

- 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 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>
- **Next Executive Meeting** May 5th
- **UAGM** May 21st
- **Teacher Appreciation Night** June 9th

TSU Notes

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Initiatives and more initiatives

We continue to be very busy with calls around issues created by initiatives.

In fact we have had a large increase in leaves related to stress, use of CarePlus, member/member and member/admin conflict and other symptoms of the stresses of the initiatives. We continue to have calls about PD, extra coverages, extra marking, new forms, more reporting, and other complaints.

The TLCP was clearly indicated as problematic last June and TSU asked for it to be delayed until we could have appropriate input as per the Collective Agreement. We have voiced

that position repeatedly and there is a grievance on this and related issues. More disconcerting is the fact that we asked for related PD to be put on hold when we found early in the year that OT's were not being provided for teachers who were out on PD related to TLCP and other student success initiatives. Some boards have acted proactively and cancelled such PD to avoid the additional workload and stresses caused by such situation. Unfortunately there was no such delay for our members.

We appreciate that local administrators have in many cases worked hard to help and

a few even cancelled the PD release locally because the situations locally were so bad. However even last week we had the ironic situation of having over a dozen teachers out from some schools with no OT provision. Teachers who felt in many cases that they had to go to these voluntary PD opportunities. These teachers lost days in their last week before exams. Days they needed to complete curriculum and to do exam review. The teachers at the schools holding the PD were also denied this time as they were displaced for the PD session. All this is for student success?

“Has TSU been consulted”?

You have a right to consultation. If something new is proposed or requested ask - "Has TSU been consulted?" The ministry, Trustees, and OECTA crafted a provincial framework for our new collective agreement that recognized the value of dialogue. This shaped

partnership with teachers as autonomous professionals through Joint committees. This reflects evolving best practices in management.

We have a right to consultation in changes and TSU may not always be able to agree on

everything, but we intend to honour this opportunity by sharing member voices in genuine dialogue to inform better decision making. This is an opportunity to build more trust while working to reduce the cynicism that can erode a sense of real community.

Consultation and the Collective Agreement

Student Success

Jt PD Committee
Jt. Safe Schools Committee
Jt OHS Committee
Jt.Benefits Committee

(x) to receive and consider intended Board Policy and procedure changes and the implementation of new program initiatives;

Credit rescue

Jt SSSAC (Staffing Committee and LSSAC)

FOR OUR OWN MEMBERS AND DEPT HEADS—ARTICLE 6.06

Assignments are to be developed by Departments in a collegial and collaborative manner for approval by the principal.

Webmarks:

The recent settlement created a Jt Technology Committee to review issues on Webmarks and technology. No changes should be made without consultation.

APPENDIX F LETTER OF INTENT CONSULTATION

During the course of negotiations the Board has agreed to consult with the Teachers prior to the implementation of any major changes of Policy or procedures of the Board which may affect them. The Board has further agreed to meet with the Association to discuss the development and/or implementation of any new programs and/or new teaching duties ...Such consultation will occur in a timely manner to allow the Association to respond to any such initiatives.

“There will be a joint Technology Committee established to review matters concerning Webmarks and technology (including but not restricted to hardware and software) affecting classroom teachers”

APPENDIX I LETTER OF INTENT – WORKLOAD AND STAFFING

To ensure equity in teacher workload, the parties agree to review, through SSSAC, the workload required to reflect current trends and legislative amendments.

ARTICLE 5



Toronto Secondary Unit - OECTA

951 Wilson Ave., Unit 20

Toronto, ON

M3K 2A7

Phone: 416.633.5502

Fax: 416.633.9495

E-mail: tsu@tsuoecta.org

www.tsuoecta.org

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