

# **TEACHER ADVISORY COMMITTEE**

**Thursday, April 15th, 2021**

## **Latest Updates – Covid:**

Teachers can now be vaccinated by going to Clic Sante website to book an appointment. People should return to site as new spots open up frequently. A recall of the masks that were given out by the ministry was completed as soon as the announcement was made. A reinforcement on wearing masks at all times is important. There is a need for bigger masks as some Grade six students are getting irritated behind the ears. There are more requests for home schooling because of the masks being mandatory at all times for younger students. There is discrepancy between the two school boards at the Massey Vanier campus as students are using masks on one side but not on the other during physical activities and this may become an issue as teachers following the rules are voicing their disapproval. There has now been a confirmed case this week in the Adult Ed sector. Adult students follow the rules during class but many do not when they are on break and at lunch.

## **Technology Procedure for Substitution:**

All elementary and secondary schools are registered to use the new system (Absenteo). Training sessions have been offered to school secretaries. The Absenteo team has been excellent in their response to glitches that have come forth. There are training videos explaining how to book a supply teacher and record absences. There will also be sessions for high school secretaries and for regular and supply teachers. Eventually, no paperwork will be needed. There are still some problems with scheduling in the system. Adult Ed and Vocational Training are not currently using this system, but they will eventually, along with replacements for custodians and bus drivers once the glitches are worked out.

## **Training for Supply Teachers**

There has not been an LCEEQ meeting since our last meeting. E. Lettner would like to set up a working committee to address this topic. Members advised that topics should include rights & responsibilities, initial visits to the buildings especially with regards to safety drills/layout, a handbook specific to the school, and tips for new supply teachers. These would even be useful for teachers changing schools. J. Edwards and M. Roberts would be interested in being part of a working group.

## **Our School Survey**

The DG table has made an investment for a three-year period. There is a new health and well-being section that will be included to the survey this year. The next three years will determine whether we continue to promote this tool in future. There are no comments from teachers at this time, but once the survey has been administered a follow-up would be appreciated.

### **Celebration Meeting – June**

It would be a 'We All Survived' event following all the *santé public* safety rules. The idea is to have a wellness/ped day with different activities in different places, hiking, comedian...on a volunteer basis. If it is only union contributing it would be a smaller event, but if we did an event with the ETSB it could be larger. The date would be June 25<sup>th</sup>. Some money may be available from PIC (looking at about a \$10000 event split between the union and SB). The idea in principle is wonderful after the year we have all had. E. Lettner advised that ETSB directors cannot support such a gathering at the moment due to sanitary restrictions mandated by the government. As it is a teacher ped day nothing is being organized and teachers would be free to set their own priorities for the day.

### **Secondary 1 at Waterloo**

Is not being offered next year as there were only two registrations.

### **ETSB Parent Communications**

Is it possible for the teachers to be included on parent communications as it is difficult to respond to questions when we do not have all the information? The chain of communication is important and ETSB wishes for teachers and staff to be aware of communications that go to parents. There was a glitch in the system last week and IT has been working to resolve this matter.

### **Strike Day Directives**

It is too early to say if there is a major impact on students pedagogically. The attendance seemed to be good, not 100% but ranges from 60% or more. There will be further discussions at the management table as to whether this model of delivery of instruction will be maintained if other strikes arise.

## **Thursday, June 17**

### **Latest Updates – Covid**

We are now in Yellow Zone. Children are in school 100% of the time. Masks rules are much less restricted. Students can wear face coverings now. B. Drew was surprised that even we go "green," teachers will still need to wear masks. The government is hoping the entry back to school will be as "normal as possible"; we will have to follow the evolution of cases.

### **Technology Procedure for Substitution**

There a few little bugs happening with the transferring of information from Absenteo to the payroll system. Absenteo and Substitutis has merged, which will come with upgrades.

### **Training for Supply Teachers**

Possibility to form a committee in the next school year. This was also brought to the LCEEQ as a possibility. J. Edwards and M. Roberts will be interested in being part of a working group. M. Roberts feels it is important to include working with the technology is part of this training, along with extra computers to be available to substitutes.

### **Wellness Workshop**

Scheduled for December. E. Lettner will send the board/school reserved scheduled Ped. Days to M. Seline. The ETSB will be offering online Professional Development on Ped. Days. On the 27<sup>th</sup> of August there will be training offered for Pre-school. The other days in August are school reserved. DPR training (Dispute resolution) and guidelines to share will all teachers on the Ped. Day in September. E. Lettner will also have Early Math PD on that day. September 24<sup>th</sup> is Board reserved in the morning and school reserved in the afternoon. ATA's subscription to Zoom can only accommodate 50 participants; wondering how many participants the ETSB can accommodate

### **Celebration Meeting**

Many activities going on. CPIC gave \$5000 to help with cost of food. We have about 150 participants with about 200 lunches. \$3000 in food, and about \$4500 in activities and materials that the ATA will cover.

### **New Teacher Workshop & Mentoring Project**

The school board will bring in New Teachers a day early than others. Working to provide them with the tools they're need for the first few weeks of school. Invitees with go back two years, as last year the new teachers didn't get a warm welcome with Covid Restrictions. Planning for an online day and hoping to have all their emails ready for them.

For the Teacher Mentorship, we had a first meeting last week. Principals were asked to nominate teachers. Those nominates were emails. 30 teachers were interviewed, for 12 positions. New teachers will be picked up with mentors as early as October. This is an ETSB initiative; started planning in March 2020 but was delayed when Covid Lockdown started. This program will follow in line with the collective agreement and will be funded by an insertion program for New teachers plus an injection of money from the Ministry. While the text has not been finalized, it is in line with what the ETSB has been planning.

### **Plan de Relance pour la Réussite Éducative**

The ETSB has not received more information than what was just the release from the Ministry.

### **Moving Classes to Online Learning**

M. Seline asks if there is some sort of plan, given the experience of online teaching, is this a consideration going forward as an option for teaching and learning at the ETSB. E. Lettner shares that through best practices, online provides more communication on a regular basis, as it provides easy access. In terms of delivering education to students, we can't offer it without being approved by the ministry. If there is a need for online education, it would be a project that needs to be approved by the ministry. In terms of using Online teaching during strike days, ETSB had to decide in best interest of all parties involved; however, going forward, we feel it is difficult to turn around in short notice to go online and this with be considered.

### **Amended BSR for 2021-2022**

This is communicated to administrative teams to share with their schools. This surrounds the number of reporting periods. Next year will only have two report cards and one interim in October with a weighting of 40/60%. There are also some changes to the ministry exams; the weighting will be much less than in the past. Compulsory exams will only be worth 10%, sanctioned exams at Level 4/5 will be 20%.

### **Legally Qualified Substitutes**

M. Seline asks if schools have their own list of substitutes and does it show who is legally qualified? J. Pauw shared that the Master List shows which schools the teachers are willing to go to, as well as if they are qualified. At the high schools they have their own person in charge of supply work, whereas at the Elementary level, Absenteo can fine tune who are asked for supply; including asking qualified teachers first. Teachers can also indicate their choice supply. The final decision goes to the principal. To be put on the list in Absenteo, they have to be approved by the school board with the criminal checks, etc. Very low number of qualified teachers on the supply list. B. Drew shared that there is no way to tell on Absenteo if they are qualified and if they can teach in French. B. Drew asked why Support staff are not replaced. J. Pauw shared that HSA/SETS are replaced as much as they can; secretaries are harder to replace.

### **Leaders as Coaches**

M. Seline shared Workshop available about coaching and mentoring. Important for New Teachers to have a sense of engagement. GROW – GOAL-REALITY-explore OPTIONS- Way forward WILL. E. Lettner directors and consultants have taken workshops on coaching. Mentoring is more of “follow me” and coaching is an encouragement to push teachers to set their own goals. ETSB feels that the new teachers/mentors need a mix of both. Looking at improving teaching practices.

### **Homework Guidelines**

There were discussions at the Central Parents committee about the amount of work assigned to students and ETSB was asked to develop homework guidelines. This has been shared with admin teams and will be shared with teachers in September. It includes best practices. While it has positive effects, not significant effects, and when there is too much it can go the other way.

### **Gender neutral communication**

This has been highlighted to the GRICS. ETSB is sensitive to it and just need to be more careful with communications. Registering in Kindergarten parents have the options to choose gender neutral, but it is not available in Mosaik at the high school level. A. Blampied shared feedback from students about the smallest ways to demonstrate sensitivity and inclusivity to our LGBTQ students. E. Lettner welcomed feedback in a working group. Megan shared L. Banks and M.P. Fortin as people available to help with this initiative.

### **New teachers – ATA**

21 teachers attended for a fabulous dinner. They paired up and chatted all night networking. Despite Covid they had a positive outlook on the year.

### **QPAT Survey on Tutoring services**

Some schools provided additional support in the class, as well as tutors outside of class. We also had a lot of teachers in training involved. For ATA, there were 13 ETSBS teachers that responded to the survey. 68.8% responded that tutoring was helpful to the students. 33% service not available to all who need it, 43% lack of personnel, 15% organization. E. Lettner felt that coordinated with what they heard from Management.

### **Budgetary rules**

There are new *mesures* that seem most appropriate at this table.

11000

12000

13000

15000 Measures

15000 to 15230

15300

15550

15012

15013

15021

15021: Volet 3 / 4 / 5

15022: Volet 1 / 2

15023

15026

15028

15186: Volet 1 / 2

15300

15080

15220: Volet 1 / 2

15320

### **Postings**

Question about why FSL falls under many of the homeroom groups. This is a concern for people who are not qualified to teach in a second language. ETSB was trying to offer more French in the schools. J. Pauw agrees that FSL should be qualified. Have been successful in finding bilingual candidates. B. Drew asked if there is testing to see if those teachers speak and writes well in the language? While there are no tests, this would be evaluated at the interview level.

## **Elementary**

### ***Projet Innovateur***

Sutton Elementary- Schools that wish to look at an online method. There needs to be a proof that it is for a specific reason. There is equipment available so students can attend online while the teachers are teaching in class. We have a number of students in virtual school who will likely not be willing to go back to in-class school. Many requests have come in from these students. Homeschooling also raised and these parents feel lost and we worry about the quality of education. We also have schools with decreasing enrollment. Sutton Elementary is looking at raising their enrollment and so ETSB is requesting to offer this service there.

## **Adult Education**

### **Continuing Education**

Merged with new horizons. Going really well. Hybrid model. Working with special needs students.

### ***Dévoilement des premiers résultats de l'enquête sur la santé/ Psychologique des 12-25 ans***

Survey conducted by University of Sherbrooke. 1/2 students between age of 12-25 have symptoms of anxiety and depression. 18-25 are even more affected at 58%. J. Shufelt have seen a lot of challenges for students; a psychologist has been hired this year to help. Students who were already fragile are even more so now since COVID.

## **Vocational Education**

### **Bilingual Service at CBM**

Students who do concomitance at Tech. Voc. Students are sharing complaints that there is no service in English. Those teachers had been offered English courses in the past.

### **Access to pedagogical Material**

QPAT has been working hard to get bilingual materials from the ministry. Tentative schedule of translating Voc. Ed materials over the next three years. E. Lettner will check if directors at the centres have this timeline and which materials will be translated.

# **CENTRAL PROFESSIONAL IMPROVEMENT COMMITTEE**

**February 25, 2021**

## **Review of Applications Approved**

LCEEQ workshops, 32 teachers attended. We had committed \$200 per teacher to support them. We also had committed money for the Wellness Day but the board was able to cover the expenses.

## **Remaining Funds**

Remaining funds will be rolled over to next year.

## **Wellness workshop on November 20, 2020**

The future of the workshops may be a hybrid model. Could provide activities happening for all this way. We had about 115 participants. We need to advertise a little more. We are looking at November or December 2021.

## **Covid Update**

Having an effect on the PD happening this year. Schools do have some funds to promote mental and physical funds. Jeff has sent information from Morneau Shepell workshops to schools. Nicolas suggested that given PE teachers have seen their roles reduced due to covid, could they not look at organizing some team building activities for staff?

Adult Ed. teachers moving to online learning – PD happening and being paid by grants.

## **Multi-Grade Classes**

We had 34 multi-grade classes. Each teacher received \$478 to purchase materials.

## **Training for Substitutes**

Julie and Jody worked together to offer main supply teachers an online training session. There were about 30 supply teachers. Feedback was very positive. In the future, we should have capsules to help train our substitutes.

## **Professional Partnership Program**

To date, 7 teachers have requested support from the PPP. Megan will see if Gail can send out a reminder that the funds exist.

## **Central Depository**

After attending a workshop, etc. can there be a “central location” to make the documentation available like Google drive? Prepare a short video? Do an interview? What we want to make sure is not to discourage people from attending and reporting on PD.

## **Special Needs Update**

No monies have been spent from the PIC portion of money. Proposing to have 3 half day training sessions on UDL for resource teachers later this year. Teachers will be released for the half days.

## April 29, 2021

### **Review of Applications Approved**

Catherine Cahill requested support for Forest School Practitioners Course and we agreed to give her \$1650.00  
UDL PD – Special Needs paying for release of teachers participating.

### **New applications to date**

No new applications. It was proposed that we provide up to \$200 per teacher up to a maximum of \$5 000.00 to attend QPAT pre-conference next year. Carried unanimously.

### **Remaining Funds**

We have \$17 247 left in our Central PIC.

### **Wellness workshop 2021**

Still waiting on Ped Services to confirm a date, either in November or December.

### **Covid Update**

At this point, 76 cases in schools and centres, mostly students. Recent events with variants changed our reactions to positive cases. Still DSPu will let us know who and how long isolation takes place. Expectations on school is not to ask for tests, just do the self-assessment (parents) and follow instructions. 40 class closures in all.

### **Multi-Grade Classes**

A set amount will be given to teachers. New entente will have \$675.00 per homeroom class.

### **Training for Substitutes**

Will be examined further by Ped Services. Possibility of having “capsules” for substitutes. Will likely be discussed at TAC.

### **Professional Partnership Program**

Now up to 15 teachers who have accessed funds. About \$4 000.00 left to spend.

### **Central Depository**

Would need to have someone looking after it. Could Central PIC collect a summary of all the activities that took place? Further discussion to take place.

### **Celebration**

With current covid restrictions, it is highly unlikely we can hold any type of large gathering. Can we endorse small events? We could certainly look at those.

# **HEALTH AND SAFETY COMMITTEE**

**April 8, 2021**

## **Covid Concerns / New cases**

One class at Galt closed, returning on the 8<sup>th</sup>, RRHS one class, 70 actual cases in all, two of which are active.

Peggy shared a student study on germs. It concluded that push buttons on fountains, light switches and push buttons on hand sanitizer are the hot areas. Eric commented that all schools are getting touchless water fountains. Old push button should not be used.

Megan expressed concern with activities opening up. Back to bubble groups by next Monday.

## **Conflict Resolution in the Workplace – DPR System**

Guidelines for a Dispute Prevention Resolution system being worked on. Looking for feedback from other groups. Megan and Julie explained the flowchart of the DPR system. HR will continue the consultation with our Professionals and TRUSS through the regular LRC meetings. The goal is resolve dispute before it becomes worse. Training will be provided to key players in the conflict resolution. Guidelines, once completed, will be shared and we welcome comments.

## **Ventilation & Air Quality**

CO2 testing – 8 schools left to finish. First wave is done. We decided to test all classrooms. Once completed, the rest of the results will be shared with principals. All of our schools are ok. In the news, claiming that the testing was not scientifically approved. CO2 testing was approved, not necessarily the protocol. Our testing, we have data loggers giving a full day of readings. We will know exactly what time the highest peaks are during the day. The readings we get can give the teacher important information to ventilate the class.

## **Code of Ethics (Civility)**

Started off with work on Civility in the Workplace. It has evolved into something much broader. This is a province wide initiative taking into account the risks in all organization. Describes how we should behave as individuals to each other, among other things.

## **Wellness Workshop 2021**

Waiting on a date. Ped Service will let us know which of the ped days can be used.

## **Energia**

How many employees have signed up? There are 203 employees who are following the course. Can there be a breakdown of the categories of employees? Julie will look at data.

### **Safety Log**

Jeff looked to find a log book on the CNESST website but did not find one. Will continue to try to find something easy to use. Possibility to enter centrally from accident reports and shared.

### **Procedural Masks**

Megan has been getting questions concerning masks and the recall. Everything that we are now receiving are certified. If staff want to use their own masks, they must be certified. We did receive procedural masks from the ministry (certified). The masks need to be changed after 4 hours. Masks need to be worn inside and out. How do we answer parental concerns over masks and the steps to be taken? Forward the questions to the board and we will analyze.

### **EAP data**

Jeff shared the quarterly update from Morneau Shepell. Numbers are generally the same as previous years, with a significant number in November (9). Overall satisfaction is at 100% Final report in June.

### **Dévoilement des Premiers Résultats de L'enquête sur la Santé Psychologique des 12 – 25 ans.**

Based on the report, survey put out by U de S showed that stress levels of 18 – 24 age group are particularly high. This sector is higher than the youth sector.

### **Sonia Lupin: Stress presentations**

At a special needs meeting, T. Smith recommended a presenter to show how to work with kids during stressful times. Emmanuelle is aware.

### **Lead in Water**

What were the results? What about letting it run for 5 minutes? Water fountains should let run for 1 minute, kitchen for 5 minutes. Now all elementary schools have been tested. Water fountains are all negative for lead. Working on high schools now (80% finished). So far everything is fine. Results will be online in the next week or so on our website.

### **LTD**

A letter goes out with the forms for LTD about 6 months before salary insurance expires. Right now, there are 10 teachers on LTD.

**June 3, 2021**

**Covid Concerns / New cases**

Under new directives, if one child is out sick, are all the kids out sick? It would depend on Sante Publique. If symptomatic, should be home. 104 cases so far (Elementary 54, Secondary 32, Adult 7 and staff 11).

**Procedural Masks**

Will be covered in other topics.

**Ventilation & Air Quality**

CO2 testing is completed and results will be on the ETSB website.

**Code of Ethics (Civility)**

Final Draft of document completed. Will now be presented to HR Advisory and then for consultation.

**Wellness Workshop 2021**

Waiting for date from Ped Services.

**Safety Log**

We have a copy of an example from CNESST that we will try to translate.

**Conflict Resolution in the Workplace – DPR System**

Both TRUSS and Professional have a copy of the guidelines and will provide feedback to Jeff to share at the next DPR focus group meeting.

**EAP Data**

Jeff shared the latest EAP data from Morneau Shepell. There are 45 individuals to date who have accessed the plan. Overall, personal stress, anxiety and depression are lower this year.

**Safe School Documents**

Megan got a message from an elementary school saying that the staff were unaware of safe school documents. Schools are supposed to be reminding all employees. HR will try to circulate information prior to the new school year.

**Safe Physical and Cyber Environment**

EMSB has a policy, do we? No, only guidelines on social media.

**CNESST and Recalled Masks**

Masks have all been recalled. Many wore the masks. Megan told teachers to complete the incident form when they wore these masks during this time should something happen down the line.

**Code of Civility for Parents**

Issue raised at QPAT, would this be an idea? At one point there were posters from QPAT. Could schools have signs that state zero tolerance?

**Bill 59**

Impact not known at this point but will be studied by Secretary Generals. To discuss in the new year.

**SES Cleaning**

Directive from principal to teachers to clean desks due to absence of a janitor. The absence was only for one day and all was ok.

**Burnout**

Webinar through McGill on meaning of burnout. Doctors usually use major depression as a diagnostic to burnout. In corporations, factors driving wellness can reduce burnout. A good community provides fulfillment and strengthen communication.

**CNESST**

Can we get information on the number and cases for our next meet meeting?

# **BOARD LEVEL SPECIAL EDUCATION PARITY COMMITTEE**

**February 5, 2021**

## **Special Needs Tour**

Due to the current pandemic context, we agreed to present to schools upon request. Emmanuelle will send an invitation to school principals after the March Break. A need for this type of presentation has been expressed at Waterloo Elementary School. Emmanuelle will reach out to Adriana for her to give us a few dates and times for us to meet with her staff during their presence time. Wanda expressed a concern about support staff who do not work outside of school hours. It was suggested that they could be compensated for their time. Also, the presentation could be recorded for those who may work in daycare after school or not be available to attend.

## **Tool for Supply Teachers: Students with Accommodations**

The tool was shared with principals in January. It was well received by all. Members mentioned that the tool has been shared in their schools and that it was well received by teachers. It certainly helps in classrooms where there are many students who are entitled to accommodations. Julie Edwards mentioned that a similar tool is used in the online teaching pilot project taking place at SES.

## **PD offered by Complementary Educational Services for New Teachers**

Will be done in collaboration with Pedagogical Services and Human Resources. Not yet planned.

## **Coded Students**

Emmanuelle presented the coded students document and noted that codes were added in several schools since our September meeting. Overall, 14 codes have been added board-wide since our last meeting.

## **OVERALL CODED STUDENTS – BOARD WIDE (Feb. 5)**

<b>MEQ Handicap Code</b>	<b># Students</b>
14	11
24	19
33	59
34	74
36	7
42	6
44	16
50	123
53	9
99	38
<b>TOTAL</b>	<b>362</b>

Dawn mentioned that it would be interesting to ask schools what is their number of WATCH Action Plans as this would give a more accurate picture of the needs in schools. Emmanuelle will reach out to school principals to get this information for our next meeting. Jeff mentioned that his department will be using this table for staffing purposes once the registration period will be over.

## **Support Staff Workshop October 16<sup>th</sup>**

It took place online for the first time this year. It was well received in general. There was a great keynote presented by Eva De Gosztanyi (Centre of Excellence for Behaviour Management). We will survey all support staff through a Google Form to get their input on which topics they wish for us to address in future professional development opportunities.

### **Replacement**

At our last meeting, Megan asked if teachers could be replaced in the event that they could not attend a meeting and if the replacement teacher would have voting rights. Jeff looked into it and explained that there is no provision to that effect in the local collective agreement. Our internal rules of procedures stipulate that to have quorum we need three members on each side (3 teachers and 3 administrators). Therefore, no replacement is necessary if we have quorum. Megan asked if someone could attend as a replacement without having voting rights? The answer at the moment is no according to our local agreement and internal rules of procedures.

### **IEP Updates**

We are working with resource teachers and principals on creating IEP goals that are aligned with the QEP, which is a competency-based program. This is work in progress. At our last principals' meeting, principals mentioned that this information must be shared with all teachers, not only resource teachers. This was noted and we will look at making this information accessible to all teachers. Competency based goals will ease the transition between elementary and secondary school.

### **Snapverter Add-on**

Frederic Noirfalise joined us for this point. He presented the Snapverter Add-on which is a product offered by the company Texthelp, which is also responsible for the Read&Write extension. A board-wide license costs \$1600 per year. Following a discussion, our committee wishes to make the following recommendation:

**The Board Level Special Education Parity Committee recommends that a board license for the Snapverter Add-On be purchased for a trial period that would take place between now and June 2022 after which time the school board will decide if it will carry on with a board-wide license or purchase personal licenses for specific individuals based on the usage observed.**

### **MEQ Document (Organization of Educational Services for At-Risk Students and Students with Handicaps, Social Maladjustments or Learning Difficulties) /Special Needs Handbook/ Special Education Policies**

Policies have not yet been worked on. The Special Needs Handbook is currently worked on. Although it is a long process, it is worth it. Kimberley is actively working with different people depending on the topics (resource teachers, pedagogical consultants, professionals, colleagues from other school boards, etc.). The MEQ announced a few years ago that their document *Organization of Educational Services for At-Risk Students and Students with Handicaps, Social*

*Maladjustments or Learning Difficulties* would be updated in 2021. We have not received anything to that effect yet.

**Teaching to Students who are on the Autism Spectrum**

Catherine Boisclair talked about the training she took with the Centre of Excellence for Autism Spectrum Disorder. Following a discussion, we saw the need to gather the tools (visual aids, organizational tools, etc.) that are used within our school board for our ASD clientele and make them available to all staff. This is something that can be worked on in the future.

**Additional Professionals**

We have posted 2 positions for the next school year: psychologist and psycho-educator. Principals have agreed to pull together part of their decentralized grants to pay for these two professionals. They will have a three-layered mandate:

**Direct Services** in schools to reduce the workload of certain professionals currently on staff who have a large number of schools to serve.

**Mobile Support Team**

Be part of a team that will support schools, upon request, to help with the integration of students for whom we are experiencing difficulty integrating. Develop an expertise with ASD and ODD clientele.

**Neufeld’s Attachment Based Developmental Approach**

Develop an expertise in this approach, which is one of our 4 ETSB pillars. Become certified Neufeld Institute trainers to offer PD and support to our staff.

**Allocation of Support Staff Hours**

PROPOSAL			
Support Staff Basic Allocation			
2021-2022			
Code	Description	Hours per week	
		HSA	SET
14	Severe behavioural disorders	0	8
23	Profound intellectual impairments	20	0
24	Moderate to severe intellectual impairments	7	3
33	Mild motor impairments	2	0
34	Language disorders	0	2
36	Severe motor impairment	8	0
42	Visual impairments	0	2
44	Hearing impairments	0	2
50-C1	Pervasive Developmental Disorders	8	0
50-C2	Pervasive Developmental Disorders	4	4
50-C3	Pervasive Developmental Disorders	0	8
53	Psychopathological disorders	0	8
98		0	0
99	Temporary Code	8	0

**Motion: To approve the proposed Support Staff Basic Allocation above. The motion was approved (all in favour).**

**Mesure 15022 (Well-Being)**

It is a decentralized grant. A Google Spreadsheet has been created for principals to share ideas on how to use this grant.

**AGRHS Update**

Following a discussion about the situation at AGRHS, it was determined that it is not this committee's mandate to address specific school situations. Resources teacher hours are distributed fairly between all schools and it is up to each school to organize services to respond to the needs of their students. Issues regarding the local organization of services must be addressed elsewhere.

**Adult Ed and Vocational Training Support Staff and Professionals**

Megan is planning a workshop for the Adult and Vocational Education sector. She inquired about the possibility for support staff and professionals from the youth sector to be hired by Adult and Vocational Education sector. It is not impossible but it would have to be done in a way that does not conflict with the employee's current workload. The current reality is that all professionals are already working full time and we are experiencing difficulty in finding HSAs and SETs to fill positions in the youth sector when hours are added to schools or if a person goes on sick leave. There are still vacant support staff positions in the youth sector. Since there is a shortage of staff, there would not be many people available from the youth sector to work in the adult sector.

**Summary of Emergency Focus Group QPAT**

Will be addressed at the Special Education Teacher Advisory Committee meeting taking place this afternoon.

**Summary Report for ETSB QPAT Emergency Remote Learning Survey**

Will be addressed at the Special Education Teacher Advisory Committee meeting taking place this afternoon.

**Virtual Campus Teacher Survey**

Will be addressed at the Special Education Teacher Advisory Committee meeting taking place this afternoon.

## SPECIAL EDUCATION TEACHER PARITY ADVISORY COMMITTEE

Wednesday, March 31, 2020

### **Supporting the Mental Health of our Students Part 2 – Relationship Matters Session for Teachers**

Part 2 offered on April 7<sup>th</sup> from 3:30pm to 4:30pm and again on April 8<sup>th</sup> from 7pm to 8pm

### **Session for Parents**

**Title:** Supporting our Children to be their Best Selves

Part 1: April 13<sup>th</sup> 7pm to 8pm and April 17<sup>th</sup> 11am to 12pm

Part 2: April 22<sup>nd</sup> 7pm to 8pm and April 24<sup>th</sup> 11am to 12pm

Todd mentioned that Sonia Lupien would be a good resource for the future. He saw her speak at the *Congrès de l'Institut des Troubles d'Apprentissage*.

### **W.A.T.C.H. Action Plans**

Emmanuelle showed the data that has been collected so far:

	School	# W.A.T.C.H. Action Plans	# of IEPs	TOTAL AT-RISK
201	ADS	4	21	25
202	Ayer's Cliff	5	28	33
203	Butler		24	24
205	Cookshire		22	22
206	Drummondville	14	90	104
207	Farnham	13	22	35
208	Heroes' Memorial	9	56	65
209	Knowlton Academy	3	46	49
210	Lennoxville	51	33	84
211	Mansonville	4	10	14
212	North Hatley	0	8	8
213	Parkview	49	100	149
214	Pope Memorial	0	14	14
215	Princess Elizabeth		69	69
216	Sawyerville	0	8	8
217	Sherbrooke		78	78
218	St. Francis	19	44	63
219	Sunnyside	10	27	37
220	Sutton	1	2	3
221	Waterloo		49	49
122	AGRHS		427	427
123	MVHS	0	335	335
124	RRHS		122	122
	<b>GRAND TOTAL</b>	<b>182</b>	<b>1635</b>	<b>1817</b>

Some schools have not yet sent their data. Emmanuelle will share the latest numbers at our next meeting in June. Concerns were expressed about the transition piece from grade 6 to secondary school. Where will the action plans be located knowing that most students who have an Action Plan do not have a confidential file? How do we make sure they make their way to secondary schools? Some suggestions were:

- Confidential File
- Student File
- Sent directly to resource teacher

This topic will be brought up at our next secondary school principals meeting. It was also voiced that it is difficult to follow-up on action plans in a secondary school setting. IEPs are easier to follow-up with because of the online platform (ISM). Dawn expressed that her school staff enjoys working with WATCH Action Plans and Diane mentioned that she put one in place last year and it was a very successful experience.

### **DSPu Survey Results**

Emmanuelle forgot to send the presentation after our last meeting. She will send it with these minutes.

### **Teaching to Students who are on the Autism Spectrum**

There is an interest at Parkview Elementary to get more information about the tools presented at our Board Level Parity Committee meeting on February 5<sup>th</sup> by Catherine Boisclair. I asked Phil that he or Barbra contact me if they feel that this needs to be done this year in their school. It will be part of our Professional Development offer for the 2021-2022 school year.

### **Resource Teacher Allocation**

Phil asked clarification regarding the formula that is used to determine the number of resource teachers in schools. Julie could not extend on the formula but she mentioned that it is based on the number of IEPs in schools and the total number of resource teachers at the school board level is part of the collective agreement. The Human Resource department will look into the Parkview situation and get back to Phil and Barbra to confirm whether or not their allocation is accurate for the 2021-2022 school year.

### **Snapverter**

A question was asked as to whether or not a license has been purchased. Emmanuelle will follow-up with Fred and get back to the committee.

### **Promotion Mental Health – Collaboration between Health and Education sectors**

New offer of service from the health sector in all elementary and secondary schools as well as in our Adult Ed and Vocational Training centres. Services will be offered in English and will be tailored to the school's/centre's needs. In elementary schools, the Positive Intervention offer of service which already exists for K4 to grade 2 students will be extended to all grade levels. In secondary school and centres, the offer of service will be based on the concepts of Positive Intervention, but tailored to meet the needs of teenagers and young adults.

### **P-294 – Consultation on Validation Process**

The MEQ is holding a consultation province-wide on the validation process for coded students. We were consulted through an online survey and again in person at the ACES table (Administrators of Complementary Educational Services).

**Timeline:**

Spring 2021: Provincial Consultation

Fall 2021: Collection and Analysis of Data

Fall 2021 and Winter 2022: Creating New Model

Winter 2022: Presentation of New Model

Fall 2022: Implementation of New Model

**LCEEQ**

Emmanuelle brought up the idea of organizing a Resource Teacher Summer Institute at the ACES table and there is an interest. It will be discussed again at the next ACES meeting.

**Situation at Farnham Elementary School**

Megan and Emmanuelle met after the meeting to address this specific situation.

**Tour in Adult Education and Vocational Training Centres**

Someone from QPAT is interested in presenting with Megan. Union representatives in the adult education and vocational training centres are very keen. The presentation will be held on a common presence day for all teachers to have the opportunity to attend. Directors are also keen in participating.

**Wednesday, June 16, 2021**

**W.A.T.C.H. Action Plans**

At our last meeting in March, information from a few schools was missing. Here is the complete document.

	School	# W.A.T.C.H. Action Plans
201	ADS	4
202	Ayer's Cliff	5
203	Butler	10
205	Cookshire	7
206	Drummondville	14
207	Farnham	13
208	Heroes' Memorial	9
209	Knowlton Academy	3
210	Lennoxville	51
211	Mansonville	4
212	North Hatley	0
213	Parkview	49
214	Pope Memorial	0
215	Princess Elizabeth	18
216	Sawyerville	0
217	Sherbrooke	31
218	St. Francis	19
219	Sunnyside	10
220	Sutton	1
221	Waterloo	10
122	AGRHS	50
123	MVHS	0
124	RRHS	0
	<b>GRAND TOTAL</b>	<b>308</b>

**Snapverter Add-On**

A board-wide license was purchased and the add-on is up and running. People who have used it find it easy to use, handy, and well worth it. There is a need for training to be offered in our system. Emmanuelle will follow-up with Fred to make sure people are aware this is available and that training is offered.

**Resource Teacher Summer Institute**

There are talks at the provincial level for this to be offered most likely in summer 2022. ALDI is very interested in developing and organizing this.

**Tour in Adult Education and Vocational Training Centres**

This was discussed at the Board Level Special Education Parity committee meeting earlier today. Megan wished to add that she shared different documents from the youth sector with them such as the grid for accommodations and the template for the W.A.T.C.H. Action Plan. These were well received.

**Resource Teacher Meetings 2020-2021 – Kimberley Morin**

Kimberley presented the work she has done this year with resource teachers and other ETSB personnel as well as with partners from other school boards or at the ministry level. Her presentation will be sent along with the minutes from this meeting.

## **COUNCIL OF COMMISSIONERS**

### **QUESTION PERIOD**

On behalf of the ATA, I would like to thank our commissioners for their dedicated service. Your efforts in looking out for the interests of our students have not gone unnoticed. Our community has been fortunate to have your active participation in ensuring quality education for our entire system. A special thank you to Mr. Murray for decades of involvement on the Council of Commissioners. (Ghislain Grave)

Thank you.

Is the website accurate about job postings?

Yes, the website is accurate. The 100% positions are replacements. The majority of job postings, except Drummondville Elementary School have been filled.

When I interviewed the Chairman on the first day of school, he said all the positions have been filled. What is the state of the staffing plan for ETSB?

As of now, we are searching for teachers for Drummondville Elementary School. The posting should be removed or revised.

They can actually make more money than what supply teachers currently make and come back to work at the salary level they were at when they retired.

How is the bank of supply teachers?

We have hired just about everyone we could. We are working on rebuilding the bank.

With regards to monies from the government, is there additional money to hire caretakers and cleaning staff?

There is no confirmation for additional money from the MEES this year, but we did have information last year that this could be covered.

Teachers have been asked to cover lunch time supervision and they are suggesting that supervisors be hired to come in and supervise so teachers can have their lunch time. Is there any possibility for additional money to hire lunch time supervisors?

There is no confirmation for additional money from the MEES, but we are working with our schools.

Did the Commissioners receive the email about their t-shirts?

We received the t-shirts you delivered and we will see to it that the Commissioners get their t-shirts. I wish you the best for the negotiations.

Mr. Chairman, did you receive the video that I have sent you?

No.

Can someone explain what is going on at Ayer's Cliff Elementary School at this time?

The renovations are not finished, not even close! Hallways, classrooms and gymnasiums are in disarray. Lockers cannot be used in this state because they

are being torn out. Ayer's Cliff Elementary School (ACES) is a major renovation project. Like many right now, there are some delays regarding construction projects and supplies due to the COVID-19. The issue right now is plastering, but should be completed this week and major renovations by Friday.

It is my understanding from the MEES that all students are to return to school as of next week. Given that the project is not a COVID-19 issue, is it possible to delay the start of the school year at least at ACES so that the teachers and administrative personnel can get themselves ready for students. Can the beginning of the school year be delayed by a few days in order to complete renovations; to give a chance to teachers to deal with the implementation of the new measures?

The security of all students is one of ETSB's top priorities. The security of our students will never be compromised. We will evaluate the situation on a daily basis and make sure the safety and security are not at risk.

The situation at ACES is not COVID-19 related but renovations. If the work is completed only by Thursday to set up their classroom, they need at least a day or do they have to come on the weekend to set up their classrooms?

We will take into consideration the preparation time for teachers in our analysis. The situation will be evaluated on a daily basis.

Who is the Director of New Horizons?

Mr. Steve Dunn.

Who is the Director of Campus Education?

Brome-Mississquoi  
(CBM) Adult

Mr. Steve Dunn.

There is a concern for indoor air quality – AHU brings in fresh air into the classroom. Is the ETSB aware of this and would they consider a plan to install these?

We are not aware this, we will look into it.

When school resumes, is there anything in place for the Breakfast Program being able to continue?

The Government has invested monies to support this kind of initiative in schools, not only for deprived schools, but in all schools. ETSB will comply to all CNESST and DSP'S directives.

Will the air quality for all schools and centres of the Eastern Townships School Board (ETSB) be tested? What is the timeline? When will the results be presented?

Yes, all classrooms in schools and centres will be tested for air quality. The deadline is February 28, 2021.

Is the Council aware that students at Campus Brome-Mississquoi (CBM) are ready to quit the welding program because of not having access to English materials?

Issues were addressed today. Having just discovered this, we are in the process of providing materials.

English materials are available and will be accessible very soon; we have everything there and the situation will be corrected quickly. Quebec Provincial Association of Teachers (QPAT) produced six YouTube videos. Are actors teachers that she knows (C. Beaubien) personally?

The videos were sent to Commissioners and the Record...what did Commissioners take away from that?

The videos were done a long time ago and were very well done as well as informative, but that is it. Can you resend the links?

Well done, touching, should equip our teachers with superhero capes – our ETSB teachers are among the best! After watching them, I felt great empathy for the people there. I felt like wanting to go give them a hand.

I heard a radio ad for the ETSB. Who is responsible for the advertisement regarding the ETSB enrolment?

Eric Campbell and I are. The radio advertising the registration period on Rouge FM and Energie in Estrie and Virgin radio in Montreal is heard in the western sector of the Board. The advertising for the registration period is also printed in many newspapers. A promotional campaign is also on social media.

Who is responsible for the advertisement for jobs in the Record?

The Human Resources Department took the opportunity with the Record to advertise in their jobs supplement.

The Ministère de l'Éducation du Québec (MEQ) invested 20 million for ventilation. How much does it represent for the Eastern Townships School Board (ETSB)?

Approximately \$114,000 for the ETSB.

Does cleaning of the ducts exceed the \$114,000?

No, approximately \$70,000.

What will be done with the rest of the money?

The rest will of the funds will be spent prudently on air quality issues.

The Eastern Townships School Board (ETSB) adopted a resolution about prioritizing educational staff. The Record was informed that the educational staff wasn't prioritized. Did the ETSB hear back from the Ministry about the adopted resolutions?

No, we did not hear back from the Ministry.

Was the Grade 7 addition to the Deed of Establishment at Waterloo Elementary School a request from parents or from administration?

It was requested from the Waterloo Elementary School Governing Board.

Does the modification to the Deed of Establishment belong to the Governing Board or to the Council of Commissioners?

It is a process including the Governing Board, the Central Parents' Committee (CPC) and the Council of Commissioners.

How does it work to establish a grade 7 in an elementary school?

You are asking for clarification of the process and we will look at all aspects, impacts and implications. You have referred to many committees in the process. The process involves many departments, but that does not mean that all these committees will be involved.

Can you provide a report on the air quality in the schools and centres?

All schools and centres have been tested as per the *Ministère de l'Éducation (MEQ)* request. Results will be available online next week.

What will the Eastern Townships School Board (ETSB) do in order to continue to prioritize vaccinations for the Educational staff?

A discussion took place with the Director General and the local *Centre intégré universitaire de santé et de services sociaux de l'Estrie (CIUSSE)*.

Is the Council of Commissioners aware that the union approved a five-day strike?

Yes, we learned it on the news.

Is the Council aware that a commando action is planned for this Friday?

It is an impromptu event with teachers attending or demonstrating in front of two CAQ offices. One in Magog and one in Sherbrooke. I hope it is successful and the weather does not dampen their spirits.

Are the Centre calendars presented to the Human Resources Committee?

The only calendar that has to be adopted by the Council is the youth sector. They develop their calendar off the adopted youth sector calendar to meet their unique needs.

Will Secondary 1 be offered to Waterloo Elementary School next year?

No.

Hindsight being 20/20, what would the ETSB have done differently for the April 14<sup>th</sup> strike day?

We will take this question under advisement.

What monies are available related to the COVID costs?

This is an open-ended operation and we do not have a precise answer.

There is limited accessibility of vaccine appointments. Can ETSB have vaccines in our schools?

A request has been made to the government, but we have not yet received an answer.

Health and Social Service mask recall: Teachers and Staff have stopped using graphene masks. Which schools and centres had these masks? How will ETSB address the health issues caused by these masks?

**Masks:** the school is using approximately 1000 masks per day. Disposing them is complicated and expensive. Is the Board looking at a way to dispose of them effectively and economically?

Some of our schools had them and they have been recuperated. At this time, there has been no indication of health consequences regarding the use of these masks.

A transgender student noticed letters from the Board and Schools sent out to parents only use the she/he, her/him. Would the ETSB consider the more inclusive pronoun of they/them?

Since they and them are not always grammatically correct, I think it's a very difficult issue to address. When referring to singular persons, it is awkward to use the plural. Once we go down that very slippery slope, we get into the situation where we then begin to be told that there are no more he/she dichotomies. So, I think we'll probably stay with what we're doing, understanding that perhaps the evolution of grammar will catch up eventually.

Would the ETSB consider this situation and look to addressing it, either changing the pronoun or sending some kind of communication out to parents, teachers and students with regards to students that are not identifying necessarily as male or female?

Although we are dealing with more pressing matters at the moment, I'm sure we would consider that, among many other things, but at the risk of sounding unempathetic, it seems like a very trivial part of the issues that we have to communicate about health, safety, security of students, security of personnel. It sounds like straining at gnats.

Are the pronouns they/them new to the Board?

No. I was simply trying to point out the grammatical difficulty of appeasing all points of view relating to communications.

Do you think if reducing the appeal of a trans-student to a grammatical issue might be considered transphobic?

M. Murray ETSB Chair:

Yes, I'm sure it could be as are many other conventional uses, but at the moment, we maintain ourselves as being not transphobic, not in any way phobic about any of the other variances that have been identified in sexual orientation or gender orientation. So, the issue of grammar is, again, I say, a trivial one relative to the issue of actual actions that we take.