

WELLINGTON WORKS

November 2009

Newsletter of the Elementary, Secondary and Occasional Teachers of Wellington Catholic

Volume 17, Issue 2

Agenda

WEDNESDAY Nov 4

Grievance Arbitration

Queen's Park Lobby Day
Unit President's & PAC Chairs
Toronto 2:00 p.m.

THURSDAY Nov 5—FRIDAY Nov 6

Council of Presidents
Toronto All day

TUESDAY Nov 10

Officers/ HR Dept. 1 p.m.
Joint Staffing Committee 2 – 4 p.m.

WEDNESDAY Nov 11

Officers/ Sr. Admin. 1-3 p.m.

FRIDAY Nov 13

Officers/ Program Dept. 11:30 a.m.
Joint PD Committee 1 p.m.

MONDAY Nov 16

Executive Meeting
OECTA Office 4:15 p.m.

TUESDAY Nov 17

Unit PD Committee 4:00 p.m.

TUESDAY Nov 24

Board Recognition Dinner
ICC Evening

MONDAY Nov 30

Special Council of Presidents
Toronto 10 a.m.

WEDNESDAY Dec 2

Fall General Meeting/ Reps Council
OECTA Office 4:30 p.m.

Wellington Works

is prepared
by

Wellington OECTA

President Jim Whitechurch
Elementary VP Judy Mullen
Secondary VP George Giovinazzo
to provide important information
to members

Wellington OECTA Fall General Meeting



The Fall General Meeting of Wellington OECTA has been changed to Wednesday December 2.

A special provincial Council of Presidents has been called for November 30 in Toronto necessitating the date change.

The regularly scheduled Reps Council meeting will be incorporated into the general meeting and will be open to all members. This has been our practice for a number of years.

The agenda will include regular reps business as well as several items for the general membership (budget, bylaws and procedures etc.)

All OECTA members are encouraged and welcome to attend.

WEDNESDAY DECEMBER 2

4:30 P.M.

OECTA UNIT OFFICE

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Wellington OECTA

5420 Highway #6 North

R.R.#5 Guelph, ON

N1H 6J2

Phone: 519-763-3043

Fax: 519-763-2682

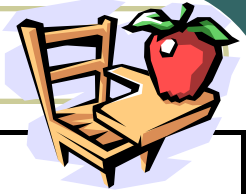
Email: oecta.wellington@rogers.com

Website: www.oectawellington.ca

ONTARIO ENGLISH
**Catholic
Teachers**
ASSOCIATION



Full Day Kindergarten



OECTA Supports Full-day Kindergarten Program Announced by Government Implementation will have its challenges

The Provincial Government has announced its intention to phase in a full-day Kindergarten program to four- and five-year-olds. Teachers and early childhood educators will work together to help children learn during the regular school day. Schools will also offer extended day programs - before and after regular school hours - led by registered early childhood educators. There will be a reasonable fee for these programs, but subsidies will be available for some families, based on financial need.

OECTA is generally supportive of the model announced but acknowledges there will be challenges in the implementation of the new program. Timelines are very tight to identify schools and staff them in time for the first phase to start September 2010. The respective role and responsibilities of the teacher and those of the Early Childhood Educator will also need to be clearly defined and understood. Staffing and posting issues will undoubtedly arise. Locally, we have been assured that OECTA will be involved in the implementation process. For our part, we will be consulting our current Kindergarten staff and school reps.

In a press release issued immediately following the announcement, OECTA Provincial President James Ryan, stated that the full-day Kindergarten model announced will help Ontario families provide a better future for their children, "We applaud the government for its leadership in improving education opportunities and services to children and their families."

In spite of the current economic stresses, investing in early learning has substantial economic, social and academic benefits, Ryan says. "Research shows that for every dollar invested, there is an \$11 return. Research also indicates that problem solving skills, as well as language, literacy and socio-emotional development are enhanced in children who are enrolled in full-day Kindergarten."

A full-day program is a first step towards leveling the playing field for children, thus equipping them with greater chances of success. "Research also shows that children do best when they spend their days in a class with a teacher."

Ryan says that Catholic teachers look forward "to participating in the consultation process that will help define implementation and ultimate success of the program." OECTA is urging the government to implement the program slowly, thoughtfully and judiciously. There will undoubtedly be challenges in the implementation of the new program. Teachers will be an important source of expertise and advise in the development of this program.

Information was presented to unit representatives at recent Regional Collective Bargaining workshops and the November Council of Presidents. A Special Provincial Council of Presidents will also be held on November 30 to update unit officers and make decisions regarding any AGM actions required.

HAVE YOU RECENTLY...

... MOVED? ... CHANGED YOUR NAME? ... CHANGED SCHOOLS

... REDUCED OR INCREASED YOUR CONTRACT? ... GOT A NEW PHONE NUMBER?

Your OECTA Staff Rep has been asked to assist us in updating our database and membership list. Please confirm your name and address information with your staff rep.

You can also provide an update by using our easy-to-use form on our website at www.oectawellington.ca



Important information on Annual Learning Plans

Every year, in consultation with their principal, all teachers, other than new teachers, are legally required to prepare an Annual Learning Plan (ALP). Both the principal and teacher must review and sign the ALP.

According to Ministry of Education documents:

The purpose of the Annual Learning Plan (ALP) is to provide a meaningful vehicle to support experienced teachers' professional learning and growth in the evaluation year and for the intervening years between appraisals. The ALP is teacher authored and directed, and is developed in a consultative and collaborative manner with the principal.

“experienced teachers”

The ALP is part of the Performance Appraisal Process for Experienced Teachers (PAET). New teachers who are part of NTIP (New Teachers Induction Program) are governed by a different performance appraisal process and do not have to complete an ALP.

“to support ... professional learning and growth”

The goals and strategies should be related to your professional practice and duties as a teacher.

You should identify PD that will support your identified goals. You may wish to make your plan an extension of the professional development you are already doing.

Extra-curricular activities and community involvement should not be part of the ALP. These activities are not among the duties of teachers in the Education Act and regulations and cannot be part of your performance appraisal. This is also reflected in the language in our collective agreement.

“teacher authored and directed”

Your ALP belongs to you.
It should be directed and authored by you.

The growth goals and strategies you identify should:

- be relevant to your professional needs
- focus on improving your teaching practice and student learning.
- consider your workload, personal obligations, and wellness.

While you may wish to consider Board, school, departmental and or divisional initiatives and goals, you should not feel compelled to do so.

“developed in a consultative and collaborative manner”

The ALP is developed in consultation and collaboration with your principal.

Your principal should be consulted but should not be directing YOUR plan.

Locally, the TPA Committee agreed that teachers may include school/board goals in their ALPs if they wish to do so, but this practice is not to be made mandatory.

In an evaluation year, teachers must review and update their ALP in a meeting with their principal as part of the performance appraisal process. In non-evaluation years, a meeting is not required, but may be requested by either party.

The original ALP is updated and revised each year taking into consideration the comments from the Summative Report of the most recent Performance Appraisal.

REMEMBER ...

IT'S YOUR

ANNUAL LEARNING PLAN!



For more info go to www.oecta.on.ca



40 Minute Lunch

OECTA and the Board have been working together to resolve issues around the provision of 40 minutes uninterrupted lunch for all teachers. Substantial progress has been made at the elementary level but there remain challenges at secondary. Board admin is currently working to develop a model which will provide the legal requirement for a 40 minute lunch, beginning Semester 2.

OECTA and the Board have agreed to work to achieve a model that meets the legal requirements of provincial legislation and the collective agreement, while minimizing the impact on school activities including intramural programs.

As per our collective agreement, any new schedule must be "fair and equitable" and not increase the amount of supervision time which currently exists. OECTA will challenge through the grievance process any model which does not meet these requirements.

LTD WAIVER

Eligibility for LTD ends at one of three points:

- i. Upon reaching 65 years of age.
- ii. Upon reaching 33 years of pensionable service (i.e. eligible for 66% pension)
- iii. Upon retirement

Since you are no longer eligible to collect LTD benefits following one of these three events, it is possible to have payment of premiums waived 80 days prior to reaching those points.

The onus is on the member to advise the Board and unit office and to make application for the waiver. Copies of the waiver can be received by calling the unit office and is also available on our website at www.oectawellington.ca.



RETIREMENT AND SERVICE

RECOGNITION DINNER

TUESDAY, NOVEMBER 24

5:30 p.m. Cocktails 6:30 p.m. Dinner

Italian Canadian Club

Retirees

- Frank Cecchetto
- Art Connolly
- Barbara Connolly
- John Forestell
- Lynda Franchetto
- Carol Gordon
- Mary Hermann
- Debbie Kewin
- James Lafferty
- Jean Laveck
- Ted Laxton
- Norina Morris
- Randy Remigis

- Virginia Rigby
- Orlando Sorbara
- Donna Tonin
- Bernadette Wells
- Margie Zuccala

25 Years of Service

- Dan Duszczyzyn
- Kathy Gemin
- Joan Mawhinney
- Beth McCabe
- Eliana Marcone-DiLello



SOME ADVICE ON USE OF FIRST CLASS EMAIL

Particularly with the recent changes, members are cautioned to be careful in the use of the Board's email system.

The Conference known as OECTA is open to all teachers (regular and occasional). Teachers should avoid sending emails on individual issues, particularly those of a personal nature, to this conference. If you are looking for answers from the OECTA unit office you should be directing email directly to Jim, Judy, George and/or Nancy.

Please ensure that your use of the Board email remains appropriate and professional.

Using reply sender function is also an important way to ensure that only those who need to get replies get them.

For more advice on use of email and other technology please see OECTA's pamphlet on "Appropriate and Professional Use of Electronic Communications" available on the provincial and local websites.



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WELLINGTON WORKS
Available on our website
 at
www.oectawellington.ca

