



# ADETFO INFO

Stewards: Please  
Post

September 2011

DOUG COULTER

## President's Message:

### NEW BEGINNINGS WITH NEW PEOPLE....

It is amazing how quickly we jump back into the swing of things and suddenly realize that the first month is almost over already! I am looking forward to working with our new team this year. The newest members include North Shore Unit Reps - *Kim Fennema & Whitney Belanger*, Sault Unit Reps – *Ann Ciaschini & Nicole Mitchell* and Hornepayne Unit Rep – *Lisa Harasymiw*. Please get to know your Unit Reps and be sure to communicate your concerns and good news stories with them. Unit Reps bring these items forward to the Local Office and/or Executive to be addressed. Your voice matters!

Your Executive has already met this month and will continue to work diligently on your behalf throughout the year. ETFO Collective Bargaining Officer – Michaela Murphy and ETFO Health & Safety Officer – Valence Young were also in Sault Ste. Marie. They presented a Health & Safety workshop to review legislation and reporting procedures.

We were also thrilled to have our Provincial President, Sam Hammond speak at our General meeting on Sept. 24<sup>th</sup>. (We requested Sam last year and were fortunate to be one of the Locals that he visited.) His message was clear...**we all need to vote on October 6<sup>th</sup> and elect an EDUCATION FRIENDLY GOVERNMENT.**

Clearly, a lot is at stake here. **"DON'T VOTE AGAINST KIDS!"**

**\*\*\*\*\*Please note the following history piece which may assist you in making your decision at the polling station.\*\*\*\*\***

We are gearing up for our next round of negotiations as our current contract expires this August. The results of the election will have a profound impact on our next round of bargaining. A new provincial collective bargaining training model will be implemented this year with specific training for Executive, Stewards, and Members. Please watch for more details throughout the year. Your Benefits Committee will also be sending a survey to identify our goals/priorities as we begin to prepare our preliminary submission.

Doug and I look forward to talking about these important issues with you again this year. We are available to answer collective agreement questions and share resources.

Please let your Steward know if you wish to have us do a school visit (...and we'll bring treats!). We continue to be honoured to work on your behalf.

Please call 942-3379 or email [adetfopres@shaw.ca](mailto:adetfopres@shaw.ca), [adetfovp@shaw.ca](mailto:adetfovp@shaw.ca) or [kzorzi@shaw.ca](mailto:kzorzi@shaw.ca) you need assistance..

### Meet your 2011 – 2012 ADETFO Executive team:



**Back Row (left to right):** Darlene Mead (Sault), Nicole Mitchell (Sault), Kim Fennema (North Shore), Whitney Belanger (North Shore), Beth Reed (Treasurer), Lisa Harasymiw (Hornepayne), Kim Russell (Wawa), Marla Adamson Barber (Chair), Doug Coulter (Vice-President)

**Front Row:** Lee Mason (Central Algoma), Kelly Holley (President), Christine Waugh (Chapleau), Wendy Todesco (Wawa), Jane Vienneau (Central Algoma), Lee-Ann Matteau (Sault), Sue Fenlon (Chapleau), Ann Ciaschini (Sault), Sean Seccareccia (Hornepayne).

## PC - 1995-2003

- EQAO testing
- College of Teachers
- Mandatory Teacher Recertification
- Teacher Qualifying Test
- School Board Amalgamation
- Education Funding Cuts
- Cancelled Mandatory JK
- Private School Tuition Tax Credits
- New Curriculum without in-service, resources
- Standardized Report Card

## LIBERAL - 2003—2011

- Cancelled Teacher Recertification
- Cancelled Teacher Qualifying Test
- Reformed College of Teachers
- Introduced New Teacher Induction Program
- Cancelled Private School Tuition Tax Credit
- Increased Education Funding
- Introduced Primary Class Size Cap
- Introduced Early Learning Program
- Restored two of the five PA days cut by Tories
- Fully funded elementary preparation time

### 2011 ETFO Annual Meeting Highlights:

This year's ETFO Annual Meeting took place in Toronto at the Sheraton Centre Hotel from August 15<sup>th</sup>-18<sup>th</sup>. It featured speeches from ETFO President Sam Hammond, Ontario Premier, Dalton McGuinty, NDP Leader, Andrea Horwath and keynote speaker Professor, Dr. Elaine Bernard (Harvard University). As well, elections for Executive positions were held.

This year, a total of eight ADETFO members attended the annual meeting—four as delegates and four as alternates. Kelly Holley (Pres), Doug Coulter (V.Pres.), Beth Reed (Treasurer), Darlene Mead (Exec.), Wendy Todesco (Exec), Lee-Ann Matteau (Exec), Jane Vienneau (Exec.) and Kim Russell (Exec.) made up this year's team. Additional ADETFO members involved were Susan Ritchie and Nicole Mitchell (Resolution Table and Functionary).

**Highlights:** ETFO President, Sam Hammond spoke about the fact that unions across all sectors, not just teachers, are currently under attack. He stressed the importance of electing an "education friendly" provincial government in the upcoming election.

In his speech, President Hammond emphasized that the upcoming bargaining issues will very likely be one of the toughest rounds of bargaining in the history of ETFO and that we need to be prepared.

Both the Liberal and NDP Leaders spoke to the delegation of about 800 delegates outlining how their governments, if elected, would support teachers.

Keynote speaker, Dr. Elaine Bernard of Harvard University spoke about the traditional value of unions in our society and how these same frontline public sector workers have become vilified over the last decade since the attacks of 911. She also spoke about the rights that union members have and how they are being systematically diminished by the private sector and current government policies.

Elections were also held within the Provincial Executive with four new members being elected.

**Note:** Sam Hammond was acclaimed as President for the next two year term.

Finally, this year's approximately 62 million dollar budget was debated virtually line-by-line and was approved by delegate vote. Resolutions were brought forward by members from across the province throughout the four day meeting.

For more information about this year's annual meeting including videos of all of the keynote speeches, please visit: [www.etfo.com](http://www.etfo.com).



*Happy World Teachers' Day - October 5, 2011*

*On behalf of all ADETFO members a donation in the amount of \$500 has been given to the Algoma Family Services for Childrens' Mental Health.*



### Tips for Completing the Annual Learning Plan (ALP)

- A minimum of two professional growth goals are required.
- Choose objectives that are personally and professionally relevant, related to your daily teaching and that are achievable.
- When selecting your learning objectives, you may wish to consider school and board improvement goals as well as your own professional interests. The inclusion of school and board goals is not mandatory in the legislation.
- It is important that objectives are broad-based to allow for flexibility and modification that may result from ongoing professional reflection or situational changes.
- When determining the professional activity to support each objective, be sure to consider your workload, personal obligations and wellness.
- Go to the meeting with the principal with your ALP completed in draft form. Be prepared to take the lead and discuss the various aspects of your ALP and how your professional growth objectives are relevant to your work. If the principal doesn't agree with your objectives or will not sign the ALP, contact the Federation for advice.
- You may be encouraged to gather and/or consider parent and student input in developing the ALP. It is optional. It is up to the teacher to determine the appropriateness of the option to gather and and/or consider parent and student input in the development, review, and updating of the ALP.



### SERVICE GRATUITY



Members who successfully completed ten years of continuous employment are now eligible to receive a one-time service gratuity. This will be paid in October.

It is important that you bring a copy of your income tax summary to Don Graham in payroll A.S.A.P. to avoid being taxed on this money.