

To: ETFO Thames Valley Teacher Local Members
From: Craig Smith, President, ETFO Thames Valley Teacher Local (ETFO TVTL)
Date: November 10, 2023
Regarding: **Weekly Update (10)**

Current Collective Agreement language, provisions, and past practices are subject to a statutory freeze during the period of central and local collective bargaining bargaining (**Labour Relations Act, 1995, Section 86, Subsection 1**). Violations of the collective agreement must be reported immediately to the ETFO Local office (519-474-3150).

Parent/Teacher Interviews

A link to the Joint ETFO Thames Valley Teacher Local/Thames Valley District School Board Parent/Teacher Interview Communiqué accompanies this update.

TVDSB Progress Report Letter

The TVDSB Progress Report letter to parents/guardians has created confusion and concern for Teachers, many of whom feel upset and professionally insulted.

This issue was brought to the attention of ETFO last school year. At the time ETFO raised the concern that this would cause unnecessary confusion and would create discrepancies between Board requirements and what is required by the Ministry of Education regarding established provincial achievement charts.

ETFO TVTL continues to monitor the situation closely. The Local Office should be notified if professional judgement, as defined in the Collective Agreement, is compromised, or otherwise curtailed.

University of Ottawa Research Study on Violence and Harassment Against Educators

All Teachers are encouraged to participate in this important study. A link to the University of Ottawa Research Study on Violence and Harassment Against Educators accompanies this update.

Violence in Schools Petition

Thank you to all Teachers who signed the Violence in Schools Petition. ETFO Member Terence Kernaghan MPP (London North Centre) will be presenting this petition to the Legislative Assembly of Ontario on November 15.

Teacher Professional Judgement and Diagnostic Assessment

There have been many calls to the Local Office from Teachers who are being directed to use diagnostic assessment tools for the purposes of Board and school-based data collection.

“The collective agreement is the rule book, not a guidebook.”

The following message regarding diagnostic assessment is from Riley Culhane, the Associate Director for Learning Support Services and is dated October 8, 2021:

Thank you for the email. We will remind administration that, although it is an expectation that diagnostic assessments be utilized throughout the school year, teachers will use their professional judgement (which is grounded in evidence of student achievement) to determine the tool (from the board's approved list) as well as the timing of administration. We will also provide a reminder that the role of our mathematics learning facilitators is to provide coaching support to colleagues.

I would also like to take this opportunity to clarify that we do encourage our administrators to engage in collaborative and purposeful conversations with school staff to discuss and review any diagnostic assessments that have been completed to make evidence-based resource allocation decisions or establish annual goals for students who may have an Individual Education Plan. As we have previously discussed, teachers are expected to be able to provide rationale (which again is grounded in evidence of student achievement) regarding why a diagnostic assessment may have been administered to some students but not others at any point in time during the school year.

Thank you again for bringing this concern to our attention. Please let me know if you would like to connect to discuss this matter further.

Education Act Regulation 298 S20 (f), Duties of Teachers, states that Teachers shall:

prepare for use in the teacher's class or classes such teaching plans and outlines as are required by the principal and the appropriate supervisory officer and submit the plans and outlines to the principal or the appropriate supervisory officer, as the case may be, on request

Regarding diagnostic assessment, this duty is clarified by Policy and Program Memorandum (PPM)155, and curtailed by Collective Agreement Article C9.00, Diagnostic Assessment.

Teachers should:

- Use professional judgement (Collective Agreement Article C2.5) when choosing to deploy diagnostic assessments.
- Remember that system or school-based direction cannot be given regarding the use diagnostic assessments.
- Participate in meetings, to discuss assessment and evaluation, within the instructional day, with the provision of release time, covered by an OCT certified Member of the ETFO Thames Valley Occasional Teacher Local
- Report all violations of the Collective Agreement to the Local Office immediately.

Teachers are reminded that the use of diagnostic assessment tools and data generated is subject to the statutory freeze during collective bargaining as noted at the top of this update.

“The collective agreement is the rule book, not a guidebook.”

Upcoming Events

- November 14 New Teacher Event
- November 15 ETFO TVTL General Meeting – Hellenic Centre

Communication Protocol

Teachers are reminded that the **Communication Protocol** remains in effect, **from** Friday, November 10 at 6:00 p.m. **until** Sunday, November 12 at 6:00 p.m.

The Board's **Disconnecting from Work Employee Procedure** came into effect on Thursday, June 2 in compliance with the **Working for Workers Act, 2021**.

Violations of the **Communication Protocol** and the **TVDSB Disconnecting from Work Procedure** must be reported to the Local office immediately.

Duty of the Local

- Defend the **Collective Agreement** and the rights of Teachers under it.
- Ensure that the provisions of the **Occupational Health and Safety Act** are 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.

Thank you for all you do. Enjoy the 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