



# ADETFO INFO

NOVEMBER  
2014

## A Message from the Vice-President:

With the school year well underway and progress reports checked off your list, it is time to come up for air and begin looking forward to the Holiday Season that is almost upon us.



It has been an eventful fall start-up beginning with our newly expired Collective Bargaining Agreement. The office is focussing on all Health and Safety issues, reporting and safety planning, violent incidents, updating of the Joint Health and Safety Committee's Terms of Reference policy between ADSB and all affiliates, the recent Municipal Election as well as Steward and Committee meetings.

Also, in September, the ADETFO Executive held their first meeting in Wawa to review and recommend this year's Annual Budget. A school visit to Chapleau and a surprise retirement dinner was also held in Wawa.

As we navigate through the unknown waters of new Central and Local bargaining, some important dates to keep in mind include the All Member Information Meeting scheduled for November 13th at the Comfort Suites and Conference Centre, at 5 pm. **Note:** ETFO Provincial President Sam Hammond is scheduled to attend our meeting so come out and meet the Pres!

Finally, a reminder to members that the Lung Association's Annual Festival of Trees event has a new location this year. It will be held at the Bushplane Museum from November 20<sup>th</sup>- 23<sup>rd</sup>.

As always, thank you for the ongoing positive feedback we receive from you. It makes a difference and is much appreciated as we continue to work on your behalf through these challenging times.

*Doug*

## DEFENSIVE TEACHING

### Common Sense Tips For Avoiding False Allegations

#### Part One:

The best way to protect your rights as a member is to follow that old quote, "an ounce of prevention is worth a pound of cure". This is particularly true at certain times of the school year when members are more vulnerable due to stress, fatigue, the need to complete report cards, participate in parent interviews, attend meetings or other extra-curricular activities or prepare for the approaching holidays. The following are some practical suggestions:

1. Know your students and developmental psychology well.
2. Teach with your classroom door open.
3. Place your desk in the line of sight of the doorway.
4. Avoid keeping a single student in your classroom after dismissal.
5. Arrange for parents to drive students to school activities and home from school activities.

## Members as Witnesses in Court Proceedings

At some point in your career you may be asked to be a witness in some type of court proceeding.

#### Formal Requests:

If you receive a subpoena to attend a court proceeding, this is a legal document that requires you to attend. However, if you are contacted by a lawyer or crown attorney you should always contact your local federation for advice or contact PRS (Professional Relations Service 1-888-838-3836).

Advise the lawyer that you must seek advice first before speaking with them. You are not permitted to reveal the content of an OSR, and if you do reveal it, you may be in violation of your professional obligations.

#### Informal Requests:

Sometimes a parent or a parent's lawyer will ask you to write a letter describing their observations of the child custody issue. You are not legally obligated to do this. You should advise your principal of the request and consider carefully if you are prepared to become involved in complying with this request. A letter from you could lead to further involvement, including acting as a witness in court.

## SICK NOT WEAK.....

TSN's Michael Landsberg spoke about mental illness at this year's OTIP Benefits Workshop. As he spoke about his journey from darkness to hope, his key message was that those suffering from depression and/or anxiety are sick not weak. We need to understand it and treat it by taking the first step which is talking about it. Talking to one person is a giant step toward help. 42% of all claims at OTIP are mental health claims. Michael helped this year's participants to understand how those who are suffering can mask the issues. Sharing experiences can empower teachers and children in way that is unimaginable. Through talking and sharing we breakdown stigmas associated with mental illness. If you are reading this and you are struggling, reach out and call the local office. All conversations are confidential and help is available. Depression robs people of their confidence. Don't keep it a secret. Talking about it improves quality of life. You can begin by visiting [www.feelingbetternow.com/otip](http://www.feelingbetternow.com/otip). The site is completely confidential and anonymous. Feeling Better Now is approved by the College of Family Physicians of Canada. Take charge of your mental health and imagine how beautiful your life can be. Talk about it—save a life.





## Your PD Funds at Work

After my "Listen and Learn" sessions at the first Annual Educators' Institute: LD@School-Demystifying LD's in the Classroom. I had a rich understanding of the importance of recognizing learning disabilities in the classroom, helping students increase self-esteem and self-advocacy skills, and seeking out a "best fit" assistive technology tool to support students with learning disabilities. Take away tools include: How to use a variety of AT tools, Assistive Technology Tool Selection Protocol Form (to help teachers identify appropriate technology to support the specific learning needs a student may have), and Self-Advocacy Cards and Lessons.

Corrina Briglio

### As Part of OTIP Services:

#### Services Available

EI Rehabilitation Consultants provide members with education and information, treatment resources and funding assistance. Some examples of assistance that may be offered include arranging for counselling, chiropractic treatment and occupational therapy; expediting diagnostic tests; and referring to CAREpath and FeelingBetterNow@.

#### Proactive, Confidential and Timely Service

As part of the EI Program, we offer:

- ~ Personal and confidential assistance
- ~ Province-wide access to a team of professionals
- ~ Services in English and French
- ~ Expertise working with members in the education community
- ~ Resources to connect members with the comprehensive services they need in their region
- ~ Timely, personalized advice tailored to each medical condition

Providing the help members need, when they need it—that's OTIP's EI Program commitment.

### Reminder:

**TO ALL ADETFO MEMBERS:  
DO NOT MAKE TRAVEL  
ARRANGEMENTS FOR ANY  
CONFERENCE UNTIL APPROVAL IS  
RECEIVED FROM ADSB.** Acceptance from ETFO does not mean you can book travel and the union will not be able to reimburse the expense if the leave is denied.



**NEWSLETTER IS ALSO AVAILABLE  
ONLINE VISIT: [www.adetfo.on.ca](http://www.adetfo.on.ca)**

## Violent Incident Reports:

**Rule of Thumb:** "When in doubt fill it out."



**Safe Schools Incident Report:** to be completed when a student is involved in an activity for which suspension or expulsion must be considered. Complete and submit to your Principal. Have the Principal fill it out and return part-two. (on the back)

When a worker or other person experience violence or the threat of violence by an employee, student, visitor, student's parent, intruder as the victim, a Workplace Violence Report is to be filled out as well.

Review the **yellow form booklet** that should be easily located at your school/workplace or visit the ADETFO website: [www.adetfo.on.ca](http://www.adetfo.on.ca)

### EduGAINS Website:

The Ministry EduGAINS website has been updated. The Frequently Asked Questions about the reporting process have also been updated on the EduGAINS website and provides up-to-date answers to frequently asked questions about the reporting process.

The link to EduGAINS Frequently Asked Questions is:

<http://www.eduqains.ca/newsite/aer/faqced/html>



### Teacher Professional Judgement



\*Professional Judgement: Judgement that is informed by professional knowledge of curriculum expectations, context, evidence of learning, methods of instruction and assessment, and the criteria and standards that indicate success in student learning. In professional practice, judgement involves a purposeful and systematic thinking process that evolves in terms of accuracy and insight with ongoing reflection and self correction.

\*Page 152, Growing Success First Edition, Covering Grades 1 to 12, 2010.

### ADETFO has added resources to our library:

~ **Everyone Is Able** is a new resource about abilities/disabilities that consists of a DVD and a CD containing a Guidebook.

~ **Revised ETFO Arts** is a practical step-by-step hand book for Junior/Intermediate grade teachers who have limited experience in teaching Arts Education.

~ **Aboriginal History and Realities in Canada: Grades 1-8 Teachers Resource** This resource will assist teachers to address issues of equity and social justice in their classroom as well as assist their students developing awareness and understanding of First Nations, Metis and Inuit issues. Primary: Grades 1-3, Junior: Grades 4-6 and Intermediate: Grades 7-8.

Please contact the ADETFO office 705-942-3379 if you are interested in borrowing these or other ADETFO resources.

### FESTIVAL OF TREES 2014

**Sponsor:** The Lung Association

**When:** November 20-23

**Where:** Bushplane Museum



Come out and support ADETFO with this worthy cause.