

Your ALP and the  
Provincial Dialogue  
Table and Collective  
Agreement

Your PD should be driven by your ALP. The New Jt PD committee between TCDSB and TSU provides a way to ensure that moving forward all PD will be ALP driven. Keep an eye on communications as the committee will be seeking your ALP interests to inform the discussions with the Board.

- Teachers own their Annual Learning Plan (ALP) — The plan should be personally designed and chosen. Admin may offer advice in support but be sure to express your autonomy and be careful not to overbuild such plans. Talk with your teacher rep if you have questions or visit the OECTA website for info: <http://www.oecta.on.ca/special/performindex.htm>
- The new PDT and CA require PD to be Job embedded (during the school day)
- Teacher Appreciation Night June 9th

# TSU Notes

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## Local Staffing(LSSAC and Art 6.06)

Remember that staffing has a local and collaborative input to the process. The LSSAC provides staff an opportunity to have elected members represent them in developing staffing and making recommendations. The principal makes final decisions but the process is intended to allow all decisions to be the most informed and to benefit from the experience and expertise of teachers. Principals can be asked to provide rationale when they do not follow recommendations. Such information should be included in the LSSAC notes. These notes should be posted and available for all staff, respecting that some discussion around surplus and other situations will

have no names or be noted as having taken place without details.

New to the contract is the Article 6.06 which calls on decisions in departments to be made in a “collaborative and collegial manner for the approval of the principal.”. The duty to ensure this happens rests with the principal who has a duty to ensure that the board’s Collective Agreement (C.A.) with the teachers is honoured. We all, however, share a responsibility to ensure that this happens. We also share a responsibility to work with department heads and colleagues as we find ways to make this work in the most effective local manner.

Open positions should be posted after internal staffing has been completed. The board wide list should also be posted and available for staff.

This information is intended to make the process as informed and open as possible. Staff should always feel free to approach LSSAC and ask them to address staffing related concerns.

Where local issues cannot be resolved they can be referred to the board wide staffing committee (SSSAC).

TSU cautions all members to be aware of the risks to professionals in the use of Sharepoint, e-mail, websites <http://www.oecta.on.ca/pdfs/electroniccomm.pdf>

## Respectful Workplace Survey

TSU Respectful Workplace Survey—As John-Paul II states in the encyclical *Laborem Exercens*:

“...the whole labour process must be organized and adapted in such a way as to respect the requirements of the person and his or her forms of life... there should never be overlooked the

right to a working environment ... which is not harmful to the workers’ physical health or to their moral integrity.”

“The policy affirms the Church’s teachings that all God’s children share a common dignity and deserve to be treated with the respect and

consideration worthy of followers of Christ.” (TCDSB Respectful Workplace Policy) The survey recognizes as humans we are imperfect and tries to gather teacher experience to guide efforts to support these ideals and goals for our communities.

# Casebook Diary

Be Wary, Be Wise

**OECTA—The Catholic Teachers' Association provides a variety of counselling and related services to help teachers deal with on-the-job problem. To ensure confidentiality, no names of persons, schools or units are used.**

**Case:** The principal notifies a member that a disciplinary meeting has been scheduled for the next day with the board's Superintendent of Human Resources. The member is the author of an email message that contains derogatory opinions about another employee. This is in contravention of a school board policy that governs employee use of electronic communications. All employees at this board, including the member, sign a document agreeing to abide by the school board policy.

**Advice:** The member is advised to seek assistance and support throughout the process from the

OECTA Unit President. The principal is advised that the member will attend the meeting subject to the availability of the Unit President.

**Discussion:** This case illustrates two issues: inappropriate use of board email systems and attendance at disciplinary meetings.

Most school board policies make it clear that the email system is to be used for professional purposes only. These policies prohibit attacks on personnel, use of foul or inappropriate language or comments and forbid exchanges of confidential information about students or personnel. When such material is widely broadcast by the sender or recipient, the damage is compounded. Disapproval about an individual, decision or board action, should not be aired through the school board email system. Contact OECTA for advice about appropriate ways to voice concerns, disagree with or oppose

actions made by others.

When members are called to meet with a board Superintendent for a disciplinary meeting, they are entitled to be accompanied by an OECTA representative.

Jurisprudence is clear that any discipline the employer might impose could be jeopardized in arbitration if the employer denies this request. Members should insist upon rights to representation because enlightened employers will be willing to accommodate.

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*The important thing is not so much that every child should be taught, as that every child should be given the wish to learn.*

**John Lubbock**

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**We Teach The Love of Learning.**

### TSU Mission Statement

*TSU, in cooperation with Divine grace and in solidarity with the Catholic community, serves the professional and contractual needs of its members.*

### Core Values

*Dignity of the Individual  
Professionalism  
Catholic Education  
Faith Based Community*

### Vision

- To be a proud community of Catholic educators
- To establish and protect collective members rights
- To create, maintain and broaden respectful and collegial relations with partners in Catholic Education.
- To have a commitment to a strategic planning cycle
- To have established, effective communications
- To be recognized and respected advocates for public Catholic Education
- To network with the broader community
- To model Christ by supporting each other as brothers and sisters
- To assist in the professional and spiritual development of our members
- To be effective Catholic advocates of social justice in the broader community