



**ETFO
STANDING
COMMITTEES**

**REPORT TO THE
2016
ANNUAL MEETING**



STANDING COMMITTEES

As stated in the ETFO Constitution, Article X, Provincial Organization, Section 3 Committees, 10.3.1, ETFO has a number of standing committees.

Role of Standing Committees

It is recognized that the standing committees of the Federation are an invaluable asset for ensuring that the expertise of our members and the richness of their work experiences become an integral part of the design and development of Federation programs and services. It will be the role of standing committees:

1. To develop policy recommendations for consideration by the Executive and Annual Meeting.
2. To develop program recommendations for consideration by the Executive and the Annual Meeting.
3. To provide the perspective of the member on Federation initiatives and programs.
4. To provide advice on the content, delivery and design of Federation programs.
5. To advise the Executive on matters relating to the work of the committee.
6. To liaise when appropriate with other ETFO standing committees.
7. To provide advice on issues as requested by the Executive.

Appointment Terms

Members will be appointed to standing committees by the Executive for a two-year term. Members may serve up to two consecutive terms on a committee, if re-appointed. Upon completion of two consecutive terms on any standing committee, a break in service of at least one year is required prior to appointment to any standing committee.

Consideration will be given to the information included on the application form.



Elementary Teachers' Federation of Ontario
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ETFO STANDING COMMITTEES 2015-2016

1. Aboriginal Education
2. Annual Meeting
3. Anti-Racist Education
4. Arts
5. Awards
6. Collective Bargaining
7. Disability Issues
8. Early Years
9. Education Support Personnel/Professional Support Personnel/ Designated Early Childhood Educator
10. English As A Second Language
11. Environmental
12. French As A Second Language
13. Human Rights
14. Intermediate Division
15. International Assistance
16. Labour
17. Lesbian, Gay, Bisexual, Transgender, and Queer or Questioning Members
18. Library
19. Men's Focus
20. New Members
21. Occasional Teacher
22. Occupational Health and Safety
23. Pension
24. Political Action
25. Professional Learning /Curriculum
26. Professional Relations and Discipline
27. Special Education
28. Status of Women
29. Teacher Education/Faculty Liaison



REPORT TO THE 2016 ANNUAL MEETING OF THE ABORIGINAL EDUCATION COMMITTEE

Terms of Reference

- To provide advice on the education of ETFO members about the historical experiences, cultural norms, and issues of Aboriginal People.
- To provide advice on the promotion of teaching as a career for Aboriginal People.
- To identify ways of supporting native language teachers and programs.
- To provide advice on the inclusion of Aboriginal members in all aspects of the ETFO and its programs.
- To provide advice on the promotion of Aboriginal education issues at faculties of education.
- To provide advice on the promotion of networking, leadership, and professional development for Aboriginal members and Native language teachers.
- To provide advice on the promotion of programs and initiatives designed to improve Aboriginal student achievement.

Committee Members

Joan Hill-Keast	Ottawa-Carleton Occasional Teacher Local (Chairperson)
Ian McCallum	Simcoe County Teacher Local
Christina Saunders	Elementary Teachers of Toronto Teacher Local
Natalie Corbin	Lakehead Teacher Local
Majolaine LaPointe	Kawartha Pine Ridge Teacher Local
Rachel Mishenene	Staff Liaison

Committee Activities 2015-2016

The Aboriginal Education Committee met twice this year and held its third meeting via conference call.

The first meeting was held at the provincial office on Monday, November 20, 2015. Joan Hill-Keast was elected Chairperson for 2015-2016.

Committee members shared their personal and professional interests and histories.

Vice-President Karen Campbell provided ongoing support and guidance in the committee's work.

R. Mishenene, Executive Assistant with ETFO in First Nations, Métis and Inuit (FNMI) education portfolio, provided regular updates on ETFO FNMI initiatives to the committee members: Aboriginal Women in Leadership Programs Report; Two FNMI Online Book Clubs; Deconstructing Stereotypes Workshop for Locals; Engaging Aboriginal Families and Communities Workshop for Locals (WP); Engaging the Aboriginal Learner

Resource; FNMI Growth Chart; Webinars on Truth and Reconciliation; Brochure on FNMI Peoples and History; Aboriginal Education Symposium for ETFO Members; FNMI Member Sharing Circle; FNMI Member Workshop Development; FNMI Women Leadership Symposium; and FNMI Women Leaders Poster. The committee also shared additional information on Aboriginal education resources and events.

The committee reviewed the report of the Aboriginal Education Committee to the 2015 Annual Meeting. K. Campbell shared information on the motion that was passed at the 2015 Annual Meeting where ETFO endorsed the Calls to Action in the Truth and Reconciliation Commission Report, and that ETFO develop a webinar for members on the recommendations regarding education. The committee also reviewed the low percentage of Aboriginal members that participated in ETFO professional learning opportunities. In response to these, the committee made a recommendation to the Executive: "That ETFO include, wherever possible, Aboriginal content in future resources and professional learning opportunities, such as workshops and programs." Additionally, R. Mishene developed and delivered two webinars on Truth and Reconciliation for members. The webinars are posted publically for all members.

The second meeting was held at the provincial office on Monday, February 22, 2016. R. Mishene provided an update on the committee's recommendation regarding Aboriginal content in ETFO resources and professional learning. The motion was referred to the General Secretary for study and report to the June 2016 Executive Meeting.

The committee discussed the term "Aboriginal" as it relates to self-identification and the name of ETFO's standing committee. Two recommendations were made to the Executive: "That ETFO consider replacing the term Aboriginal in the self-identification of the application and registration forms section with the following three separate designated groups: First Nation, Métis and Inuit."; "That ETFO consider replacing Aboriginal Education Committee name with First Nation, Métis and Inuit Education Committee." The two motions were approved at the May Executive meeting.

R. Mishene shared issues that were brought forward regarding the ETFO FNMI statement that potentially excluded other Indigenous groups that historically have shared or had a connection to the land in various areas throughout Ontario. The committee discussed having a more inclusive statement that acknowledges the diversity of Aboriginal peoples who inhabit or have inhabited a certain area. The committee put forth a recommendation that the statement be amended to read, "The Elementary Teachers' Federation of Ontario acknowledges and thanks the First Peoples of this territory and other Indigenous peoples for sharing this land in order for us to continue our work today."

The final meeting for the year was held Monday, April 18, 2016 by teleconference. The committee was provided an update on the recommendations.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Joan Hill-Keast, Chairperson

JHK:RM:NT



REPORT TO THE 2016 ANNUAL MEETING OF THE ANNUAL MEETING COMMITTEE

Terms of Reference

- To receive nominations in writing from the General Secretary for Executive positions and to forward a list of nominees to the membership.
- To review the procedures to be used in the elections at the Annual Meeting.
- To develop a draft agenda for the Annual Meeting for the approval of the Executive.
- To receive and review resolutions submitted to the Annual Meeting and prepare the Annual Meeting Booklet for distribution to the membership.
- To prepare the Annual Meeting Workbook for distribution to the Annual Meeting.
- To review operating procedures for the Annual Meeting.
- To receive applications for the position of assistant and poll clerk and to recommend appointments to the Executive.
- To facilitate the operation of the Annual Meeting.

Committee Members

Andrea Jackson	York Region Teacher Local
Ruth Mackie	Rainy River Teacher Local
André Mrozewski	Hastings-Prince Edward Teacher Local
Ann Pharazyn	Lambton Kent Teacher Local (Chairperson)
Chris Vert	Elementary Teachers of Toronto Local
Lorna Larmour	Staff Liaison
Olesia Romanko	Staff Liaison
Nancy Romain	Staff Liaison

Committee Activities 2015-2016

The Annual Meeting Committee met three times this year. March 9-11, 2016, May 27, 2016, and August 14, 2016, prior to the 2016 Annual Meeting.

During the March meeting, the Committee reviewed the 2016 Annual Meeting procedures and made recommendations to the Executive for changes.

At the May 10, 2016 Executive meeting, Chairperson Ann Pharazyn presented a report to the Executive on the work of the committee to date.

During the March meeting, the Committee, with the assistance of the parliamentarian, reviewed and revised motions submitted from locals, Standing Committees, the Representative Council, and the Executive. The Committee also made recommendations to the Executive for the appointment of assistants and poll clerks for the 2016 Annual Meeting.

In May, the Committee reviewed the Annual Meeting procedures with the parliamentarians and staff. Role descriptions for the committee, parliamentarians, assistants, and poll clerks were finalized.

Equity training will be provided to the parliamentarian team at the August 14, 2016 meeting. A draft agenda for the Annual Meeting was developed and forwarded to the Executive.

During the August meeting the committee finalized all procedures and clarified the roles of assistants and poll clerks.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Ann Pharazyn, Chairperson

AP:LL:NR



REPORT TO THE 2016 ANNUAL MEETING OF THE ANTI-RACIST EDUCATION COMMITTEE

Terms of Reference

- To identify ways for ETFO to sensitize members to cultural, racial and linguistic diversity with an anti-racist focus.
- To identify ways to promote teaching as a career and educational leadership opportunities for racialized members.
- To identify issues in anti-racism, which should be addressed by the Federation.

Committee Members

Debbie Cheng	Elementary Teachers of Toronto Local
Shukri Farah	Elementary Teachers of Toronto Local
Samantha Hendricks	York Region Teacher Local, Chairperson
Christine O'Gilvie	Elementary Teachers of Toronto Local
Darryl Pandoo	Elementary Teachers of Toronto Local
Kalpana Makan	Staff Liaison

Committee Activities 2015-2016

The committee met on December 3, 2015 and February 18, 2016. Greetings were brought by Vice-President Karen Campbell. During the first meeting, the committee appointed Samantha Hendricks as chairperson. The committee discussed the development of a short film illustrating the lived experiences of racialized teachers and develop tools and strategies to support ETFO members to combat racial prejudice and stereotypes.

At the February 18, 2016 meeting the committee was provided with a copy of the 2013 ETFO Racialized Members Focus Group Report. The rationale for the focus group was provided to the committee and time was given to review the report in its entirety. Committee members made personal connections to the examples provided in the report and discussed the final recommendations from the report. The group reiterated the need for a racialized members' space to network and support one another as these opportunities do not occur in their teaching day.

Chair S. Hendricks mentioned that there were vacancies on the Provincial Standing Committees. D. Cheng informed the committee that she has completed her 4-year term and will not be returning to the committee next year. Chairperson S. Hendricks thanked

D. Cheng for her commitment to the Anti-Racist Committee and looked forward to working with her again.

The committee was provided with copies of *ETFO's Canada's Diverse Athletes Poster* and a lively discussion was had about the early athletes portrayed, their accomplishments and their omission from the curriculum.

Members reviewed and discussed the agenda and format for the *Challenging Oppression Conference for Racialized Members*, and considered the necessity for a two-day conference. Committee members felt that a Friday (evening) and full day Saturday was not enough time to build networks and alliances and have courageous conversations around combating racism, prejudice and stereotypes.

The committee had a very successful year and moved forward several important issues including:

- The committee debated at length the positives and negatives of drafting a similar resolution as in previous year related to an increased number of designated seats on the Provincial Executive. The discussion included consideration of the information provided by Vice-President K. Brown Campbell and other committee members. The committee resolved not to submit a resolution to the 2016 Annual Meeting.
- Strategies and tools for supporting members to combat and respond to racial stereotypes and prejudice.
- Member feedback related to ETFO workshops provided to locals across the province to support teachers and schools in the arrival of Syrian refugees.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Samantha Hendricks, Chairperson

KM:SH:AJ



REPORT TO THE 2016 ANNUAL MEETING OF THE ARTS COMMITTEE

Terms of Reference

- To identify issues regarding Arts education in elementary schools.
- To advise the Executive on supporting and advocating Arts initiatives in school communities.
- To provide advice on the content, delivery, and design of professional development to support members in the Arts.
- To recommend policy recommendations related to professional development and curriculum in the Arts, for consideration by the Executive and the Annual Meeting.
- To identify strategies that will strengthen the role of Arts educators and Arts education in elementary schools.

Committee Members

Jessica Crowley	Grand Erie Teacher Local
Michelle Fenn	Kawartha Pine Ridge Teacher Local
D. Gavin Foster	Hastings Prince Edward Teacher Local
Martin Kay	Halton Teacher Local (Chairperson)
Laurie Provenzano	York Region Teacher Local
Janet Millar Grant	Staff Liaison

Committee Activities 2015-2016

The committee met twice during the 2015-2016 school year. The first meeting was held on January 14, 2016 and the second on April 28, 2016.

At the January 14, 2015 meeting, Martin Kay was acclaimed chairperson. After reviewing the Committee Guidelines, the committee reviewed the ETFO Arts position statements. Arts events for 2015-2016 were reviewed including ETFO's sponsorship of the *World Festival of Children's Theatre*. This event will feature troupes of children aged 7-16 years of age from 6 continents and the provision of professional learning workshops based on ETFO's popular Arts resources; *Primary ETFO Arts*, *Revised ETFO Arts* and *More than a Play* at the international PLAY Symposium from June 10-12, 2016. An update was provided on ETFO programs related to First Nations, Métis and Inuit (FNMI) activities and the Arts, including *Spirit Horse*, as well as ETFO Arts Book Clubs. A resolution to go forward to the Annual Meeting 2016 was proposed.

At the second meeting, a review of ETFO Additional Qualification course offerings, specifically in the Arts, was provided. The program for the PLAY Symposium was reviewed. In addition to updates, the focus of this meeting was to identify ways to bring

more Arts programming into the classroom and increase live Arts presentations in schools.

Topics discussed included: how to engage students in local theatre in the classroom; how to access local artists and bring Arts into the classroom; preparing students for the Arts experience and content extending into the curriculum; Arts and FNMI, and finding the Arts in mathematics instruction. Committee members discussed the fact that there are additional Arts resources in dance, drama, music and visual arts available from various subject association websites. A discussion was also held about how to increase awareness of the ETFO resources available so that these resources can get into the hands of ETFO members. It was suggested that ETFO explore e-copies, demonstration copies and order forms for the Arts publications.

Resolution to the 2016 Annual Meeting:

That Article XI, Local Organization, Section 2, Governance, be amended by the addition of a new section to read;

- 1.0 Each local shall endeavor to have an Arts Committee.

Respectfully submitted
Martin Kay

JMG:MK:MR



REPORT TO THE 2016 ANNUAL MEETING OF THE AWARDS COMMITTEE

Terms of Reference

- To recommend award recipients to the Executive.
- To examine the awards criteria, procedures, and make recommendations.
- To recommend an awards budget to the Annual Meeting.
- To recommend the addition or deletion of awards to the Annual Meeting.
- To submit resolutions concerning awards to the Annual Meeting.

Committee Members

Patricia Heath	Elementary Teachers of Toronto Local (Chairperson)
Lee-Ann Matteau	Algoma Teacher Local
Natasa Pasic-Knezevic	Peel Teacher Local
Jeremy Smith	York Region Teacher Local
Elaine Thomson	Thames Valley Teacher Local
Evelyn McGrogan	Staff Liaison

Committee Activities 2015-2016

The Committee met three times during the year and recommended the following as recipients of ETFO Awards:

Aboriginal Women in Education Bursary – Women's Program:

Jennifer Summerfield, Simcoe County Occasional Teacher Local; Michelle Sandy, non-member

Anti-Bias Award:

Laurel Farrell, Upper Grand Teacher Local

Arts and Culture Award:

Not awarded for 2015-16.

Bev Saskoley Anti-Racist Scholarship:

Not awarded for 2015-16.

Bev Saskoley Anti-Racist Scholarship – Women's Program:

Not awarded for 2015-16.

Children's Literature Award:

Nadia Hohn, Elementary Teachers of Toronto Local

Curriculum Development Award:

Not awarded for 2015-16.

Curriculum Development Award – Women’s Program:

Not awarded for 2015-16.

Doctoral Scholarship:

Lisa Cranston, Greater Essex Teacher Local

Doctoral Scholarship – Women’s Program:

Genie Kim, Elementary Teachers of Toronto Local

Environmental Education Award

Kim Small, Trillium Lakelands Teacher Local

ETFO Bursaries for Members of Designated Groups:

Leroy Deslandes, Elementary Teachers of Toronto Local; Kyle Minniti, non-member; Lul Mohamed, non-member

ETFO Bursaries for Members of Designated Groups – Women’s Program:

April Cheung, non-member

ETFO Bursaries for Sons and Daughters of ETFO Members:

Sara Burke, Ottawa-Carleton Teacher Local; Lisa Campbell, Greater Essex County Teacher Local; Sherrie Corley, Trillium Lakelands Occasional Teacher Local; Kimberly Hammermueller, Avon Maitland Teacher Local; Beverly Hogan, Upper Canada Teacher Local; Rebecca Jones, Avon Maitland Teacher Local; Pina Mastroianni, Rainbow Teacher Local; Marlene Melo, Thames Valley Teacher Local; Susan Morehouse, Durham Teacher Local; Wendy O’Neil, Lambton Kent Teacher Local; Kim Walsh, Simcoe County Teacher Local; Nancy Warren, Hastings-Prince Edward Teacher Local

ETFO Member Bursaries:

Karly Brohman, Ottawa-Carleton Teacher Local; Angela Gale, Elementary Teachers of Toronto Local; Diane Henrique, Grand Erie Occasional Teacher Local; Leanne Shackleton, Ottawa-Carleton Teacher Local; Alexandra Shaw, Durham Catholic DECE Local

Health and Safety Activist Award:

Not awarded for 2015-16.

Humanitarian Award for an ETFO member:

Not awarded for 2015-16.

Humanitarian Award for a non-ETFO member:

Jessica Reid, FEAT For Children of Incarcerated Parents

Master’s Scholarship:

Simone Austin, Elementary Teachers of Toronto Local; Jennifer Givens-Doran, Durham Teacher Local; Ian Sommer, Waterloo Region Teacher Local; Shadi Yazdan, York Region Teacher Local

Master’s Scholarship – Women’s Program:

Kadi Gore, Lambton Kent Teacher Local and Lambton Kent Occasional Teacher Local; Rhonda Hergott, Waterloo Region Teacher Local; Amanda Ley, Rainbow Teacher Local; Shelley Merton, Kawartha Pine Ridge Teacher Local

Member Service and Engagement Award

Not awarded for 2015-16.

Native as a Second Language Qualification Bursary

Not awarded for 2015-16.

New Member Award:

Andrew Chittka, Bluewater Occasional Teacher Local

Outstanding Role Model for Women Award – Women’s Program

Not awarded for 2015-16.

Rainbow Visions Award

Carlos Ponce-Tovar, York Region Teacher Local

Women Who Develop Special Projects in Science and Technology Award – Women’s Program:

Not awarded for 2015-16.

Women’s Studies Scholarship

Not awarded for 2015-16.

Women Working in Social Activism on Behalf of Women and Children – Women’s Program:

Erin Lee, Lanark County Interval House, non-member

Writer’s Award:

Not awarded for 2014-15.

Writer’s Award – Women’s Program:

Not awarded for 2014-15.

Information about the Awards and Scholarships Program is available at:
<http://www.etfo.ca/aboutetfo/awardsandscholarships/pages/default.aspx>

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Patricia Heath, Chairperson

PH:EM:MM



REPORT TO THE 2016 ANNUAL MEETING OF THE COLLECTIVE BARGAINING COMMITTEE

Terms of Reference

- To recommend the content, method, and distribution of collective bargaining information developed by ETFO.
- To establish bargaining goals for ETFO locals for submission to the Representative Council for approval.
- To recommend training programs for present and future chief negotiators, presidents and collective bargaining committee members.
- To recommend programs for those involved in the implementation of the locals' collective agreements (such as grievance officers and stewards).
- To identify bargaining resources to be developed by ETFO.
- To review the Model Agreement and recommend revisions.

Committee Members

Jada Nicklefork	Niagara Teacher Local (Chairperson)
Joanna MacArthur	Elementary Teachers of Toronto Local
Donna Mills	Simcoe County Teacher Local
Sean Seccareccia	Algoma Teacher Local
Jenn Wallage	Waterloo Region DECE Local
Susan Ansara	Staff Liaison

Committee Activities 2015-2016

The Committee had one meeting on Friday, January 8, and a second meeting on Friday, June 3, 2016.

During the January 8 meeting, the Committee:

- Provided feedback with regard to the Collective Bargaining 2014 debrief process. The Committee suggested that local leaders be encouraged to seek feedback from their executive members in advance of their input to the debrief process.
- Reviewed plans for the March 9 and 10, 2016 Collective Bargaining Conference and looked at training initiatives for the future.

At the June 3 meeting, the Committee:

- Conducted an in-depth review of the Model Teacher and Occasional Teacher Collective Agreements. The Committee Members each carried out detailed analysis and provided input on specific sections of the Model Teacher and Occasional Collective Agreements.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Jada Nicklefork, Chairperson

SA:JN:ARM



REPORT TO THE 2016 ANNUAL MEETING OF THE DISABILITY ISSUES COMMITTEE

Terms of Reference

- To advise the Executive and recommend policy and procedures relating to disability issues.
- To advise the Executive and recommend strategies which support teachers to cope with disabling conditions both physical and mental.
- To advise the Executive on the promotion of education among ETFO members about disabilities.

Committee Members

Mark Carter	Niagara Occasional Teacher Local
Alexandra Craig	York Region Teacher Local
Terri Louise Lyons	Thames Valley Teacher Local
Tommy-Vee Nelson	Ontario North East Occasional Teacher Local
Aviva Rosenberg	Peel Teacher Local (Chairperson)
Adam Peer	Staff Liaison

Committee Activities 2015-2016

The committee met two times during the year, on December 7, 2015 and February 8, 2016. The committee's activities in 2015-2016 included the following:

- At the first meeting, Aviva Rosenberg from the Peel Teacher Local was elected as the chairperson of the committee.
- The committee discussed the six recommendations they put forth to the Executive from 2014-2015. Members were briefed on the disposition of the recommendations.
- The committee discussed the 2015 Annual Meeting resolution they put forth that was not entered on the floor.
- Committee members reviewed and discussed the 2015-2016 ETFO Reference Book, the International Day of Persons with Disabilities, the Canadian Teachers' Federation (CTF) resource *Speak Truth to Power Canada: Defenders For Human Rights*, mental health matters and classroom resources, model agreement language in relation to disabilities and work, 2016 Annual Meeting resolutions, two recommendations to the Executive and new resources on disabilities.
- At the second meeting, the committee discussed Annual Meeting resolutions, a recommendation to the Executive, suggestions for the chair to share in her report to the March 2016 Executive meeting, Bell Let's Talk Day, ways to educate members and raise awareness about mental health and disabilities and possible areas/ideas of focus in 2016-2017.

- Three committee members, whose terms have expired, were acknowledged for their service over the last four years.

During the year, the following recommendations were made to the provincial Executive:

- In the next round of central bargaining, that ETFO attempt to negotiate a provincial committee to study disability issues.
- That ETFO develop model agreement language that ensures access to work for members who are unhampered by disability.
- That ETFO develop a series of Public Service Announcement (PSA) videos suitable for websites, Facebook and member events in order to raise awareness and educate members about workplace mental health and disability issues.

Recommendations to the 2016 Annual Meeting:

1. That ETFO, through OTF, lobby the Ministry of Education to endorse the Mental Health Commission of Canada's Mental Health First Aid program.
2. That ETFO replace the term "hearing impaired" with the term "person with a hearing loss" in all Federation communications and resources.

Respectfully submitted,
Aviva Rosenberg, Chairperson

AR:AP:SC



REPORT TO THE 2016 ANNUAL MEETING OF THE EARLY YEARS COMMITTEE

Terms of Reference

- To advise the Executive on current early years issues.
- To advise the Executive and recommend strategies which promote quality early years programs.
- To advise the Executive and recommend current documents and resources that impact on early years programs.

Committee Members

Karen Beck	Upper Canada Teacher Local
James Maxwell Brown	Kawartha Pine Ridge Teacher Local (Chairperson)
Tamara DuFour	Hamilton-Wentworth DECE Local
Sharon Feero	James Bay Teacher Local
Barbara Weaver	Ottawa Carleton Teacher Local
Jane Bennett	Staff Liaison

Committee Activities 2015-2016

The Early Years Committee met on two occasions - December 11, 2015 and February 19, 2016. The committee's activities during 2015-2016 included the following:

During the first meeting, committee members:

- Discussed the ETFO Central Teacher and Occasional Teacher Agreement and the workgroups that were established as a part of the agreement.
- Identified continued issues in FDK: class size, and issues related to physical classroom size; planning time as a team and also for DECE members, violence in the early years, and mental health for staff and students.
- ETFO staff shared the final version of the *Kindergarten A Unique Program, A Unique Partnership* Pamphlet, which highlights the full-day kindergarten program and the unique, and common qualities of our DECE and teacher members.
- Discussed the Ministry's *Kindergarten Program* and *Kindergarten Addendum to Growing Success* and shared suggestions, issues and questions in regards to the implementation of these documents and how to best support our members with the implementation.
- Discussed unique challenges with professional learning for Kindergarten teams. Issues such as devoted learning time for teams and the different unions who represent DECEs and their professional learning offerings were discussed.

During the second meeting, the committee:

- Met with ETFO Executive Staff, Nancy Baldree to discuss mental health and well-being for children and staff. Various resources and supports were shared.
- Discussed the committee's ideas in regards to the need for collaboration time for Kindergarten teachers and DECEs. The committee discussed annual meeting resolution wording, rationale and crafted the resolution.
- Discussed efforts and supports being put in place for Syrian refugees.
- ETFO staff shared information about a webinar presented to local leaders called "*Supporting Positive Team Relationships*".
- ETFO staff shared updates on the ETFO Central Table Committees for FDK Class Size and DECEs.
- ETFO staff provided information about funding ETFO has received to support professional learning for members focused on Kindergarten, math and technology.
- ETFO staff shared updates about the upcoming release of the *Kindergarten Program* and the *Growing Success Kindergarten Addendum* and Communication of Learning templates. The committee discussed suggestions, issues and questions in regards to the implementation of these documents and how to best support our members with the implementation.

Recommendations to the 2016 Annual Meeting:

That ETFO lobby the Ministry of Education to establish and fund regularly scheduled self-directed collaboration time for the Kindergarten teacher and DECE classroom team. This collaboration time should occur each week. This collaboration time is exclusive of a teacher's preparation time and should occur within the instructional school day.

Respectfully submitted,
James Brown, Chairperson

JB:JB:EW



REPORT TO THE 2016 ANNUAL MEETING OF THE EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATED EARLY CHILDHOOD EDUCATOR COMMITTEE

Terms of Reference

- To advise the Executive on legislation, board policies and other issues which impact ESP/PSP/DECE members.
- To advise the Executive and recommend strategies to support ESP/PSP/DECE members.
- To advise the Executive and recommend strategies which promote member participation in ETFO and its programs.
- To advise the Executive and recommend resources and programs which will support ESP/PSP/DECE members.

Committee Members

Ruth Ann McKie	Renfrew County ESP Local (Chairperson)
Drazena Hidalgo	Hamilton-Wentworth DECE Local
Amy Korzack	Halton DECE Local
Tina Matthews	Trillium Lakelands DECE Local
Wendy Sullivan	Renfrew County ESP Local
Carolyn Walker	Staff Liaison

Committee Activities 2015-2016

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on December 11, 2015 and February 12, 2016. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee's discussions in 2015-2016 included the following:

During the first meeting, the committee:

- Reviewed the committee's Terms of Reference;
- Discussed concerns related to the mental burnout and physical toll on members who are assigned to work with students who demonstrate aggression, explosive behaviours, and violence, as well as concerns that under-identification of such students and insufficient support for workers in this situation are prevalent in school systems; and

- Explored board practices when dealing with under-reporting of violent incidents and near-misses as they relate to kindergarten students and special needs students.

In addition, the committee liaised with the ETFO Standing Committee for Health and Safety where topics for discussion were:

- the need for effective reporting and deterrents to reporting incidents of violence and near-misses;
- eliminating barriers to reporting;
- the value of joint training with other bargaining units in a school board;
- the importance of a pro-active culture within a school board with regard to worker safety;
- issues related to WSIB, workplace illness and burnout; and
- the Action Zone of working with Kindergarten to Grade 3 students where members experience high proximity/high engagement working relationships with children.

During the second meeting, the committee:

- reviewed the processes related to the ETFO Benefits Trust;
- discussed the limitations of the funding formula structure which provides support for special needs, particularly as it relates to under-identified students or those with emergent issues;
- explored the challenges of identifying valid comparator groups to use as comparisons for the next round of collective bargaining, specifically in the area of compensation; and
- reviewed and discussed motions having direct impact on ETFO ESP, PSP and DECE members which have been submitted to the 2016 ETFO Annual Meeting.

Recommendations to the 2016 Annual Meeting:

1. That ETFO, through OTF, lobby the Ministry of Education and the Ministry of Labour for the installation of visual alarms in all classrooms and common areas of school board properties for fire and emergency situations.
2. That ETFO develop and offer a course at the Federation's expense that focuses on assisting members assigned in FDK classrooms. This program will be focused on inquiry based program support, partnership support and classroom management support.

Respectfully submitted,
Ruth Ann McKie, Chairperson

RM:CW:RS



REPORT TO THE 2016 ANNUAL MEETING OF THE ENGLISH AS A SECOND LANGUAGE COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on English as a Second Language (ESL) issues.
- To identify ways of supporting members in the delivery of English as a Second Language (ESL) programming in elementary schools.
- To review policy, procedures and legislation and make recommendations to the Executive regarding equitable practices for English language learners (ELLs).
- To advise the Executive and recommend strategies which promote quality English as a Second Language (ESL) programs.

Committee Members

Zaiba Beg	Peel Teacher Local (Chairperson)
Jennifer Graham	Avon Maitland Teacher Local
Kathryn Holst	Ottawa-Carleton Teacher Local
Shideh Houshmandi	Niagara Occasional Teacher Local
Robin Persad	Peel Teacher Local
Jill Aoki-Barrett	Staff Liaison

Committee Activities 2015-2016

The committee met face to face twice during the 2015-2016 school year. The first meeting was held on December 4, 2015 and the second on January 15, 2016.

At the December 4, 2015 meeting, Zaiba Beg was acclaimed chairperson. Emergent issues were identified and discussed which included the themes under the categories of Steps to English Language Proficiency (STEP); professional learning; staffing support models and students arriving from refugee situations.

The committee made a recommendation that a series of three webcasts to inform and support teachers with their English language learners be created.

The Professional Learning/Curriculum (PL/C) Service Area recognized the importance of this topic. As a result, the proposed 2016-2017 PL/C Service Area budget includes the webcasts and incorporates the associated costs.

At the second meeting on January 15, 2016, the themes of emergent issues identified and discussed included students from refugee situations from Syria and beyond; assessment and programming considerations; prioritizing student needs to ensure equitable staffing; resource development ideas and resolutions to Annual Meeting.

Recommendations to the 2015 Annual Meeting:

Nil.

Respectfully submitted,
Zaiba Beg, Chairperson

JA:ZB:ES



REPORT TO THE 2016 ANNUAL MEETING OF THE ENVIRONMENTAL COMMITTEE

Terms of Reference

- To identify ways ETFO can support green initiatives.
- To recommend action on issues related to the environment.
- To provide advice on the promotion of programs and initiatives on environmental awareness.
- To provide advice on the promotion of environmental education.

Committee Members

Anne Dahmer	Waterloo Region Teacher Local
Kimberley Fry	Toronto Occasional Teacher Local (Chairperson)
Pam Miller	Elementary Teachers of Toronto Local
Patricia Sawkins	Grand Erie Occasional Teacher Local
Stephanie Trepanier	Hamilton-Wentworth Teacher Local
Jason Johnston	Staff Liaison

Committee Activities 2015-2016

The Environmental Committee met twice during the 2015-2016 year, on January 26, 2016 and April 25, 2016.

At the first meeting, Kimberley Fry, from the Toronto Occasional Teacher Local, was appointed as the Chairperson of the Committee.

The committee's activities and discussions included the following:

- Review of the updated Guidelines for Standing Committee Members and the Committee Terms of Reference;
- Review and discussion of the Ministry of Education environmental education policies and current professional learning opportunities for members;
- Review and discussion of the Committee's 2015 recommendations;
- Reviewed best practices in environmental education;
- Recommend to the Executive, the creation of an environmental best practices webinar for Local Leaders;
- Suggest that a *Voice* article could focus on the current state of environmental education and the integration of FMNI education in Ontario elementary schools;
- Discussion of the OTPP divestment of fossil fuel holdings;
- Discuss the possibility of ETFO's involvement in national environmental movements;

- Provide suggestions for online resources for the ETFO provincial website;
- Discuss the need for a provincial comprehensive environmental education plan; and
- Generate ideas for environmental education and sustainability policy and programs.

Recommendations to the 2015 Annual Meeting:

That ETFO direct its delegated OTF representatives on the Board of the Ontario Teachers' Pension Plan (OTPP) to negotiate with the provincial government partners to direct asset managers to divest and refrain from new investment in fossil fuel companies.

Respectfully submitted,
Kimberley Fry, Chairperson

KF:JJ



REPORT TO THE 2016 ANNUAL MEETING OF THE FRENCH AS A SECOND LANGUAGE COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on strategies, which raise awareness and sensitize ETFO and its membership about French as a Second Language (FSL) issues and French language services.
- To identify ways of supporting FSL teachers and programs.
- To provide advice on the promotion of teaching FSL as a career.
- To monitor changes in legislation and make recommendations to the Executive to communicate with the Ministry of Education and boards about FSL issues.

Committee Members

Antonella Ciampa	Greater Essex County Teacher Local
Angela Coccimiglio	Algoma Teacher Local
Christina McKibbon	Greater Essex County Teacher Local
Kolette Myers	Lambton Kent Teacher Local (Chairperson)
Rebecca Zuckerbrodt	Ottawa Carleton Teacher Local
Krista Walford	Staff Liaison

Committee Activities 2015-2016

The committee held two face-to-face meetings. On November 19, 2015, the committee reviewed the outcome of resolutions they had submitted to the 2015 Annual Meeting. They discussed the challenges faced by FSL teachers obtaining enough resources to address the new curriculum. They discussed the lack of work space for rotary FSL teachers. There was a lengthy discussion about members having FSL part 1 being forced by some boards to teach core or immersion French when there was a staffing surplus situation. Sometimes the member had taken the FSL part 1 20 years previously.

The second meeting was held on February 19, 2016. There was discussion about the TPA of core and immersion teachers being done in English and/or by administrators with no or little understanding of French. When a member is evaluated on their teaching of French and the administrator evaluating is not able to understand French it can become concerning as to what the administrator is evaluating.

There was discussion about some school boards making changes to French Immersion programs and the concerns of job security for members as the immersion program goes to a 50% English 50% French. There was also a long discussion about a severe

shortage of DECEs who speak French in the Kindergarten French immersion programs.

The committee prepared a request for an FSL Caucus at the 2016 Annual Meeting. Committee members generated a number of possible topics for discussion at the caucus including: seeking support for any FSL resolutions and sharing and discussion of new French curriculum supports.

Resolutions to the 2016 Annual Meeting:

There were no resolutions submitted to the 2016 AGM.

Respectfully submitted,
Kolette Myers, Chairperson

KW:KM:DS



REPORT TO THE 2016 ANNUAL MEETING OF THE HUMAN RIGHTS COMMITTEE

Terms of Reference

- To identify and recommend strategies to assist ETFO, its locals and members promoting awareness of and respect for human rights issues.
- To identify ways of promoting teaching as a career for members of groups currently under-represented in the profession.
- To identify ways of promoting greater participation of members who belong to equity-seeking groups in all areas of ETFO.

Committee Members

Laurel Farrell	Upper Grand Teacher Local
Ryan Geick	Renfrew County Occasional Teacher Local
Arifa Ghaffar	Kawartha Pine Ridge Occasional Teacher Local
Constance Marsh	Elementary Teachers of Toronto Local
Delani Nilmini Ratwatte	Peel Teacher Local (Chairperson)
Pamela Dogra	Staff Liaison

Committee Activities 2015-2016

There were two meetings scheduled to be held at the ETFO office. The first meeting was held on Thursday, November 26, 2015. Nilmini Ratwatte was appointed as the chairperson of the committee.

The second meeting was scheduled for Friday, February 12, 2016. A final teleconference was held on Monday, May 30, 2016.

During the first meeting, staff liaison, Pam Dogra reviewed the *Guidelines for the Committee Members* as an overview and went over the terms of reference for the standing committee. She also reviewed upcoming programs related to Human Rights and the practice of embedding equity into ETFO programs.

The committee discussed the under representation of equity seeking groups within the profession. The work of ETFO staff and work responsibilities were discussed as we spoke about establishing an on line work environment to network as a standing committee. The committee expressed a desire to reach out to the Ministry of Education

to consider education as a profession when developing international student engagement and outreach programs into Ontario schools.

Committee members continued to discuss the importance of the reading of the ETFO the Human Rights Statement and FMNI Statement at ETFO events. The committee developed and forwarded two resolutions to the upcoming Annual Meeting.

During the second meeting, the committee developed and finalized resolutions for the 2016 Annual Meeting.

On Tuesday, January 12, 2016, the chair of the standing committee, Nilmini Ratwatte, attended the ETFO Executive meeting and reported on the activities of the committee.

The conference call that took place on Monday, May 30, 2016 was used to review the Annual Meeting resolutions dealing specifically with Human Rights.

Resolutions to the 2016 Annual Meeting:

1. That an equity training workshop for local executive members be developed with input from local leaders.
2. That ETFO encourage that the Human Rights Statement and the First Nations, Metis and Inuit (FMNI) statement be posted/linked to all local websites.

Respectfully submitted,
Delani Nilmini Ratwatte, Chairperson

NR:PD:KM



REPORT TO THE 2016 ANNUAL MEETING OF THE INTERMEDIATE DIVISION COMMITTEE

Terms of Reference

- To advise the Executive on current issues affecting intermediate division teachers.
- To advise the Executive and recommend strategies to respond to emerging trends and patterns in the education of students in the intermediate division.
- To advise the Executive and recommend strategies on the promotion of quality teaching and learning in the intermediate grades.

Committee Members

Andrew Bailey	Durham Teacher Local
Michaela Kargus	Grand Erie Teacher Local
Adrianna Knight	Halton Teacher Local
Carl Oliver	York Region Teacher Local (Chairperson)
Tim Worthy	Limestone Teacher Local
Joanne Myers	Staff Liaison

Committee Activities 2015 – 2016

The committee met twice during the year on November 19, 2015 and February 8, 2016. The committee's activities in 2015-16 included the following:

- Executive Liaison Karen Brown Campbell brought greetings from the ETFO Executive and reviewed the Terms of Reference for Standing Committees. She discussed pertinent information about the 2015 Annual Meeting Resolution which was submitted by the Intermediate Division Standing Committee but did not make it to the floor. Vice-President Brown Campbell also provided the committee with valuable advice about moving forward with some of their goals.
- The committee took part in a collaborative activity based on the theme of "Mindfulness." The committee worked first individually prioritizing the needs of today's intermediate teachers and then debriefed the priorities as a whole group. The following priorities were highlighted:
 1. Unity amongst divisions in schools – the intermediate division is often segregated from the rest of the school as Ministry policies and initiatives often focus on Kindergarten to Grade 6.
 2. Collaboration within the division – no time to share plans, etc.
 3. The relationships between administration and teachers are often adversarial.
 4. There is a consistent feeling that the intermediate division is often left out while other

divisions tend to be in the spotlight.

5. Lack of resources and professional learning opportunities for intermediate teachers.
 6. The collapse of rotary in schools has been detrimental to members and to students.
 7. Intermediate teachers are constantly being told by administration to ensure that their students are prepared for high school. Members feel that it is their role to teach the Grade 7 and 8 curriculum, not to be teaching preparation for Grade 9.
 8. Student mental health issues are not being supported by school administration or board. This is a growing concern.
 9. Intermediate teachers are expected to be grading on a percent scale yet all achievement charts are based on a 1 to 4 level scale.
 10. Kindergarten teachers and Grade 8 teachers are the specialists at each end of the elementary program yet the balance of support is very uneven.
- C. Oliver outlined his recent report to the ETFO Executive. He provided the committee with details around what was shared.
 - The committee decided to move forward with submitting another Annual Meeting Resolution requesting a conference for ETFO members teaching grades 6 to 8. They decided that their rationale would be the same as last year's. Last year's resolution did not make it to the floor. The resolution and rationale were as follows:
That ETFO provide an Intermediate Conference in 2015-2016.

Rationale:

Recent member surveys and feedback forms indicate member need and interest for professional learning and support in the areas of inquiry-based learning, new curriculum, technology and transition to high school. A balanced approach to funding and support continues to be a need for intermediate teachers. Intermediate teachers make up a significant percentage of our membership and historically have not received the same focus in terms of funding, programs and resources as other divisions.

- The committee provided advice on a possible list of workshop topics that should be included in a conference. They were as follows: Math – Proportional Reasoning and Teaching Strategies for Math, Integrating Language and the Arts, Student Mental Health (Supporting Minds 2013), Critical Thinking/Equity and Social Justice, Enhancing your Intermediate Program with Inquiry and Play-Based Learning, and Google Classroom.
- An Annual Meeting resolution did not have to be submitted as the Intermediate Conference 2016-2017 budget as submitted and proposed by J. Myers was approved. This issue has been addressed.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Carl Oliver, Chairperson

JM:CO:ES



REPORT TO THE 2016 ANNUAL MEETING OF THE INTERNATIONAL ASSISTANCE COMMITTEE

Terms of Reference

- To select candidates for Project Overseas for recommendation to the Executive.
- To advise the Executive on the promotion of member participation in Project Overseas and international work.
- To advise the Executive and recommend budget allocations for Project Overseas.
- To advise the Executive and make recommendations on the budget for other international education assistance programs and initiatives.
- To advise the Executive and recommend policy on ETFO's participation in international development.
- To advise the Executive and make recommendations on international development activities of CTF, EI, and other organizations.

Committee Members

Michael Beetham	Waterloo Region Teacher Local
Bruno Dallaire	Ontario North East Teacher Local(Chairperson)
Deirdre Buckley-McKie	Ottawa-Carleton Teacher Local
Wes Delve	York Region Teacher Local
Cheryl Sheffield	Ontario North East Teacher Local
Bea Yeung	Upper Grand Occasional Teacher Local
Jim Giles	Staff Liaison

Committee Activities 2015-2016

The International Assistance Committee met on November 12-13, 2015, November 21-22, 2015 and by teleconference on February 29, 2016.

Committee members celebrated Deidre Buckley-McKie's article in the Summer 2015 edition of VOICE magazine in the hopes that it will generate further interest among ETFO members and draw attention to the wonderful international work of Project Overseas.

The International Committee implemented a rubric for scoring applications that was introduced last year. Committee members were sent the scoring rubrics ahead of time for reviewing applications. This new process worked well and ensured that committee members scored written applications holistically. A similar rubric was also used for telephone interviews. A "one-minute" question was again part of the telephone interviews, which was followed by six or more standard questions, developed in both English and French.

Thirty-four applications were received this year for Project Overseas 2016 - four more applications than were received for 2015. Of those 34 applications, 11 were returning Project Overseas alumni. Of the total number of applicants, 28 applicants identified themselves coming from a designated group, while 15 members were from a racialized group.

The second face-to-face meeting of the committee was devoted to telephone interviews of short-listed candidates. These applicants came from nine different locals with two interviews conducted in French.

The committee recommended 23 applicants to the Executive, all of whom were approved by the Executive. Of these, CTF selected 14 ETFO members to participate this summer, five ETFO members (whose names are bolded below) were selected as team leaders.

NAME	LOCAL	COUNTRY	POSITION
Nicole Beaulieu	Upper Canada Teacher Local	Togo	Team Member
Michael Beetham	Waterloo Teacher Local	Sierra Leone	Team Leader
Wesley Delve	York Region Teacher Local	Burkina Foso	Team Leader
Sara Tulley	York Region Local	Ghana (Nkabom)	Team Member
Lindsay Freedman	Peel Teacher Local	St. Lucia	Team Leader
Connie Furtney	Lambton Kent Teacher Local	Uganda	Team Member
Catherine Inglis	Elementary Teachers of Toronto	St. Vincent	Team Member
Leah Kearney	Elementary Teachers of Toronto	St. Kitts	Team Member
Deepakshi Mansharamani	Limestone Teacher Local	Ghana (Nkabom)	Team Member
Patricia Munroe	Toronto Occasional Teacher Local	Uganda (Masaka)	Team Leader
Shamim Murji	Peel Teacher Local	Uganda (Mbale)	Team Member
Sharoj Patel	Elementary Teachers of Toronto	St. Lucia	Team Member
Melissa Rabess	Elementary Teachers of Toronto	Guyana	Team Leader
Colleen Witt	Lambton Kent Teacher Local	Ghana (YP)	Team Member

The third International Assistance Committee meeting was held by teleconference. Discussion focused on finalizing interview questions for the 2016 selection of candidates and how to bring continued awareness of Project Overseas to ETFO members. The proposed Debrief for 2016 participants will be held on Friday, October 14th at ETFO provincial office.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Bruno Dallaire, Chairperson

JG:MF



REPORT TO THE 2016 ANNUAL MEETING OF THE LABOUR COMMITTEE

Terms of Reference

- To advise the Executive on ways of enhancing the profile of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase the participation of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase participation of ETFO locals in local labour councils.
- To make recommendations to the Executive regarding the embedding of labour education into ETFO events, programs and activities.

Committee Members

Janet Fraser	Ottawa-Carleton Teacher Local
Sarah Hall	Lambton Kent Teacher Local
Angie Inglis	Durham Teacher Local
Devon K. Moore	Upper Grand Teacher Local (Chairperson)
Jeffrey Pelich	Waterloo Region Teacher Local
Kelly Hayes	Staff Liaison

Committee Activities 2015-2016

There were two meetings that took place for 2015-2016. The meetings were held on Tuesday, December 1, 2015 and Friday, February 19, 2016. Devon K. Moore was appointed as the Chairperson of the committee.

Committee members discussed their recommendations from last year and were happy that the Kids' Union School is being piloted at this year's Annual Meeting.

Ontario Federation of Labour (OFL) Convention

Two members of the committee attended the Ontario Federation of Labour (OFL) Convention in November. They discussed how much they learned at the convention and how important it is for ETFO to be involved. The committee members shared the many differences between the Convention and our Annual Meeting, and felt there were definitely things that we could incorporate into our Annual Meeting (e.g. using the terms sisters and brothers, music in the morning and at lunch to welcome delegates, the visible and audible support for speakers). There was much discussion about the extra funding that ETFO provided this year that allowed more members to attend. Committee members thought it was an excellent idea and were thankful to the Executive for putting

it forward. They also brought up the possibility of incentive funding being made available for locals to bring members in their first five years as convention delegates.

Labour Councils

The committee had a lengthy discussion on Labour Councils and the varying degrees of functionality across the province.

Committee members discussed the idea of having an ETFO/CLC focus group that could give recommendations to the CLC regarding best practices in labour councils, and what steps could be taken for improvement.

The committee felt that data collection on labour councils would assist ETFO with getting a better sense of local involvement.

Committee members also discussed the idea of leadership training session for labour council delegates to more effectively participate in their labour councils. Committee members also talked about a one-day conference for labour council delegates from across the province that focused on the history of labour councils, how ETFO can be involved, etc.

By the end of the second meeting, the following recommendations were made:

- That ETFO conduct a focus group of local leaders, involved in Labour Councils, to discuss and make recommendations to the CLC regarding the functionality of Labour Councils.
- That ETFO offer a session at Leadership for labour council delegates to effectively participate in their Labour Councils.

Recommendations to the 2016 Annual Meeting:

1. That ETFO provide single room accommodation at the Annual Meeting at no cost for delegates who have sole parenting responsibility during the Annual Meeting.
2. That ETFO develop and pay the expenses for a two-day conference for ETFO Labour Council delegates from across the province.
3. That ETFO offer incentive funding, over and above previous funding, to locals who wish to send delegates to the 2017 Canadian Labour Congress in Toronto.

Respectfully submitted,
Devon K. Moore, Chairperson

KH:MW:JF:EYO



REPORT TO THE 2016 ANNUAL MEETING OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, AND QUEER OR QUESTIONING MEMBERS COMMITTEE

Terms of Reference

- To provide advice on the education of ETFO members about the histories and cultures of lesbian, gay, bisexual, transgender, queer or questioning people, and the experiences of lesbian, gay, bisexual, transgender, queer or questioning members.
- To advise and make recommendations to the Executive of strategies which raise awareness and sensitize ETFO and its membership about lesbian, gay, bisexual, transgender, queer or questioning issues.
- To identify and recommend ways of supporting lesbian, gay, bisexual, transgender, queer or questioning members at the provincial and local levels.
- To recommend strategies and resources which address homophobia and heterosexism.

Committee Members

Sheri Birch	Simcoe County Teacher Local
Amanda Hardy	Peel Teacher Local
Joy Lachica	Elementary Teachers of Toronto Local
Andres Musta	Durham Teacher Local
Lyla MacAulay	Elementary Teachers of Toronto Local (Chairperson)
Valerie Dugale	Staff Liaison

Committee Activities 2015-2016

The LGBTQ Committee met twice during the year on December 4, 2015 and February 19, 2016. The committee's activities in 2015-2016 included the following:

At its first meeting, the committee discussed that fact that many ETFO members are closeted and it is important to get Federation information to them on lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ) issues. The group recommended that ETFO consider: putting the LGBTQ *Inclusive Schoolplace Starts Here* video on YouTube; increasing the number of members who subscribe to the ETFO e-Newsletter; and creating a Twitter account @ETFOpink and hashtag #ETFOpink to provide members with a social media channel to promote and share LGBTQ advocacy initiatives and issues.

Participants also discussed ways to encourage more members to support and attend Pride events such as appealing to both LGBTQ members and allies by emphasizing

events other than parades and appealing to allies including students in GSAs and administrators.

At its second meeting, the committee invited a guest speaker from the Toronto Bisexual Network to provide insight on bisexual issues. About half of those who identify as queer identify as bisexual, de-bunking the myth that bisexuality doesn't really exist.

The committee identified ways for ETFO to support members facing homophobia, biphobia and transphobia. It recommended that ETFO:

- Professional Relations Services staff collect data on the types of human rights violations calls it handles while respecting the confidentiality and privacy of individual members;
- launch a closed Facebook group monitored by an ETFO staff member to provide a virtual forum to support and connect LGBTQ members, activists and allies;
- organize a conference for LGBTQ members and allies in 2016-2017 to provide a forum to explore, support and build connections and solidarity for challenging homophobia, biphobia and transphobia in school workplaces; and
- incorporate Two-Spirited realities into its First Nations, Métis and Inuit (FNMI) and LGBTQ professional development/learning.

Recommendations to the 2016 Annual Meeting:

The committee submitted two recommendations to the Annual Meeting:

1. That ETFO lobby the Ministry of Education to implement training and accountability measures to ensure that principals comply with the Ontario Human Rights Code (OHRC), Equity and Inclusive Education Strategy and *Accepting Schools Act* when lesbian, gay, bisexual, transgender, queer or questioning (LGBTQ) members or students face discriminatory treatment.
2. That the Committee submit the 2015 Annual Meeting resolution from the Executive re: equity positions to the 2016 Annual Meeting.

The Chair thanked members Sheri Birch and Andres Musta for their service to the committee and the Federation.

Respectfully submitted,
Lyla MacAulay, Chairperson

LM:VD:CC



REPORT TO THE 2016 ANNUAL MEETING OF THE LIBRARY COMMITTEE

Terms of Reference

- To advise the Executive on the current issues facing Teacher-Librarians in elementary schools.
- To identify for the Executive the variety of roles and working conditions of elementary Teacher-Librarians from board to board.
- To advise the Executive on promoting the vision of the school library learning commons and the crucial role of Teacher-Librarians in elementary schools.
- To advise the Executive and recommend strategies that will strengthen the role of elementary Teacher-Librarians as specialist teachers of literacy, information literacy, and the integration of information-communication technologies (ICTs) into the curriculum.
- To advise the Executive and recommend programs and resources which will support Teacher-Librarians.

Committee Members

Karen Churcher	Lambton Kent Occasional Teacher Local
Johanna Gibson-Lawler	Greater Essex County Teacher Local (Chairperson)
Alan Heatherington	Thames Valley Teacher Local
Deborah McCallum	Simcoe County Teacher Local
Heather Thompson	Peel Teacher Local
Stephen Mau	Staff Liaison

Committee Activities 2015-2016

The committee met twice during the year on Monday, February 8, 2016 and Monday, April 11, 2016. At the time of writing this report the committee had also planned to meet by teleconference on June 22, 2016.

During the first meeting, the committee:

- Reviewed the Guidelines for ETFO Committee Members 2015-2016;
- Selected Johanna Gibson-Lawler, Greater Essex County Teacher Local, as the committee chair;
- Reviewed the committee's Terms of Reference and recommended to the Executive that one Term be changed to reflect the new vision of the 'school library learning commons';
- Reviewed ETFO Policy Statement 72 - School Library Programs, and any other relevant Policy or Position Statements;

- Discussed the state of Teacher-Librarianship in Ontario public elementary schools by reviewing annual reports by People for Education, and by identifying issues that limit the effectiveness of school library learning commons programs;
- Recommended that the Executive consider conducting an online survey of local presidents to determine the existence and range of Teacher-Librarian roles and collective agreement language specific to Teacher-Librarians in each local;
- Wrote two Annual Meeting resolutions to lobby the government to staff school libraries proportionally based on student population, and to have dedicated library budgets for resources--again based on student population.
- Provided feedback to Executive Assistant Vivian McCaffrey on a background paper she wrote on the role of Teacher-Librarians and other specialist teachers.

During the second meeting, the committee:

- Heard from Executive Liaison Nancy Lawler how Executive had dealt with recommendations from the first meeting;
- Reviewed the Annual Meeting resolutions submitted on behalf of the committee and discussed who would move and second the resolutions at the meeting;
- Discussed the issue of Teacher-Librarians being assigned prep coverage and subject-specific reporting duties, which limits their ability to deliver a proper library learning commons program;
- Discussed a Ministry announcement regarding funding for school libraries which might provide boards and principals with even more leeway to divert funds away from library programming.
- Accessed Secure Services to search for existing collective agreement language regarding Teacher-Librarians;
- In anticipation of the Executive approving the recommendation for an online survey of local presidents, began compiling survey questions.

Recommendations to the 2016 Annual Meeting:

1. That ETFO, through OTF, lobby the provincial government to amend the funding formula to specify proportional staffing of Teacher-Librarians based on student population, with a minimum allocation of a 0.5 FTE Teacher-Librarian in each work site.
2. That ETFO, through OTF, lobby the provincial government to amend the funding formula to provide dedicated school library learning commons budgets; i.e., per-pupil funding for library resources, both physical and virtual, allocated in collaboration with the Teacher-Librarian at each work site.

Respectfully submitted,
Johanna Gibson-Lawler, Chairperson

JG:SM:AA



REPORT TO THE 2016 ANNUAL MEETING OF THE MEN'S FOCUS COMMITTEE

Terms of Reference

- To provide advice to the Executive on developing policies, procedures, and initiatives relating to males in elementary education.
- To advise the Executive on ways to support the role of males as educators.
- To discuss issues pertaining to male educators.

Committee Members

Shane Gibson	Kawartha Pine Ridge Teacher Local (Chairperson)
Edward Cain	Rainy River Occasional Teacher Local
Shawn Forth	Trillium Lakelands Teacher Local
Ken Gee	Limestone Occasional Teacher Local
Steve Thorkildsen	Grand Erie Teacher Local
Todd Rimmington	Staff Liaison

Committee Activities 2015-2016

The Committee met twice during the year, on Tuesday January 26, 2016 and Friday April 29, 2016.

During the first meeting, the Committee:

Selected Shane Gibson, Kawartha Pine Ridge Teacher Local, as the Committee Chair.

Reviewed the Guidelines for ETFO Committee Members 2015-2016.

Reviewed the recommendations made by the Committee during the 2014-15 school year and the disposition of these recommendations.

Reviewed the Men's Conference on Social Justice and Equity which was held in 2015. The Committee discussed what a valuable opportunity it was and discussed options for such a conference to happen again.

The Committee discussed the challenges members face while reassigned home after an allegation has been made against them. Staff were asked to bring information to the second meeting of the Committee regarding what supports exist for members who find themselves in this situation.

During the second meeting, the Committee:

Received a report from T. Rimmington outlining all of the supports available to members facing allegations.

Requested information from staff regarding ETFO's lobbying efforts regarding CAS practices related to investigating allegations made against members.

Affirmed that the training provided at faculties of education regarding allegations does not need to be gender specific as the best practices would apply to all members.

Requested a list of all programs offered by ETFO to assist the Committee in brainstorming possible recommendations for potential course offerings to support male educators.

Requested information related to the past men's conference to investigate the possibility of ETFO offering an ongoing conference either annually or biannually.

Reviewed and reaffirmed the Terms of Reference.

Recommendations to the 2016 Annual Meeting

Nil.

Respectfully submitted,
Shane Gibson, Chairperson

TR:SG:ARM



REPORT TO THE 2016 ANNUAL MEETING OF THE NEW MEMBERS COMMITTEE

Terms of Reference

- To advise the Executive as to the perspective of new members on Federation initiatives.
- To advise the Executive and recommend strategies which support members new to education profession and the Federation.
- To advise the Executive and recommend ways to encourage new members to become involved in the Federation.
- To advise the Executive and recommend strategies to educate new members on their role and responsibilities as members of the Federation.

Committee Members

Tammy Axt	Peel Teacher Local
Shawna Rothgeb	Ottawa-Carleton Teacher Local
Caitlin Rudanycz	Lakehead Occasional Teacher Local
Lisa Taylor	Upper Grand Teacher Local
Courtney Watson	Ottawa-Carleton Occasional Teacher Local
Phyllis Hession-White	Staff Liaison
Karen Brown Campbell	ETFO Executive

Committee Activities 2014-2015

The New Members Committee met on December 11, 2013, and February 5, 2016. The committee discussed and analyzed issues pertaining to new members.

During the first meeting, the committee:

- Reviewed the committee's Terms of Reference.
- Selected Lisa Taylor from the Upper Grand Teacher Local to chair the New Members Committee.
- Reviewed the ETFO Reference Book and Welcome to ETFO book and discussed items in it of particular interest to the New Members Committee.
- Reviewed a number of ETFO resources available to support new teachers.
- Reviewed the Transition to Teaching 2012 study which confirms the continued difficulties faced by certified teachers trying to acquire jobs.
- Reflected on the previous year's AM resolutions and started the discussion around possible resolutions for this summer's AM.
- Discussed local initiatives to engage new teachers and how NTIP runs in each local.

During the second meeting, the committee:

- Reviewed the committee's Terms of Reference.
- Shared updates and ideas from their local New Member Committees.
- Discussed the previous year's AM resolutions.
- Established the Annual Meeting resolutions being put forward to the 2016 Annual Meeting.
- Discussed the process of completing report cards and how prepared new members are for completing report cards.
- Discussed how NTIP programs run in each local and specifically the importance of the timing of these sessions and if/when they are mandatory and when they are optional.

On March 1, 2014, Lisa Taylor, chair of the New Members Committee, reported to the Provincial Executive on the activities of the committee. The report included: introducing the members of the committee, reviewing of issues facing our new members and discussing of upcoming resolutions. The opportunity to provide the Provincial Executive with insight into the difficulties our newer members face was invaluable and the connections with other committee chairs were excellent.

Recommendation to the 2016 Annual Meeting

1. That the Executive study what training is provided to teacher candidates in Faculties of Education regarding report card writing and report back to the 2016 October Representative Council.
2. That ETFO include New Member Committee Chairs/Liaisons in the 2016 Fall Leadership Training.

Respectfully submitted,
Lisa Taylor, Chairperson

PHW:NT



REPORT TO THE 2016 ANNUAL MEETING OF THE OCCASIONAL TEACHER COMMITTEE

Terms of Reference

- To advise the Executive on the perspective of occasional teachers on Federation initiatives.
- To advise the Executive on legislation, board policies and other issues which impact occasional teachers.
- To advise the Executive and recommend strategies which support members who are occasional teachers.
- To advise the Executive and recommend ways to encourage occasional teachers to become involved in the Federation.
- To advise the Executive and recommend programs and resources which will support occasional teachers.

Committee Members

Scott Maudsley	Toronto Occasional Teacher Local (Chairperson)
Amanda Anderson	Bluewater Occasional Teacher Local
Anik Mackey	Ottawa-Carleton Occasional Teacher Local
Rod Marijan	Peel Occasional Teacher Local
Carol Waffler	Upper Grand Occasional Teacher Local
Dave Wing	Staff Liaison

Committee Activities 2015-2016

The Occasional Teacher Committee met on December 4, 2015, and on February 5, 2016. The Committee's activities in 2015-2016 included the following:

- The Committee discussed how misinformation or incomplete information on social media can impact occasional teachers. Members need to be cautious about the information they access online and remember that ETFO is a trusted source.
- The Committee members were provided information from the First Vice President regarding negotiated improvements through central table bargaining.
- The Committee asked for an update on the recommendations from the ETFO Task force dealing with allegations. Information was provided to the Committee regarding the allegations resource binder, leadership training on allegations and the Q and A document created to support a member who is facing an allegation.

- The Committee discussed whether a daily occasional teacher should deliver a lesson from the health curriculum since they may not know the class and may not have been provided with the necessary training on the curriculum. The committee concluded that it is incumbent upon boards to provide training to all teachers in regards to the new physical health education curriculum.
- The Committee expressed concern about the fair distribution of work for all daily occasional teacher members. Members who have apps are able to access many more jobs than members relying only on a board automated call out system. In order to ensure the fair distribution of daily work an examination of available options for automated systems needs to be conducted.
- The Committee discussed the need for funding for Occasional Teachers for professional learning in a separate budget line. There was discussion around what funding is currently available to Occasional Teachers through ETFO.
- The Committee discussed a potential ETFO Annual Meeting resolution which would address the issue of OT culpability when there is an allegation of physical contact with a student.

Recommendations to the Executive

1. That PRS Matters be developed regarding advice around the new Health and Physical Education curriculum with advice specific to daily occasional teachers.
2. That ETFO consider examining the options available with automated systems used to book occasional teachers for the purpose of assisting locals to negotiate fair distribution of work.
3. That ETFO consider the creation of new model collective agreement documents for locals now that bargaining is done at two tables (local/central).

Recommendation to the 2016 Annual Meeting:

That ETFO give specific consideration to the vulnerability of Occasional Teachers where they have been requested to deliver lessons on potentially controversial curricula such as Health and Physical Education and other curricula of a sensitive nature. As part of this consideration ETFO shall create a PRS Matters bulletin recommending best practices for Occasional Teachers requested to deliver these curricula and for classroom teachers who may contemplate leaving lessons from these curricula for the Occasional Teacher to deliver.

Respectfully submitted,
Scott Maudsley, Chairperson

SM:DW



REPORT TO THE 2016 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

Terms of Reference

- To advise and make recommendations to the Executive on health and safety issues.
- To make recommendations to the Executive to raise member awareness of health and safety issues in schools.
- To provide advice on the promotion of member participation in health and safety training.
- To provide advice for assistance for health and safety representatives who sit on joint occupational health and safety committees.

Committee Members

Adam Ziegler	Waterloo Region Teacher Local (Chairperson)
Jennifer Barry	Lakehead Teacher Local
Laurel Liddicoat-Newton	Lambton Kent Teacher Local
Michael Martin	Elementary Teachers of Toronto
Jason Surgent	Hastings-Prince Edward Teacher Local
Valence Young	Staff Liaison

Committee Activities for 2015-2016

The Committee scheduled two meetings for December 11, 2015 and Friday June 10, 2016. At the time of this report, the June meeting had not yet taken place.

The Committee discussed best practices for building health and safety activism in their own locals with a focus on improved Joint Health and Safety Committee effectiveness. The Committee compared and contrasted multi-site and site-based Joint Health and Safety Committee (JHSC) structures and discussed some key factors of JHSC effectiveness. More than two-thirds of public school boards have a multi-workplace JHSC system with a central committee that includes representatives from both workers and management.

The Committee discussed the Ministry of Education's PPM 158 - *School Board Policies on Concussions* regarding student concussion, as well as concerns about concussion risks among ETFO members due to hazards such as falls, assault, and being struck by an object such as a ball. The Committee discussed the importance of effective reporting of suspected concussion for both adults and children, with medical attention as may be required.

The Committee discussed ongoing concerns about workplace violence and serious student incidents in schools, including local and provincial efforts to ensure such incidents are effectively reported, investigated and dealt with. Committee members shared strategies for improving effective response to workplace violence incident reports including the engagement of the superintendent, and the development of a safety plan that includes early interventions, access to immediate assistance, as well as crisis management.

The Committee met with the ETFO Standing Committee for Education Support Personnel, Professional Support Personnel, and Designated Early Childhood Educators to discuss common issues and concerns. The leading concern with the ESP, PSP, and DECE Committee was reporting issues regarding workplace violence. Examples of contributing factors included lack of information and instruction, and being discouraged by the principal from reporting incidents. Both committees recognized the potential for more joint training among union groups at the local level.

The Committee expressed concerns that some school boards permit the use of student volunteers in the office for answering the phones and/or speaking to visitors. The use of students as substitute workers is an unsafe practice that places the volunteering students and others at risk during emergency procedures for lockdown, bomb threat, fire, and medical.

The Committee recognized the serious health concerns related to asbestos in aging public buildings including schools and hospitals. The Committee discussed the mandatory asbestos registry that has been established in Saskatchewan and agreed that a public registry of buildings that contain asbestos should be established in Ontario. The Committee recognized that a mandatory and public registry of these buildings would help to ensure that asbestos-specific health hazards would be more quickly identified and more carefully controlled or removed.

Recommendation to the 2016 Annual Meeting:

1. That ETFO, through OTF and the OFL, lobby the Ontario government to establish a mandatory asbestos registry for Ontario public buildings including schools and hospitals.

Respectfully submitted,
Adam Ziegler, Chairperson

VY:AZ:ARM



Elementary Teachers' Federation of Ontario
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REPORT TO THE 2016 ANNUAL MEETING OF THE PENSION COMMITTEE

Terms of Reference

- To study pension and related issues that impact on active and retired members of the Ontario Teachers' Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS).
- To study the communication of pension information to ETFO members.
- To advise and make recommendations to the Executive on pension issues.
- To advise the Executive on the promotion of education among ETFO members about pensions or pension related issues.

Committee Members

Norma Coleman	Peel Teacher Local
Rian Fortier	Greater Essex County Teacher Local
Carrie Nethery	Upper Grand Teacher Local (Chairperson)
Nancy Pigden	Simcoe County Teacher Local
Jason Schwartz	Thames Valley Teacher Local
Jennifer Mitchell	Staff Liaison

Committee Activities 2015-2016

The Committee participated in two face-to-face meetings. The first meeting was held on February 18, 2016. Carrie Nethery was acclaimed Chairperson. Executive Liaison Nancy Lawler brought greetings from the Executive to the Committee. The Terms of Reference and Guidelines of the Committee were reviewed. The Committee considered pension issues that might be faced by members who are at all stages of their careers, as well as members' overall financial literacy and financial health in retirement.

The outcome of pension related resolutions to the 2015 Annual Meeting were examined. The Committee discussed whether or not ETFO should produce a webcast for Ontario Municipal Employees Retirement System (OMERS) members. They were made aware of the number of times the ETFO webcast on the Ontario Teachers' Pension Plan (OTPP) had been viewed. They thought it would be helpful to get feedback from members who viewed the webcast as to whether the goals of this information being current and valuable were met. Committee members felt that further data was needed before recommending the creation of a webcast focussed on the OMERS. Committee members were provided with an update on communication tools

available to members of the OMERS and the OTPP. They reviewed the *myOMERS* and *iAccess Web* online tools. They also viewed electronic versions of the OMERS and the OTPP member magazines, and the various pension links on the ETFO web site. A great number of YouTube videos produced by the OTPP were also explored. The Committee confirmed that no resolutions would be submitted to the ETFO 2016 Annual Meeting.

The second meeting was held on April 8, 2016. An overview of the various presentations that took place at the OTF Pension Forum was discussed. The Committee Chairperson sought feedback on aspects of the Committee's work to present to the May Executive meeting she would attend. Time was spent reviewing the annual reports of both the OTPP and the OMERS. Committee members suggested that ETFO members be made aware of the updated financial results of both the OTPP and the OMERS, as well as the webcasts available on each pension plan's website through presnet or the e-newsletter. They also encouraged ETFO locals to consider sending members to attend either the Annual Meeting of the OTPP or the Spring Information Meeting hosted by the OMERS.

Rian Fortier completed the second year of his second term as a member of the Pension Committee. Members of the Committee thanked him for his commitment and contributions, and wished him well on his future endeavours.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Carrie Nethery, Chairperson

CN:JCM



REPORT TO THE 2016 ANNUAL MEETING OF THE POLITICAL ACTION COMMITTEE

Terms of Reference

- To advise the ETFO Executive and make recommendations to enhance the profile of political issues within the Federation.
- To recommend strategies that will foster and encourage greater political involvement by ETFO members.
- To recommend strategies to deal with issues at all levels of government.
- To make recommendations regarding ETFO's participation at meetings and conventions of political parties.
- To analyze the policies of political parties and other organizations interested in education.
- To make recommendations designed to strengthen ETFO's partnership with other teacher federations, labour groups and social action groups in order to foster a broad-based response to social justice issues at the provincial and local levels.
- To recommend resource material, training material and communications strategies to support effective political action.
- To act upon the recommendation or direction of the Executive.

Committee Members

Chris Hoffman	Peel Teacher Local (Chairperson)
Chris Brouillard-Coyle	Greater Essex Teacher Local
David Buddell	Halton Teacher Local
Heather Aggus-Addeney	Hamilton-Wentworth Teacher Local
Mary Fowler	Durham Teacher Local
Vivian McCaffrey	Staff Liaison

Committee Activities 2015-2016

The committee made the following recommendations to the Executive:

- That the Executive approve members of the Standing Committee on Political Action attending the fall Leadership Training for Political Action Chairs.

- That the Executive approve establishing an ETFO Activist Award to recognize the political activism of members.

Beyond the recommendations forwarded to the Executive and Annual Meeting, the committee provided input on a wide range of issues that were brought forward by staff and informed the work of ETFO. These included the fall 2016 training session for local political action chairs, the engagement of members in federal elections, the use of ETFO election release time, the need for pre-election training for local presidents, the challenge of fostering political action at the local level, and ETFO participation at Ontario Federation of Labour conventions.

Recommendations to the 2016 Annual Meeting:

1. That in the event that Liz Sandals is Minister of Education prior to the next round of provincial negotiations ETFO publicly call for her resignation.
2. That Article IX, Annual Meeting, be amended by the addition of a new section to read:
 - 9.15 The Annual Meeting agenda include, as a timed item, a social justice and/or political rally, to be scheduled for a minimum duration of two hours effective the 2017 Annual Meeting.

Respectfully submitted,
Chris Hoffman, Chairperson

CH:VM:



REPORT TO THE 2016 ANNUAL MEETING OF THE PROFESSIONAL LEARNING/CURRICULUM COMMITTEE

Terms of Reference

- To advise the Executive and recommend policy related to professional development, curriculum and assessment.
- To advise the Executive and recommend initiatives for members of the Federation related to professional development, curriculum and assessment.
- To advise the Executive and recommend content, delivery and design of Federation professional development, curriculum and assessment programs.
- To advise the Executive on matters relating to the professional development work of the committee.

Committee Members

Susan Bingham	Ottawa-Carleton Teacher Local
Margaret Chung	Limestone Teacher Local (Chairperson)
Michelle Furlotte	Lakehead Teacher Local
Sophie Kroesen	Toronto Occasional Teacher Local
Shelly Vohra	Peel Teacher Local

Committee Activities 2015-2016

The committee met twice during the year on February 5, 2016 and May 2, 2016. The committee's activities in 2015 to 2016 included the following:

- Reviewed the disposition of their recommendations to the Executive;
- Reviewed current ETFO policy on professional development and curriculum related issues;
- Shared member issues regarding possible changes to EQAO assessments and surveys;
- Discussed the concept of professional collaboration and conditions necessary for it to be operationalized in schools across the province;
- Debriefed the Professional Learning Chair Training and made suggestions for the 2016 program;
- Reviewed the ETFO Professional Learning/Curriculum partnership document and provided suggestions for improving communication about programs with local professional learning chairs;
- Reviewed the draft Ministry of Education policy on Experiential Learning and provided feedback to be included in ETFO's response;

- Reviewed the new revised Physical and Health Education curriculum and ways that ETFO can support members throughout the implementation process;
- Reviewed Ontario's Renewed Mathematics Strategy and raised issues for ETFO to consider as the strategy is implemented across the province in the fall of 2016;
- Shared issues related to increasing teacher workload and the continued erosion of professional autonomy in instruction and assessment practices; and
- Reviewed the new *21st Century Competencies: Foundation* document and discussed the paradigm shift outlined in the document in contrast to the content-driven mandatory curriculum and report card.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Margaret Chung, Chairperson

RD:MC:DV



REPORT TO THE 2016 ANNUAL MEETING OF THE PROFESSIONAL RELATIONS AND DISCIPLINE COMMITTEE

Terms of Reference

- To advise the Executive and recommend programs to educate, assist and inform members about the prevention of professional difficulties and how to respond when dealing with professional concerns.
- To act in accordance with the disciplinary procedures for alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution.
- To advise the Executive and make recommendations on matters that impact on the professional lives of members.

Committee Members

Andrew Aloe	Upper Grand Occasional Teacher Local
Shelly Jan	Peel Occasional Teacher Local
Nicole Mitchell	Algoma Teacher Local
Anne Saltel	Keewatin-Patricia Teacher Local
Mario Spagnuolo	Greater Essex County Teacher Local (Chairperson)
Susan Thede	Staff Liaison

Committee Activities 2015-2016

The Committee held three face-to-face meetings this year on:
Friday, January 22, 2016, Wednesday, February 24, 2016 and Monday, March 21, 2016. A teleconference meeting was held on April 5, 2016.

At the Committee's first meeting, Mario Spagnuolo was selected as chair for the 2015-2016 year.

Executive Liaison Karen Brown Campbell joined us at our second meeting to provide greetings on behalf of the provincial executive.

The Committee reviewed the work from the previous school year, the Terms of Reference and ongoing professional relations issues facing our members.

Some of the items that the Committee dealt with this year included:

- 1) members' Duty to Report under the *Child and Family Services Act*;
- 2) implementation of the revised Health and Physical Education Curriculum;
- 3) potential removal of Section 43 of the Criminal Code;

- 4) transition times for LTOs and contract teachers following lengthy absences;
- 5) engaging new members in our union, especially around the topics of professionalism and boundaries;
- 6) Bill 113, *The Police Record Checks Reform Act, 2015*;
- 7) home schooling, the risks for members and a review of ETFO's policy statement number 55 regarding paid instruction outside the instructional day;
- 8) Provincial resource "Allegations: Supporting Members" which assists locals with Children's Aid Society (CAS) and police investigations;
- 9) monitoring the Ontario College of Teachers (OCT) and their actions, for example, "Mandate Creep" and the "Blue Pages";
- 10) increasing violence in our schools and what ETFO can do to advocate on behalf of its members and public education.

This year, the Committee members also addressed several member discipline complaints and after extensive discussion and deliberation submitted recommendations to the Provincial Executive for final decision.

As chair, I would like to extend my thanks to each of the Committee members for their time, effort and input into our very important work. On behalf of the Committee, I would also like to acknowledge the work of Susan Thede, staff liaison, for her support and dedication to our Committee.

Recommendation to the 2016 Annual Meeting.

The following resolution was submitted to the ETFO Annual Meeting:

69. Professional Relations and Discipline Committee

That ETFO create a media campaign informing the public of the increase of violence in schools.

Rationale:

Violence in our schools is on the rise. The supports required (e.g. support staff) are not keeping up with the demands. ETFO must bring attention to this matter so members and the public can push back on the government's lack of action.

In solidarity,
Mario Spagnuolo, Chairperson

MP:ST:KH



REPORT TO THE 2016 ANNUAL MEETING OF THE SPECIAL EDUCATION COMMITTEE

Terms of Reference

- To provide advice to the Executive on special education issues and their impact on members.
- To provide advice to the Executive on the promotion of the education of students with special needs.
- To provide advice to the Executive on the content, delivery, and design of special education programs.
- To review policy, procedures, and legislation related to special education and make recommendations to the Executive.

Committee Members

Martha Brown	Ottawa-Carleton Teacher Local
Wendy Lauwerier	Grand Erie Teacher Local
Elizabeth Anne Mitchell	Halton Teacher Local
Thomas Widstrand	Elementary Teachers of Toronto Local
Virginia Vibert	Upper Canada Teacher Local (Chairperson)
Nancy Baldree	Staff Liaison

Committee Activities 2015-2016

Two meetings, December 4, 2015 and February 29, 2016, were held in Toronto.

The committee's activities and discussions included the following:

- Review of the committee's Terms of Reference;
- Review and discussion of the ETFO Special Education Policy;
- Review and discussion of the committee's 2015 Report to the Annual Meeting;
- Review and discussion of the Report of the Select Committee on Developmental Services, Disability and Inclusion in Canadian Education: Policy, Procedure and Practice Report, and the people and Education Annual Report;
- Identified violence in the classroom and the concept of responsible inclusion as areas of concern;
- Discussion of the Central Table Special Education Committee activity and the ETFO Special Education Workgroup;
- Discussion of the role of special education committees in locals;
- Discussion of a definition of special education;
- Discussion of the value of having an Annual Meeting Special Education Caucus;

Recommendations to the 2016 Annual Meeting

That Special Education Policy #74.13, *That Individual Education Plans be written only for students who have been identified as exceptional through an Identification, Placement and Review Committee*, be deleted and replaced with:

The decision to develop an IEP for a student who has not been identified at an IPRC should be based on a classroom teacher's professional judgement in collaboration with special education teachers.

Respectfully submitted,
Virginia Vibert, Chairperson

VV:NB



REPORT TO THE 2016 ANNUAL MEETING OF THE STATUS OF WOMEN COMMITTEE

Terms of Reference

- To advise the Executive on ways of enhancing the status of women in the teaching profession and in society.
- To advise the Executive on ways of enhancing the profile of local ETFO status of women committees.
- To advise the Executive on the training and provision of support for local status of women chairpersons.
- To develop policy recommendations for the Executive and the Annual Meeting to assist locals to establish policies within district school boards that are relevant to women's issues.
- To provide advice on the content, delivery, and design of status of women programs for locals.
- To make recommendations to the Executive for possible action on issues related to the status of women.
- To make recommendations to the Executive on outreach to community-based women's organizations.
- To advise the Executive on how to include women members in all aspects of ETFO's organization and programs.
- To advise the Executive on how to promote opportunities for networking, leadership, and professional development for women members.

Committee Members

Liz Ashworth	Upper Grand Teacher Local
Olive Creary-Satchell	Elementary Teachers of Toronto Local, Chairperson
April Elliott	Limestone Teacher Local
Krissy Mayer-Craigie	Ottawa-Carleton Occasional Teacher Local
Terri Trimble	Hamilton-Wentworth Teacher Local (resigned March 2016)
Carol Zavitz	Staff Liaison

Committee Activities 2015-2016

The committee met twice during the year, on December 4, 2015 and February 2, 2016, and also had a teleconference meeting on May 12, 2016.

The committee's activities during 2015-2016 included the following:

- Discussed the Women's Caucus at Annual Meeting and the experience of organizing support for Resolution 17, calling for designated positions for women on local executives with two or more released Executive positions;

- Reviewed materials provided to local Status of Women Chairpersons at their training sessions at Leadership 2015;
- Discussed the labour community advocate training offered by the CLC and United Way and the CLC's domestic violence project;
- Drafted a policy on women's equality, which the previous year's committee identified as a gap in ETFO's policies;
- Recommended replacing the Women's History Month poster with a short video;
- Gathered information on the OFL brief to the Ontario government on pay equity;
- Reviewed strategic points relating to the matters which will be discussed at the 60th meeting of the UN Commission on the Status of Women in March 2016, and the UN's Sustainable Development Goals;
- Suggested including up to 3 grassroots women members in the group of ETFO leaders attending the UNCSW;
- Discussed ways of educating, engaging and mobilizing members at the grassroots around global issues that will be addressed at the United Nations Commission on the Status of Women; and
- Made suggestions for the May 2, 2016, Status Chairs' workshop.

Recommendations to the 2016 Annual Meeting:

1. That Policy Statements be amended by the addition of a new section to read:

Women's equality

That ETFO understands that women's inequality remains a fundamental problem within our society and our institutions.

That ETFO is committed to working for women's equality in all aspects of public and private life, both at the provincial and local levels. ETFO undertakes to participate in research, engage in community and labour partnerships, provide professional learning to members, develop and provide programs for women and take action in areas including the following:

- Social inclusion and political representation;
- Health and wellness;
- Economic status and employment;
- Labour movement;
- Violence against women and the justice system;
- Education and child/dependent care;
- Housing/shelter;
- Media;
- Global citizenship; and
- Historical Perspectives.

2. THAT ... Article XI, Local Organizations, Section 2, Governance, 11.2.2 be amended to read:
 - 11.2.2 The local constitution shall ensure leadership positions for women on the executive, including at least one (1) designated position for women among the released positions for locals with two (2) or more released executive positions.

Respectfully submitted,
Olive Creary-Satchell, Chairperson



REPORT TO THE 2016 ANNUAL MEETING OF THE TEACHER EDUCATION/FACULTY LIAISON COMMITTEE

Terms of Reference

- To provide advice on the promotion of the role of the Federation in pre-service education.
- To facilitate the entry of new graduates into the profession.
- To monitor the activities of the College of Teachers and other organizations as they relate to teacher education.
- To communicate to faculties of education trends impacting on the profession.
- To ensure that teacher candidates are made aware of professional ethics and teachers' rights and responsibilities during their pre-service year.

Committee Members

David Ball	Durham Teacher Local	UOIT
Cereita Goulbourne	Peel Teacher Local	OISE/University of Toronto
Marsha Jones	Kawartha Pine Ridge OT Local	Trent University
Calvin Makela	Rainbow Teacher Local	Laurentian University
Leah Kearney	Elementary Teachers of Toronto	York University
Iris Maxwell	Lakehead Teacher Local	Lakehead University
Michelle Passmore	Near North Teacher Local	Nipissing University
Annamari Pouti-Fletcher	Greater Essex County Teacher Local	University of Windsor
Jane Roberts	Limestone Teacher Local	Queen's University
Juliet Robinson	Ottawa-Carleton Teacher Local	University of Ottawa
Christian Rowell	Thames Valley Teacher Local	University of Western Ontario
Angela Salvatori-Corapi	Niagara Teacher Local	Brock University
Joanne Threndyle	Waterloo Region Teacher Local	Wilfrid Laurier University
Joanne Languay	Staff Liaison	ETFO

Committee Activities 2015-2016

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year: Friday, October 16, 2015; Friday, February 26, 2016; and Friday, April 29, 2016.

Earlier at the October 2015 meeting, an orientation meeting was held for members new to the committee. S. Swackhammer, Executive Liaison and First-Vice President, welcomed the new members and extended thanks to returning members. She provided an overview of the role and responsibility that the Executive Liaison plays as the Executive representative for the TEFLC and the role that the TEFLC plays. She expressed regret that the Nipissing Brantford campus is closing. Joanne Threndyle was elected chair. Staff highlighted the importance of keeping good communication between the TEFLC member, executive and support staff responsible for TEFLC to ensure that all information is communicated. New wording for the Faculty of Education award was discussed as well as issues at the TED table. The committee had a look at the Teacher

Education Application Service (TEAS) statistics for the first year of the 2 year program. Both oral and written committee reports were presented by the TEFLC members.

At the February 26, 2015 meeting, the committee began the process of revising the ETFO Standing Committee pages on the website, to better outline the roles, responsibilities and number of meetings locally and provincially. We discussed the importance of tracking a multi-year plan for workshops so teacher candidates do not receive the same workshop more than once. The committee discussed issues at the TED table including the high turnover in Deans of Education, shortage of qualified French teachers and fewer course offerings at the faculties. We continued to discuss the Faculty of Education Award considering the amount of the award, timing, application procedure and selection of recipient.

At the April 29, 2016 meeting, the committee finalized a recommendation to the Executive around the Faculty of Education Award. We revisited and identified challenges in selecting candidates. The committee would like to see the Award increased to \$1000, have the application initiated by the student, and the selection should be made to the ETFO Awards committee. The committee also finalized the wording about the ETFO TELC to be used on the website. We discussed the TED table recommendations that will be going forward regarding Francophone Education, Teachable Subjects and Aboriginal Education. The TEAS statistics reflect a consistent number of applicants to faculties from last year. The committee looked at the OCT Transition to Teaching 2015 report and focussed on the number of members/grads who are not renewing their licences. The final discussion the committee had was the need for teacher candidates to do OT practicum work during their placements since almost all of them will begin their career in the role. Thanks were extended to the 2 members who will not be returning to the committee next year.

Recommendations to the 2016 Annual Meeting:

Nil.

Respectfully submitted,
Joanne Threndyle, Chairperson

JL:JT