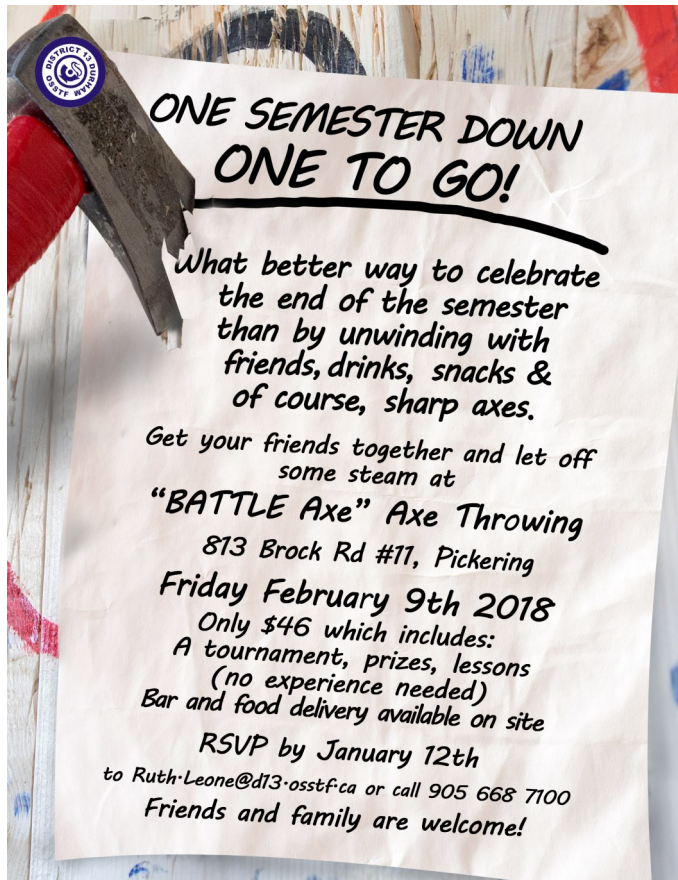
**Exploring Google Classroom for Science Teachers** - Very informative. Honest about the abilities/applications/limitations of Google classroom. Great opportunity to work with the presenter while he talked.

**“Very good people on ‘both’ sides?” Strategies for social justice in education** - It was a very informative presentation; I learned a lot about the strategies that can be used to approach these situations inside of the classroom. I would easily take it again, because I feel like it's such a big topic to fully understand and implement in my classrooms.



Walk Your Way to Wellness

## PRC Community Events




# LACE UP YOUR SKATES

For the D13 Annual Family Day Free Skate

February 19th, 2018  
1-3 pm  
McKinney Centre Whitby  
Arena # 3

Please bring a non perishable food item  
(granola bars greatly appreciated)

See your branch president  
for your FREE tickets



NOW THAT'S SOME FUN PD!



# Together We Make A Difference - PD Day 2017 (cont'd)

Decorating Gingerbread Cookies



Innovative Guided Inquiry



## Classified Ad

From Member, Doreen Sacchett

Photo Restoration Digital Imaging  
Graphic Design

[imaginethat33@outlook.com](mailto:imaginethat33@outlook.com)

DISTRICT 13 OSSTF

601 Palace Street | Whitby, ON | L1N 6S5 | phone 905.668.7100 | fax 905.668.5244

[www.d13.osstf.ca](http://www.d13.osstf.ca)

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