

**To:** ETFO Thames Valley Teacher Local Members  
**From:** Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)  
**Date:** April 1, 2021  
**Regarding:** In-Person/Full Remote Learning Update (27)

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## IPL Schools

Thames Valley District School Board schools remain open, at this point in time.

## Teacher Vaccination

Teachers are designated essential front-line workers and slated for vaccination in Phase 2 of the vaccination roll-out. Phase 2 begins April 1.

ETFO continues to push the government and respective Health Units to make Teacher vaccination a priority and that vaccines be made available to those who want them as soon as possible.

## Communication Protocol

Collective agreement language requires that School Administrators and Teachers **will** make every reasonable effort to limit communication during weekends. Teachers have the right not to respond to communication. There will be **no reprisal** if a Teacher does not respond to non-exceptional communication. Specific exceptions are **TVARRIS being inoperative, inclement weather, emergency or urgent situations**.

This period **commences** Thursday, April 1 at 6:00 p.m. and **ends** on Monday, April 5 at 6:00 p.m.

## Diagnostic Assessment Collective Agreement Language

### C9.00 DIAGNOSTIC ASSESSMENT

- a) For the purposes of C9.00, the term "Teachers" shall include Occasional Teachers.
- b) Teachers shall use their professional judgement as defined in C2.5 above. The Parties agree that a Teacher's professional judgement is the cornerstone of assessment and evaluation.
- c) Teachers' professional judgement is further informed by using diagnostic assessment to identify a student's needs and abilities and the student's readiness to acquire the knowledge and skills outlined in the curriculum expectations. Information from diagnostic assessments helps Teachers determine where individual students are in their acquisition of knowledge and skills so that instruction is personalized and tailored to the appropriate next steps for learning. The ability to choose the appropriate assessment tool(s), as well as the frequency and timing of their administration allows the Teacher to gather data that is relevant, sufficient and valid in order to make judgements on student learning during the learning cycle.
  - i. Boards shall provide a list of pre-approved assessment tools consistent with their Board improvement plan for student achievement and the Ministry PPM.

- ii. Teachers shall use their professional judgment to determine which assessment and/or evaluation tool(s) from the Board list of preapproved assessment tools is applicable, for which student(s), as well as the frequency and timing of the tool. In order to inform their instruction, Teachers must utilize diagnostic assessment during the school year.
- d) The results of diagnostic assessments shall not be used in any way in evaluating Teachers. No Teacher shall suffer discipline or discharge as a consequence of any diagnostic assessment results.

**Policy and Program Memorandum 155, Diagnostic Assessment** accompanies this **Communiqué**.

### **ETFO Direction to Teachers**

- Elementary Teachers are directed to uphold and adhere to all provisions of the Collective Agreement.
- It is the expectation of ETFO TVTL that the TVDSB, and its agents, will uphold and adhere to the provisions of the Collective Agreement.
- Questions about the interpretation of the Collective Agreement should be directed to the ETFO Local office.
- Log all absences into TVARRIS using the appropriate code and follow past practice as per the provisions of the Collective Agreement.
- Violations of the Collective Agreement must be reported to the ETFO Local office immediately.
- Use professional judgement at all times and observe professional boundaries.

### **General Reminders**

- Focus on core teaching duties.
- Do not do the work of other bargaining units or employee groups.
- Where possible, avoid unnecessary busy work.
- Report and document inappropriate parent behaviour to the Principal immediately for follow up.
- Be aware that Teacher participation in **any** TVDSB event schedule outside the instructional day, or during unassigned time (recess/lunch/nutrition breaks), is **strictly voluntary**.
- ETFO TVTL Teachers should expect that all verbal directions from Principals/Vice-Principals be put in writing upon request to ensure clarity, consistency and accountability.
- Teachers should determine whether Principals/Vice-Principals are asking or telling them to undertake assigned duties. If the Teacher is being asked, then participation in the activity is **strictly voluntary**. A Teacher's decision **not** to participate **must** be respected.
- Teachers should comply with direction if told to undertake activities that are reasonable, lawful, and in compliance with the provisions of the Collective Agreement.
- Teachers should question all direction that is unreasonable, unlawful, or in violation of the provisions of the Collective Agreement.

- ETFO TVTL Teachers **must** be free to question safely all directions given by the Board and its agents without fear of retribution, reprisal, or differential treatment.
- Professional Judgement is embedded in the Collective Agreement. It cannot be enforced if it is not exercised.
- Teachers are reminded that “expected” does **not** mean “mandatory.”
- Teachers are further reminded that their health and the safety of Students is paramount. Questions regarding Health and Safety must first be brought to the attention of the site supervisor (Principal) as per the Occupational Health and Safety Act. ETFO TVTL will continue to provide immediate support and guidance to Members in all matters relating to Health and Safety.

**It is the duty of the Local to:**

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are vigorously enforced.
- Bring to the attention of TVDSB ongoing Teacher concerns, with the expectation that these concerns will be taken seriously and resolved quickly.
- Communicate with Teachers in a clear, concise, and timely manner.

Stay safe, stay well, and have a peaceful weekend.

For more information regarding this *Communiqué*, please contact the Local office by phone at 519-474-3150 or by email at [etfotvtl@etfothamesvalley.com](mailto:etfotvtl@etfothamesvalley.com).

c. *ETFO TVTL Released Officers*  
Terry Card, President, ETFO Thames Valley Occasional Teacher Local  
Elizabeth Kettle, ETFO Provincial CB Staff Officer