

- **Professional Meeting Space:**

Did you know TSU has a presentation and meeting space that will fit up to 40 people? Several subject groups, committees and Joint T C D S B / T S U meetings use this space. Wireless Wi-Fi and a 100" screen and projector are installed for your use. We would be pleased to host your group. Contact the TSU office at 416.633.5502 for details and availability.

- **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 staff rep if you have questions or visit the OECTA website for info:** <http://www.oecta.on.ca/special/performindex.htm>

- **UAGM May 21st**

- **Teacher Appreciation Night June 9th**

TSU Notes

VOLUME 1, ISSUE 1

MAY 14, 2009

TSU as a Professional Voice

TSU speaks for TSU.

Communications are an integral part of building relations. New contract clauses and the Provincial Dialogue Table (PDT) enhanced the avenues of collaboration and communication. We are now compelled to build professional relationships with greater advocacy as we move forward. We appreciate the efforts of those within the board who are working in good faith, however it is a serious concern for TSU that in some cases TSU is being 'quoted' or referred to in ways that undermine efforts to work together, build trust, and clarity. When board administrators, representatives or principals refer to TSU as having 'been consulted', 'having approved', 'and having had their concerns

addressed', **the board should have TSU present ,or have such agreement in writing.** The board should not speak for TSU to our members or others. This 'representation' is often confusing and in some cases inaccurate. **Remember, only TSU speaks for TSU.**

As a professional voice we represent the members' right to collaboration. The new PDT and Collective Agreement expand the professional partnership through joint committees and consultation. Discussing things before decisions and directions have been determined has been a challenge. We are redefining our relationship and although we have made some progress

there is a lot of work to do.

We are sensitive to the **timelines** the ministry puts on many efforts. Our position is firm; we should act to ensure we do things properly. Political deadline pressure does not ensure quality or sustainability. This ultimately undermines the initiatives and the trust of our members who are being asked to make things work.

TSU Notes is intended to be a vehicle for us to communicate more in a timely manner with members on **contractual issues** that come in to the office. Staff representatives have identified a need for more of this **practical and timely information.**

Surveys Coming to a school near you

As part of our ongoing communication development you will see two surveys . The first is a current online survey to get some feedback on priorities, issues, and communications in the unit. Although we have presented this as an online survey

hardcopies can be requested.

There will also be surveys for all staff to complete regarding local school climate and our Board's Respectful Workplace Policy. We hope to give members a chance to inform

the TSU executive and our Joint table discussion. This survey is a general overview.

Several committees are looking at more specific analysis and are developing others methods of looking at specific concerns like Safe Schools related issues .

Casebook Diary

OECTA—The Ontario 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: A member calls provincial office to request legal assistance because the police and Children's Aid Society (CAS) are investigating an alleged physical assault. A complaint was filed after the teacher led a student by the arm to the door while sending her to the office after the student disrupted the class. The teacher insists that he did not hurt the student who was distraught.

Advice: The counsellor tells the member not to discuss the situation with anyone, including the principal. The teacher is also advised to prepare a report of the incident that will be examined by OECTA's legal counsel. Legal counsel will discuss the matter with the member prior to his meeting with police and the CAS. In many cases, legal counsel arranges to have these charges dismissed quickly through discussions with police and

CAS. However, some cases go further, including investigation by the Ontario College of Teachers.

Discussion: More frequently than ever before, teachers are investigated under charges of physical assault after touching students. Assault is defined as an intentional act that causes a person to believe that he or she is about to be harmed. This broad definition may explain why this teacher's actions led to a police/CAS investigation.

Be Wary, Be Wise

Members involved in incidents of this kind are strongly urged NOT to speak to the principal, other school board officials, police or CAS before they have received legal advice from OECTA. Statements teachers make are frequently used against them. For example, comments may be used to determine whether the teacher demonstrates a lack of control, was motivated by anger, or if other actions merit further investigation or charges.

Although Section 43 of the Canadian Criminal Code permits any person such as a parent or teacher to use reasonable force for the purpose of correction, it must be used only as a last resort.

When Section 43 is used as a defence, the teacher is asked to outline what other actions were taken prior to using physical force. OECTA's legal counsel will assist the member to prepare a statement that clearly describes the essential facts of the incident.

Teachers can usually avoid the trauma and interruption of their teaching career that would result from a criminal trial if they clearly follow OECTA's legal advice.

Review the "Be Wary, Be Wise" video and accompanying booklet on how to reduce allegations. The booklet is available in the Members' Centre of OECTA's website at www.oecta.on.ca:9999/pdfs/bewarywise.pdf. Copies are also available from your unit president or the OECTA representative in every school. Several Principals have requested this resource for staff in-service.

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