

## **VICE PRESIDENT'S REPORT – Scott Hardie**

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### **1.0 Staffing**

- The Board delayed the timeline for fall reorganization. Concerns about the impact of this delay on learning were shared with the Board. Registration is up across the Board and staffing last spring had classes populated near the maximum allowance. The result was a significant reorganization in many school sites. Reorganization affected most schools this year.
- Contract Teacher positions were filled. All remaining positions were filled with LTOs for the remainder of the year. This process was completed the end of October. Members were encouraged to review their supervision and prep minutes of their timetable.
- The Reorganization Staffing Committee is comprised of members from HR, Senior Administration and ETFO Thames Valley Local Officers. The committee oversees the staffing decisions related to school openings, closings and boundary changes. The committee held its first meeting on October 28. The procedures of the Reorganization Staffing Committee are highly structured and uphold the staffing procedures set forth in the Collective Agreement. The committee met with Workplace Stewards and Principals of schools affected by school closures, openings and boundary changes in early January to introduce the process. Late January/early February the committee hosted meetings with affected school staffs to work towards making the process equitable and transparent. The process followed the agreed upon timeframe. All Members received an assignment within the reorganization prior to spring staffing. Members in the reorganization were still able to access the staffing rounds.
- The addition of numerous acting Vice-Principals mid-year, required a meeting with HR to review the staffing process. These positions will be filled with an OT for the remainder of this year and the second partial year of the acting position, so the acting member may return to their position if they choose.
- Discussions at District Staffing proposed a model of reviewing historic kindergarten average allocations at a school site prior to decreasing the school's kindergarten allocation in the spring. There are many schools that regularly have decreased a kindergarten classroom, due to a lack of spring enrolment, only to have the position reallocated in September. This proposal would help to minimize fall reorganizations. Human Resources is presently reviewing the idea.
- LLI is a reading program. It is not a teaching assignment. Any timetabling of LLI as a timetabled assignment should be reported to the Local.
- Unfilled Assignments - The School Board is facing a problem that there are no applicants to recent open teaching positions. This leaves classrooms without permanent Teachers and teaching specialist staffs' responsibilities being unattended to. The Local has approached the Board requesting information about the scope of this problem and their plan to address it. These talks are ongoing. ETFO Members should not be coerced into completing work beyond their assignment.
- Present teaching allocations to schools have resulted in classrooms having student distribution at, or even over, Collective Agreement classroom caps. The Board has stated that this is the result of all virtual students being counted at their in-person home school. Prior to Round 1, virtual classrooms were created based on the requests from parents. Early indications show demand for virtual learning is dropping. Once students are placed into virtual assignments, the Board will review all schools' student numbers and provide additional allocations where required. We will monitor this process to ensure classroom staffing numbers are not in violation.

### 1.0 Staffing – *continued...*

- Each year there are schools within our Local that have a large number of our Members transfer out during the staffing rounds. The school Board has been encouraged to review the reasons for these moves. From our perspective, there are a few explainable situations, like the retirement of a popular Principal, but most schools, with a large number of Members leaving, are the same locations that there are high number of violent incidents and lack of Administrative support. Supported, valued Teachers move much less often.
- We have followed up with the school Board on concerns of some Principals being unprofessional during interviews. Principals telling candidates that they have someone in mind at the onset of the interview or refusing to give feedback are a couple of examples of the unprofessionalism our Members faced during interviews this year.
- Teachers who are required to move classrooms have two days available to pack, unpack and set up their classroom (L17.17). These must be used before the end of the school year and cannot happen on the final PD Day. Moving days are covered by an OT. Members need to request the days required from the Principal. Any denial of a moving day needs to be reported to the Local immediately.

### 3.0 Virtual Classroom Assignments

- Some school sites have provided inadequate classroom arrangements for virtual Teachers. The virtual Teacher's space is their classroom. Virtual Teachers require a teaching space to be in a permanent location, have adequate ventilation and privacy. Virtual Teachers with concerns should contact the Local.
- The Ministry of Education has announced that school Boards must provide some option for virtual learning next school year. The Local is advocating that the program's parameters must be limited in scope and in place prior to spring staffing. The Local's goal is to avoid the interruptions in staffing experienced during the past couple of years.
- Virtual classrooms will first be staffed with Teachers whose medical accommodations require a virtual assignment. Remaining positions will be posted in Round 1. A move to a virtual classroom is a move to the school the virtual classroom is located in. When virtual classrooms end, they will be absorbed into the staff complement. This process will result in some surplus staff being offered recall to their school.
- There is much confusion regarding the Collective Agreement language and its application to Teachers who are partially surplus. Human Resources acknowledged this concern, suggested it be a topic for Workplace Steward-Principal Training and committed to clarify communications to Principals next year.
- The Board has 2 Principals conducting interviews for Teachers who apply to transfers in the staffing rounds. An Acting Vice-Principal may not be part of an interview; even as an observer. They are ETFO Members and may not evaluate other ETFO Members. Interviews this school year are to be either virtual or in-person, but the model selected was to be consistent for all Members interviewing. There were some concerns raised about unprofessional comments said during the interview process. Most concerns involved beginning the interview stating they already had another candidate in mind. This is unacceptable in a professional setting and has been shared with Human Resources.

### 3.0 Progress Reports

- The TWEA program was not operational the first week of October. Some schools gained access before others. The final schools gained access the week of October 16. Members unable to make the deadline for report submission were to notify their Principal that they will be delayed, as a result of the Board's delay.
- The progress report is a brief observational report based on the student's progress of the grade level curriculum expectations. These expectations are presented in Growing Success and these expectations cannot be modified because of the learning model the students worked in last year. Students absent from learning will have blanks on their progress reports.

### 4.0 Attendance

- The Local office received many calls regarding absent students and Principal requests for work and/or investigative calls to the student's home. The Education Act sets the responsibility of absent students with the Principal. Chronic absences are investigated by attendance counselors. There is no expectation that busy work be provided for absent students. Teachers are responsible for submitting daily attendance and teaching students who are present in the classroom. The office deals with students who are absent.

### 5.0 Low German Focus Sites

- The Local Officers met with Senior Administration to review the Trustee approved plan to offer Summers' Corners P.S. and Straffordville P.S. as school locations to encourage Low German students to attend. The plans presented were vague, but the schools will have a room in which the students may go to and recite the Lord's Prayer (a traditional Christian prayer) and students may opt out of parts of the health curriculum. The Local ensured positions would belong to ETFO Members, that the Ontario Curriculum would be followed, that the values of equity and diversity would be promoted and that the PRIDE flag would continue to be flown at the schools. The Local continues to monitor the implementation of this program.

### 6.0 Student Masking

- The current practice of addressing a student mask concern is the Principal forwards the concern to the area Superintendent for review. The Board's Health and Safety Manager's involvement in these situations is inconsistent. There are cases of mesh masks and see-through silk masks being approved for students. We have requested a minimum standard for student masks be established. Teachers are reminded that all student masking concerns or protocol violations must be reported to the Principal.

### 7.0 Meetings Attended

July 5	• Staffing Meeting – Unplaced Eligible
July 6	• Staffing Meeting – Final Placements and Round 4 Review
August 12	• FAM Delegation Meeting
August 16	• Board Meeting – Orientation Q & A Session
August 17	• Federation Annual Meeting
August 18	• Federation Annual Meeting

August 19	<ul style="list-style-type: none"> <li>• Federation Annual Meeting</li> <li>• Board Meeting – Orientation Q &amp; A Session</li> </ul>
August 26	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
August 31	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Support Staff Meeting</li> <li>• Board Meeting – Return to Learn</li> </ul>
September 8	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
September 9	<ul style="list-style-type: none"> <li>• District Staffing Meeting</li> </ul>
September 10	<ul style="list-style-type: none"> <li>• Directors' Meeting</li> </ul>
September 13	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
September 15	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
September 17	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>
September 20	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>
September 21	<ul style="list-style-type: none"> <li>• Staffing Meeting – Reorganization</li> <li>• Staffing – Placement Calls</li> </ul>
September 22	<ul style="list-style-type: none"> <li>• Joint Health and Safety Caucus</li> <li>• Joint Health and Safety Meeting</li> <li>• Staffing – Placement Calls</li> </ul>
September 27	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Staffing Meeting – B. Groote</li> </ul>
September 28	<ul style="list-style-type: none"> <li>• Local Calendar Meeting</li> <li>• School Staff Support/Information Meeting</li> </ul>
September 29	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Local Officers Staffing Review – School Site Specific Concerns</li> <li>• Staffing Accommodation Meeting – HR</li> <li>• Workplace Stewards' Meeting</li> </ul>
October 1	<ul style="list-style-type: none"> <li>• Meeting with Superintendent</li> </ul>
October 4	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
October 5	<ul style="list-style-type: none"> <li>• Mutual Concerns Joint Health and Safety Caucus</li> <li>• Mutual Concerns Joint Health and Safety Meeting</li> </ul>
October 7	<ul style="list-style-type: none"> <li>• Member 1 Support Meeting – HR</li> <li>• Member 2 Support Meeting – HR</li> <li>• Elementary District Staffing Committee Meeting</li> </ul>
October 12	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
October 14	<ul style="list-style-type: none"> <li>• School Staff Support/Information Meeting</li> </ul>
October 18	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Local Health and Safety Committee Meeting</li> </ul>
October 19	<ul style="list-style-type: none"> <li>• School Staff Support/Information Meeting</li> <li>• Labour Management Meeting</li> </ul>
October 21	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
October 21	<ul style="list-style-type: none"> <li>• Member Representation, HR</li> </ul>
October 25	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>

October 27	<ul style="list-style-type: none"> <li>• Joint Health and Safety Caucus</li> <li>• Joint Health and Safety Meeting</li> <li>• Workplace Stewards' Meeting</li> </ul>
October 28	<ul style="list-style-type: none"> <li>• Reorganization Staffing Committee Meeting</li> <li>• Meeting with School Staff</li> </ul>
November 1	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
November 2	<ul style="list-style-type: none"> <li>• Meeting with SO Builder</li> </ul>
November 3	<ul style="list-style-type: none"> <li>• Member Meeting</li> </ul>
November 8	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• PD Planning Meeting</li> </ul>
November 9	<ul style="list-style-type: none"> <li>• Early ID Meeting with Board</li> <li>• Meeting with School Staff</li> </ul>
November 10	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting with Member</li> </ul>
November 11	<ul style="list-style-type: none"> <li>• District Staffing Meeting</li> </ul>
November 15	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>
November 16	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
November 17	<ul style="list-style-type: none"> <li>• Reorganization Staffing Committee Meeting</li> </ul>
November 18	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
November 22	<ul style="list-style-type: none"> <li>• Local Officer Planning Session</li> <li>• Meeting with HR Superintendent</li> </ul>
November 23	<ul style="list-style-type: none"> <li>• Local Officer Planning Session</li> </ul>
November 24	<ul style="list-style-type: none"> <li>• Meeting with Board – Early ID</li> <li>• Joint Health and Safety Committee Meeting</li> <li>• Member Support Meeting</li> <li>• Member Support Meeting</li> <li>• Meeting with Associate Director</li> </ul>
November 25	<ul style="list-style-type: none"> <li>• General Meeting</li> </ul>
November 26	<ul style="list-style-type: none"> <li>• Meeting with Board – Early ID</li> <li>• Meeting with Board – School Review</li> <li>• Meeting with Board – Low German Focus Sites</li> </ul>
November 29	<ul style="list-style-type: none"> <li>• Consultation Meeting with Support Staff</li> <li>• Executive Committee Meeting</li> </ul>
November 30	<ul style="list-style-type: none"> <li>• Member Support Meeting</li> <li>• Member Support Meeting</li> <li>• Staffing Reorganization Committee Meeting</li> </ul>
December 1	<ul style="list-style-type: none"> <li>• Meeting with Senior Administration – Tu Puente, Communications, TIC</li> </ul>
December 6	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
December 7	<ul style="list-style-type: none"> <li>• Meeting with School Staff</li> </ul>
December 8	<ul style="list-style-type: none"> <li>• Workplace Stewards' Meeting</li> </ul>
December 9	<ul style="list-style-type: none"> <li>• District Staffing Meeting</li> <li>• Meeting with School Staff</li> </ul>
December 10	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>

December 13	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>
December 14	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Local Officer Focus Session</li> <li>• Labour Management Meeting</li> <li>• School Staff Meeting</li> </ul>
December 15	<ul style="list-style-type: none"> <li>• Staffing Reorganization Meeting</li> <li>• Joint Health and Safety Committee Meeting</li> </ul>
January 3	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 4	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 5	<ul style="list-style-type: none"> <li>• Staffing Reorganization Meeting</li> </ul>
January 6	<ul style="list-style-type: none"> <li>• HR Meeting - FSL</li> <li>• District Staffing Meeting</li> <li>• Phone Meeting – HR Superintendent</li> </ul>
January 10	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 11	<ul style="list-style-type: none"> <li>• Reorganization Meeting, Workplace Stewards and Principals</li> </ul>
January 12	<ul style="list-style-type: none"> <li>• Member Representation - HR</li> <li>• Reorganization Meeting, Workplace Stewards and Principals</li> </ul>
January 13	<ul style="list-style-type: none"> <li>• Reorganization Meeting, Workplace Stewards and Principals</li> </ul>
January 14	<ul style="list-style-type: none"> <li>• Executive Committee Meeting Update</li> </ul>
January 17	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 18	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
January 19	<ul style="list-style-type: none"> <li>• Joint Health and Safety Committee Meeting</li> </ul>
January 20	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
January 24	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting with School Staff</li> </ul>
January 25	<ul style="list-style-type: none"> <li>• Grievance Resolution Meeting</li> <li>• Member Support</li> <li>• Meeting with School Staff</li> </ul>
January 27	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 31	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Woodstock French Immersion Reorganization – All Staff</li> </ul>
February 1	<ul style="list-style-type: none"> <li>• Summerside P.S. Reorganization – All Staff</li> </ul>
February 2	<ul style="list-style-type: none"> <li>• Member Meeting</li> </ul>
February 7	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
February 8	<ul style="list-style-type: none"> <li>• LST Meeting</li> </ul>
February 9	<ul style="list-style-type: none"> <li>• Overview of Racial Slur and/or Epithets Professional Development</li> <li>• Woodstock Reorganization – All Members</li> </ul>
February 10	<ul style="list-style-type: none"> <li>• District Staffing Committee Meeting</li> <li>• Member Support</li> </ul>
February 11	<ul style="list-style-type: none"> <li>• Budget Committee Meeting</li> </ul>
February 14	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
February 15	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>

February 16	<ul style="list-style-type: none"> <li>• Administrative Placement Meeting</li> <li>• Priority Review</li> <li>• Short Term Learning and Technology Meeting with Senior Administration</li> <li>• Member Support Meeting</li> </ul>
February 17	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
February 22	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Local Planning Focus Session</li> <li>• School Staff Meeting</li> </ul>
February 23	<ul style="list-style-type: none"> <li>• Collective Bargaining Committee Meeting</li> </ul>
February 24	<ul style="list-style-type: none"> <li>• General Meeting</li> </ul>
February 28	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
March 1	<ul style="list-style-type: none"> <li>• Board Presentation of PD Day Topic</li> </ul>
March 3	<ul style="list-style-type: none"> <li>• Grievance Review</li> </ul>
March 7	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
March 9	<ul style="list-style-type: none"> <li>• Workplace Stewards' Meeting</li> </ul>
March 10	<ul style="list-style-type: none"> <li>• Review with Senior Administration – Bridges Project</li> </ul>
March 21	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>
March 23	<ul style="list-style-type: none"> <li>• Joint Health and Safety Committee Caucus</li> <li>• Joint Health and Safety Committee Meeting</li> <li>• Labour Management Meeting</li> <li>• Member Support Meeting with HR</li> <li>• 25 Year Celebration</li> </ul>
March 24	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
March 22	<ul style="list-style-type: none"> <li>• Meeting with Board – SSF Funding</li> </ul>
March 25	<ul style="list-style-type: none"> <li>• Member Meeting</li> <li>• HR Superintendent Meeting</li> </ul>
March 28	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
March 30	<ul style="list-style-type: none"> <li>• Board Meeting Regarding Specialized Classroom Closures</li> </ul>
March 31	<ul style="list-style-type: none"> <li>• Reorganization Planning Session</li> </ul>
April 4	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Representative Meeting, HR</li> <li>• Member Support Meeting</li> </ul>
April 5	<ul style="list-style-type: none"> <li>• Mutual Joint Health and Safety Committee Caucus</li> <li>• Mutual Joint Health and Safety Committee Meeting</li> <li>• HR Superintendent Meeting</li> </ul>
April 6	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
April 7	<ul style="list-style-type: none"> <li>• Member Meeting</li> <li>• Elementary District Staffing Committee Meeting</li> </ul>
April 8	<ul style="list-style-type: none"> <li>• Staffing Reorganization Committee</li> </ul>
April 11	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• HR Area Superintendent Meeting</li> <li>• Staffing Reorganization Committee</li> </ul>
April 12	<ul style="list-style-type: none"> <li>• Reorganization Notification of Assignment Calls 25 Year Celebration</li> </ul>
April 13	<ul style="list-style-type: none"> <li>• Reorganization Notification of Assignment Calls</li> </ul>

April 14	<ul style="list-style-type: none"> <li>• Reorganization Notification of Assignment Calls</li> </ul>
April 19	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Health and Safety Committee Meeting</li> </ul>
April 20	<ul style="list-style-type: none"> <li>• Board PD Review</li> </ul>
April 21	<ul style="list-style-type: none"> <li>• Executive Meeting</li> <li>• Collective Bargaining Committee Meeting</li> </ul>
April 20	<ul style="list-style-type: none"> <li>• Meeting with Superintendent</li> </ul>
April 22	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
April 25	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
April 26	<ul style="list-style-type: none"> <li>• Board of Directors Meeting</li> <li>• Member Support Meeting with HR</li> </ul>
April 27	<ul style="list-style-type: none"> <li>• Joint Health and Safety Committee Caucus</li> <li>• Joint Health and Safety Committee Meeting</li> <li>• Local Annual Meeting</li> </ul>
April 28	<ul style="list-style-type: none"> <li>• Administrative Placements</li> </ul>
April 29	<ul style="list-style-type: none"> <li>• Meeting with Superintendent</li> </ul>
May 2	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• School Staff Visit</li> </ul>
May 3	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting with Board Regarding EQAO</li> </ul>
May 4	<ul style="list-style-type: none"> <li>• Member Support Meeting</li> <li>• Provincial Stewards Plus One Meeting</li> </ul>
May 5	<ul style="list-style-type: none"> <li>• Collective Bargaining Committee Meeting</li> </ul>
May 9	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting with Superintendent</li> </ul>
May 10	<ul style="list-style-type: none"> <li>• HR Meeting</li> <li>• Member Support Meeting</li> </ul>
May 16	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Summerside P.S. Transition Meeting</li> </ul>
May 17	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
May 18	<ul style="list-style-type: none"> <li>• FAM Delegation Meeting</li> </ul>
May 19	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>
May 17	<ul style="list-style-type: none"> <li>• Member Support Meeting</li> <li>• Member Support Meeting</li> </ul>
May 20	<ul style="list-style-type: none"> <li>• HR Representation Meeting</li> </ul>
May 24	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
May 25	<ul style="list-style-type: none"> <li>• Pre-Caucus Health and Safety Meeting</li> <li>• Joint Health and Safety Committee Meeting</li> <li>• Labour Management Meeting</li> <li>• Workplace Stewards' Meeting</li> </ul>
May 26	<ul style="list-style-type: none"> <li>• School Site Member Support Meeting</li> </ul>
May 30	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
May 31	<ul style="list-style-type: none"> <li>• Political Action</li> </ul>
June 1	<ul style="list-style-type: none"> <li>• Review of Staffing Reorganization Process with HR</li> </ul>
June 2	<ul style="list-style-type: none"> <li>• Political Action</li> </ul>
June 3	<ul style="list-style-type: none"> <li>• Staffing Review with HR</li> </ul>



June 6	<ul style="list-style-type: none"> <li>● Executive Committee Meeting</li> <li>● Surplus and Administrative Placements</li> </ul>
June 7	<ul style="list-style-type: none"> <li>● Surplus Placements</li> </ul>
June 8	<ul style="list-style-type: none"> <li>● Surplus Placements</li> <li>● Annual Meeting Review</li> <li>● NTIP Meeting with Senior Administration</li> </ul>
June 10	<ul style="list-style-type: none"> <li>● Calendar Planning Meeting</li> <li>● Member Representation</li> </ul>
June 13-15	<ul style="list-style-type: none"> <li>● Sick Leave</li> </ul>
June 16	<ul style="list-style-type: none"> <li>● District Staffing Meeting</li> <li>● Annual Banquet</li> </ul>
June 17	<ul style="list-style-type: none"> <li>● Executive Meeting</li> </ul>
June 20	<ul style="list-style-type: none"> <li>● Executive Committee Meeting</li> </ul>
June 21	<ul style="list-style-type: none"> <li>● Labour Management Meeting</li> <li>● Member Representation</li> </ul>
June 22	<ul style="list-style-type: none"> <li>● Local Leaders' Appreciation Event</li> </ul>
June 27	<ul style="list-style-type: none"> <li>● Executive Committee Meeting</li> </ul>
June 28	<ul style="list-style-type: none"> <li>● Released Officers Meeting</li> </ul>

## **VICE PRESIDENT'S REPORT – Glenda Manzi**

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### **1.0 Teacher Performance Appraisal (TPA)**

- **October 2021**

- Teachers in virtual assignments were to be evaluated by the Principal of the building from which they were teaching. Teachers in virtual assignments and teaching remotely were to be evaluated by the Principal of the school to which they were assigned.

- **November 2021**

- There is no longer a “pause” on TPAs but the Ministry has provided guidance to Boards on how to schedule TPAs for this year and the coming years to catch up from last year’s pause. The direction provided was that staff who were scheduled to be evaluated last year and were not, will be evaluated this year. Those scheduled for this year will be bumped to next year and so on.

- **December 2021**

- The Board is in the process of reviewing and rewriting the 63-page document called Procedures for the Supervision of Teaching Staff. ETFO was not invited to provide input.
- A memo sent to Administration acknowledging Administrator and Staff workload. The memo suggested the following criteria for the completion of TPAs:
  - Continue all TPAs in progress at the present time.
  - Continue all TPAs where concerns have been identified.
  - All NTIP (New Teacher Induction Program) contract appraisals will continue as planned to allow these individuals to move from probationary to permanent.
  - Where possible, continue all TPAs wherein there is mutual consent.
  - There will be a pause on all other TPAs for this year.

- **May 2022**

- No TPAs should begin after May 31.

### **2.0 NTIP**

- **October 2021**

- NTIP Professional Development modules were cancelled for October due to insufficient OT coverage.

- **December 2021**

- NTIP Teachers should have their first TPA completed before winter break.
- NTIP PD sessions resumed. These sessions are the only PD that have release time with OT coverage, at this time.
- When New Teachers and Mentors are scheduling sessions, there are dates that have been blocked out; these include Fridays and the week before and after a holiday. Mentoring sessions are to be completed by May 12.

- **February 2022**

- NTIP Teachers should already have their first TPA completed.
- The second TPA should happen in early spring and no later than the end of May

#### 4.0 NTIP – continued...

- **May 2022**

- The calendar was adapted to help alleviate the pressure of the previous deadlines for NTIP mentoring. The days for NTIP mentoring have been extended into June. Teachers were asked to connect with their Administration prior to booking a mentoring session.

#### 5.0 Workshops

- **New Teacher TPA** - October 26, 2021 via Zoom.
- **Experienced Teacher TPA** - November 2, 2021 via Zoom.
- **Classroom Management** – The course scheduled for February was cancelled as Provincial was not doing any in person courses until after March Break. The Classroom Management course was held April 7 and 8 in person at the Local office.
- **Planning and Programming** – The Local requested that the Planning and Programming Course offered by ETFO Provincial take place at ETFO Thames Valley as it has in previous years. The Local waited for confirmation of dates from Provincial with none given.

#### 5.0 Meetings Attended

August 17	<ul style="list-style-type: none"> <li>• Federation Annual Meeting</li> </ul>
August 18	<ul style="list-style-type: none"> <li>• Federation Annual Meeting</li> </ul>
August 19	<ul style="list-style-type: none"> <li>• Federation Annual Meeting</li> </ul>
August 20	<ul style="list-style-type: none"> <li>• Federation Annual Meeting</li> </ul>
August 30	<ul style="list-style-type: none"> <li>• TPA Member Support</li> </ul>
August 31	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting with HR regarding Return to School</li> </ul>
September 8	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Meeting regarding NTIP</li> </ul>
September 10	<ul style="list-style-type: none"> <li>• Budget Committee Meeting</li> <li>• Directors' Meeting</li> </ul>
September 13	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
September 15	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
September 17	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>
September 20	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> </ul>
September 21	<ul style="list-style-type: none"> <li>• Harrisfield P.S. Interview</li> </ul>
September 22	<ul style="list-style-type: none"> <li>• Three Harrisfield P.S. Interviews</li> </ul>
September 23	<ul style="list-style-type: none"> <li>• Harrisfield P.S. Interview</li> </ul>
September 27	<ul style="list-style-type: none"> <li>• Two Harrisfield P.S. Interviews</li> </ul>
September 28	<ul style="list-style-type: none"> <li>• Calendar Meeting for Office</li> <li>• Harrisfield P.S. Interview</li> <li>• School Meeting</li> </ul>
September 29	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Member Meeting</li> <li>• Harrisfield P.S. Interview</li> <li>• Workplace Stewards' Meeting</li> </ul>

September 30	<ul style="list-style-type: none"> <li>• Meeting with HR</li> <li>• Meeting Regarding Outstanding TPAs</li> </ul>
October 6	<ul style="list-style-type: none"> <li>• Member Representation Meeting</li> <li>• Member Representation Meeting</li> <li>• Rep Council</li> </ul>
October 7	<ul style="list-style-type: none"> <li>• Rep Council</li> <li>• TPA Check-In Meeting</li> </ul>
October 12	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
October 13	<ul style="list-style-type: none"> <li>• TPA Pre-Observation Meeting</li> <li>• Retirement Planning Workshop</li> </ul>
October 14	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> <li>• School Meeting</li> </ul>
October 19	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
October 21	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
October 26	<ul style="list-style-type: none"> <li>• New Teacher TPA Workshop</li> </ul>
October 27	<ul style="list-style-type: none"> <li>• Workplace Stewards' Meeting</li> </ul>
October 28	<ul style="list-style-type: none"> <li>• School Staff Meeting</li> </ul>
November 1	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
November 2	<ul style="list-style-type: none"> <li>• Experienced Teacher TPA Workshop</li> </ul>
November 4	<ul style="list-style-type: none"> <li>• TPA Check In Meeting</li> </ul>
November 8	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• PD Planning Meeting</li> </ul>
November 9	<ul style="list-style-type: none"> <li>• HR Meeting Regarding Early Identification</li> <li>• School Staff Meeting</li> </ul>
November 10	<ul style="list-style-type: none"> <li>• Member Meeting</li> <li>• Member Representation, HR</li> <li>• Member Representation</li> <li>• Executive Committee Meeting</li> </ul>
November 15	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
November 16	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> <li>• TPA Check-In Meeting</li> <li>• Labour Management Meeting</li> </ul>
November 18	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
November 22	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Collective Bargaining Planning</li> </ul>
November 23	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Collective Bargaining Planning</li> <li>• Virtual Classroom Management Course</li> </ul>
November 24	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> <li>• Post-Observation Meeting</li> <li>• Member Representation</li> <li>• Pre-Observation Meeting</li> </ul>
November 25	<ul style="list-style-type: none"> <li>• General Meeting</li> </ul>
November 29	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
November 30	<ul style="list-style-type: none"> <li>• Pre-Observation Meeting</li> <li>• Joint PD Committee Meeting</li> </ul>

December 1	<ul style="list-style-type: none"> <li>• Meeting with Associate Director</li> <li>• Member Meeting</li> </ul>
December 6	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
December 7	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Member TPA Support Meeting</li> <li>• School Staff Meeting</li> </ul>
December 8	<ul style="list-style-type: none"> <li>• School Review Follow-Up HR</li> <li>• School Review Member Representation</li> <li>• Member Support Meeting</li> <li>• Workplace Stewards' Meeting</li> </ul>
December 9	<ul style="list-style-type: none"> <li>• TPA Enrichment Plan Meeting</li> <li>• Member Representation</li> <li>• School Staff Meeting</li> </ul>
December 10	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>
December 14	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Labour Management Meeting</li> <li>• School Staff Meeting</li> </ul>
December 15	<ul style="list-style-type: none"> <li>• TPA Post-Observation Meeting</li> </ul>
January 4	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 5	<ul style="list-style-type: none"> <li>• TPA Support Meeting</li> </ul>
January 6	<ul style="list-style-type: none"> <li>• Member Support Meeting, HR</li> </ul>
January 10	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
January 11	<ul style="list-style-type: none"> <li>• TPA Support Meeting</li> </ul>
January 13	<ul style="list-style-type: none"> <li>• TPA Support Meeting</li> </ul>
January 18	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> <li>• Investigation Follow-Up Meeting</li> </ul>
January 19	<ul style="list-style-type: none"> <li>• Stewards' Council Meeting</li> </ul>
January 20	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
January 24	<ul style="list-style-type: none"> <li>• School Staff Meeting</li> </ul>
January 25	<ul style="list-style-type: none"> <li>• TPA Check In Meeting</li> <li>• School Staff Meeting</li> </ul>
January 26	<ul style="list-style-type: none"> <li>• TPA Check In Meeting</li> </ul>
January 28	<ul style="list-style-type: none"> <li>• TPA Post-Observation Meeting</li> </ul>
February 3	<ul style="list-style-type: none"> <li>• Member Representation, HR</li> </ul>
February 7	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
February 9	<ul style="list-style-type: none"> <li>• TPA Check In Meeting</li> </ul>
February 11	<ul style="list-style-type: none"> <li>• Budget Committee Meeting</li> </ul>
February 14	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
February 15	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
February 16	<ul style="list-style-type: none"> <li>• Admin Placement Meeting</li> <li>• Political Action Committee Meeting</li> </ul>
February 17	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
February 22	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Retreat Focus Meeting</li> <li>• School Staff Meeting</li> </ul>

February 23	<ul style="list-style-type: none"> <li>• Collective Bargaining Committee Meeting</li> <li>• Pre-Observation Meeting</li> </ul>
February 24	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> <li>• General Meeting</li> </ul>
February 28	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Member Meeting</li> </ul>
March 1	<ul style="list-style-type: none"> <li>• TPA Check-In Meeting</li> <li>• Meeting with HR Regarding Anti-Racism Training</li> </ul>
March 2	<ul style="list-style-type: none"> <li>• Member Meeting</li> <li>• TPA Check-In Meeting</li> <li>• ETFO Retirement Planning Workshop</li> </ul>
March 3	<ul style="list-style-type: none"> <li>• Meeting with Pattie Westaway Regarding NTIP</li> </ul>
March 4	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
March 9	<ul style="list-style-type: none"> <li>• Review of Workplace Steward Manual</li> <li>• Post-Observation Meeting</li> <li>• Workplace Stewards' Meeting</li> </ul>
March 10	<ul style="list-style-type: none"> <li>• Member Support Meeting</li> </ul>
March 11	<ul style="list-style-type: none"> <li>• Post-Observation Meeting</li> </ul>
March 21	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
March 23	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> <li>• Member Support Meeting</li> <li>• 25 Year Celebration</li> </ul>
March 24	<ul style="list-style-type: none"> <li>• Award of Distinction Committee Meeting</li> </ul>
March 28	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Member Representation Meeting, HR</li> <li>• TPA Post-Observation Meeting</li> </ul>
March 31	<ul style="list-style-type: none"> <li>• Member Representation Meeting, HR</li> </ul>
April 5	<ul style="list-style-type: none"> <li>• Enrichment Plan Meeting</li> </ul>
April 6	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• OTIP Walk Into Retirement Workshop</li> </ul>
April 7	<ul style="list-style-type: none"> <li>• Classroom Management Course, Hosted at Local Office</li> <li>• TPA Pre-Observation Meeting</li> </ul>
April 8	<ul style="list-style-type: none"> <li>• Classroom Management Course, Hosted at Local Office</li> </ul>
April 11	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
April 19	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• PD Follow-up Meeting</li> </ul>
April 21	<ul style="list-style-type: none"> <li>• Executive Meeting</li> <li>• Collective Bargaining Committee Meeting</li> </ul>
April 25	<ul style="list-style-type: none"> <li>• Political Action Committee Meeting</li> </ul>
April 26	<ul style="list-style-type: none"> <li>• Board of Directors Meeting</li> </ul>
April 27	<ul style="list-style-type: none"> <li>• Local Annual Meeting</li> </ul>
April 28	<ul style="list-style-type: none"> <li>• Member Representation, HR</li> </ul>
May 3	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Political Signs Set Up for Terence Kernaghan</li> </ul>
May 4	<ul style="list-style-type: none"> <li>• Provincial Steward Plus One Training</li> </ul>
May 5	<ul style="list-style-type: none"> <li>• Collective Bargaining Committee Meeting</li> </ul>

May 9	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Kevin Auckland Meeting</li> </ul>
May 10	<ul style="list-style-type: none"> <li>• Representative Council</li> </ul>
May 11	<ul style="list-style-type: none"> <li>• Representative Council</li> </ul>
May 12	<ul style="list-style-type: none"> <li>• Representative Council</li> </ul>
May 18	<ul style="list-style-type: none"> <li>• FAM Delegation Meeting</li> </ul>
May 19	<ul style="list-style-type: none"> <li>• Corporation Meeting</li> <li>• Executive Meeting</li> </ul>
May 24	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• Member Meeting</li> <li>• NDP Meeting – Jagmeet Singh</li> </ul>
May 25	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> <li>• Workplace Stewards' Meeting</li> </ul>
May 26	<ul style="list-style-type: none"> <li>• TPA Summative Report Meeting</li> </ul>
May 30	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> <li>• TPA Post-Observation Meeting</li> </ul>
May 31	<ul style="list-style-type: none"> <li>• Canvassing for Terence Kernaghan</li> </ul>
June 2	<ul style="list-style-type: none"> <li>• Election Day</li> </ul>
June 6	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
June 7	<ul style="list-style-type: none"> <li>• TPA Process Meeting – Lyndsey Paff</li> <li>• Joint PD Committee Meeting</li> </ul>
June 8	<ul style="list-style-type: none"> <li>• NTIP Meeting – Patti Westaway</li> <li>• TPA Summative Report Meeting</li> <li>• Annual Meeting – Resolution Review</li> </ul>
June 9	<ul style="list-style-type: none"> <li>• TPA Improvement Plan</li> </ul>
June 10	<ul style="list-style-type: none"> <li>• Calendar Meeting</li> <li>• TPA Improvement Plan</li> </ul>
June 14	<ul style="list-style-type: none"> <li>• Tech Support Meeting</li> </ul>
June 13	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
June 16	<ul style="list-style-type: none"> <li>• ETFO TVTL Annual Banquet</li> </ul>
June 17	<ul style="list-style-type: none"> <li>• Executive Meeting</li> </ul>
June 20	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
June 21	<ul style="list-style-type: none"> <li>• Labour Management Meeting</li> </ul>
June 22	<ul style="list-style-type: none"> <li>• Local Leaders' Appreciation Event</li> </ul>
June 27	<ul style="list-style-type: none"> <li>• Executive Committee Meeting</li> </ul>
June 29	<ul style="list-style-type: none"> <li>• Tech Support Meeting</li> </ul>