

## **Wassup – Winter 2021**

### **TEACHER ADVISORY COMMITTEE**

Wellness Workshop – Wellness Workshop – Going forward as planned, Jeff sent information on Morneau Shepell workshops and they will meet next week to finalize the workshops. Confirmed for November 20. Several ideas came out of the Health and Safety Committee meeting, including canvassing for workshop ideas and a school-centered outdoor physical activity organized by school union reps. PIC has allocated up to \$5,000 for the day. Gail hopes to have a preliminary list of workshops by the end of September. Teachers should inform principals if they are attending a workshop out of school on this date.

Technology Procedure for Substitution - The Board has purchased the “Absenteo” software that allows teachers to search for a candidate to replace them. A specific substitute could also be requested. The system will be paperless. The software is now installed and training and testing is currently taking place, but it is hoped that the system will be up and running in 3 to 4 weeks.

Ped Day Workshops – Board PED day workshops will be ½ days and conducted online until Christmas. A confirmed list of offers should be out next week. Discussion around if teachers need to be in school on PED days – it’s a School Council item and should be discussed in every school. There are indications from the Ministry that people could work from home when a physical presence is not required. ETSB will be working on guidelines for tele-travail.

ATA Consultant Survey – G.Klinck presented the results of the survey. The Board is evaluating the quality of PD provided to schools (according to research-based criteria – T.Guskey) and has obtained a grant to release a number of schools teams to participate in the process while investigating the implementation of formative assessment.

Updated List of Consultants – The list of consultants (youth sector) has been updated. Some dossiers have been reshuffled to cover the retirement of Jean Provencal.

Consultants in the Adult Sector – The consultants from last year have been rehired. They are not included on as consultants lists provided by E.Lettner.

Dealing with Covid in Schools and Centres – Round table discussion: There is high anxiety among teachers but they are doing as well as they can. It was noted that there needs to be more alignment between procedures from Val-des-Cerfs and ETSB. Due to closed classrooms, there is no personal space for teachers, loss of classroom space. In elementary schools – transitions are difficult (handwashing), but teachers and kids are generally doing well, noting

some problem with kids / adults displaying cold/flu symptoms, an excessive amount of work for janitors, and the every-changing rules emanating from the MEQ. In the adult sector – students are very responsible, attendance and enrollment has increased, everyone is doing well. It was noted that when kids are in the classes, there's a sense of normalcy, but change in routines can be problematic. Administrators everywhere have been doing a tremendous job given the circumstances –Within the virtual school – there is a huge learning curve for teachers, who are also dealing with several subjects in two levels and a vast diversity in the ability of students. A general feel of exhaustion was expressed by all.

IEP's – Noted problems with IEP's include a lack of a common language around testing scores and the understanding of terms such as “modified” and “adapted”. There were some objectives that not been modified or closed last year and thus makes it difficult for the teachers receiving students this academic year. Complementary Services will be tacking IEP's this year with the view of improving the quality of these documents.

ETSB Guidelines – The Board has drafted guiding principles for this time of Covid. The guidelines may differ slightly from to school to school, but all must conform to the guideline of the MEQ. A copy of the guidelines will be sent to M.Seline.

Online Teaching/Learning – 62 students are studying online. The reason for creating a central virtual school was in order to alleviate the stress on regular teachers trying to serve students both in person and virtually.

Local Agreement – Megan sent a document to new TAC members outlining the role of TAC.

Parent / Teacher / Open House Meetings – More information on dates for parents' night in each of the regions will be forthcoming at the beginning of October. Individual schools will decide on whether the meeting will be in person or virtually. There may be a new format. Eva will send the dates to Megan when that information is available.

Reporting Schedule – Eva will send the dates for end of term and report card entry to Megan.

Emergency Protocol Consultation – Has the Emergency Protocol been sent to the MEQ? Yes, it went on Tuesday and the Ministry has declared ETSB in good shape, with a couple of minor points to be tightened up. Each school must also submit their contingency protocol, including more local considerations, by October 28, 2020<sup>15<sup>th</sup></sup>. F. Noirfalise will provide a copy of the Board Contingency Plan to M. Seline. M. Seline indicated that the Union should have been consulted on the document. Discussions ensued on the importance of a

common protocol between Val-des-Cerfs and ETSB. This matter will be referred back to the Health and Safety Committee.

Budgetary Rules – M. Seline requested these. J. Pauw will follow up.

Mesures – A request was made for a list of available mesures, including the parameters of each Measure. These are outlined on the MEQ website. With respect to the New Teachers mentorship moneys, ETSB is still looking at being able to train mentors (teachers, on a volunteer basis), releasing them and training them to become coaches for new teachers. Due to the Covid reality, this will be pushed back of a few months. There is about \$50,000 in this Measure. \$8,000 will be invested into the Professional Partnership, and the rest will go to training. A question was asked as to whether there be something organized for new teachers at the beginning of this year? Nothing is anticipated at this time.

QPAT Survey on Emergency Remote Learning – M. Seline will send the results to everyone.

Kindergarten Teachers Meetings – Some kindergarten teachers miss the occasional meetings that used to be held. Will they be brought back? M. Delis and another consultant will be creating some online “Fireside Chat” sessions (voluntary) where teachers can discuss their realities.

Emergency Protocol / Re-confinement Plan – Hours – In building online schedules for the virtual school, ETSB has used the prescriptive MEQ times for online learning. There are synchronous and a-synchronous times included, as well as availability times where teachers are available to students and/or parents, should they have any questions.

Promotion – Last year presented challenges for promotion (by subject) at the secondary level. While the MEQ has tightened their rules surrounding reach-back credits, this year, exceptionally because of the necessity of closed groups, reach-backs will be allowed, but schools must keep traces that earlier material was presented to students.

Covid Teaching Models -Each high school has a different model for delivering classes for Sec. IV and V. Galt’s plan has some students there on a full-time basis and others who are there part time, and taking classes online on certain days. M-V has all students at school, but some students in closed groups may be following a course in another room via Google Meet. The same model is in place at RRHS.

Common Competencies – How do schools approach CCC’s? At M-V, CCC’s rotate among the departments that teach core subjects plus social studies. Every school handles them differently, but there are some descriptors that can be used to aid the process.

Calendar – The calendar at RRHS has changed, so that every Friday is designated as a particular Day within a 10-day schedule. The reason for the change was to make all the groupings fit given the Covid restrictions.

Handbook – M. Seline sent a draft to J. Pauw and E.Lettner.

Technology Procedure for Substitution – Sherbrooke Elementary has volunteered to be the “test” school. Following that period, there will be a board-wide workshop to train everyone on how to use the software.

Ped Day Workshops – Is it possible to have a list of training sessions that are going on? So far, there are workshops on December 4 and Eva will send the list to Megan. Most of PD will be more directly to teachers. Some training has been offered by outside resources (.e. The Centre of Excellence - Eva Degostigny) and timing will depend on teachers needs / availability / the availability of supply teachers.

Dealing with Covid in Schools and Centres – Sherbrooke: Teachers are tired. One issue is being on duty at lunchtime with many teachers being over the prescribed minutes, the time being taken from work of a personal nature, which is not on the Annex B. Jeff will check into the Annex B's and will be communicating with Nicole Carriere about the situation. Massey-Vanier: the idea of bubbles is pretty well moot as students are in so many different “bubbles” simultaneously. The Government needs to consult teachers and actually listen to their points of view. Richmond: some of the rules don't seem consistent with the directives. Example: students don't hand sanitize coming off the bus, so the school doors are open and it's getting cold.... Jeff will check the practices for busses and hand sanitizing. Open doors are fine in the fall but won't work well in the winter. There is an issue with the lack of means of opening windows in classrooms. AGRHS: some confusing with Ministry contradictory rules, particularly with phys. Ed, drama and dance – masks are required for dance and drama but not phys. Ed. – why not? General: issues with students with behaviour issues or special needs, the difficulty with getting to bathrooms in a timely manner, bathroom sanitary issues, exhausted teachers and staff, building relationships with students challenging, no clear directives for Adult Ed and Voc. Training, the amount of time spent sanitizing, the difficulty of the increased tech load, the increased number of contacts with parents due to absent students, constant changing guidelines... The Board agrees and recognizes

Parent-Teacher/Open House Meetings – Dates will be sent to Megan as they become confirmed. At the high school level, the three schools may be organizing their sessions differently. Richmond's situation will be clarified.

New Teachers – Training sessions for new teachers are on hold due the Covid situation and the desire not to overburden teachers any more than is necessary.

The union is also postponing the New Teachers' dinner, although Megan is visiting schools where possible to greet new teachers. Some new teachers are being welcomed via Zoom.

Trial Runs – Online – There is an idea of in-school tech sessions with Jody Meacher to help prepare teachers to move online should the need arise. School principals have been invited to explore this idea with their teachers and to book sessions. There are a number of possibilities as to how this could be done.

Video conferencing – Cyberbullying is an issue and teachers have very little control over what kids are doing. How do we put restraints on kids who take advantage of a video conference to record others and then use the material against a participant. The boundaries need to be clear in school codes and in the ETSB policy and the implications of misuse must be clear. The role of the Board at this point is to support teachers learning to be able to adapt to changing times.

Teacher Autonomy – Union hopes that teachers will continue to have autonomy.

Workload – Question – is it only at Sherbrooke ES that teachers are working over the stipulated times? Yes, Jeff recognizes that teachers everywhere are doing more, whether or not this is recognized in a particular category. The union's position is that extra supervision should be on teachers' Annex B's. How should this be addressed? It is a difficult situation, teachers often volunteer to pitch in where needed. Megan is awaiting the Annex B's and will assess the situation.

Class Size and Covid Directives – There was a hope that the ministry would reduce class size in order to keep social distancing regulations, but the ministry simply reduced the social distance.

Digital Plan Checklist – From Massey-Vanier – There was an concern expressed that Ped Co's are being asked to complete a digital checklist that teachers are expected to teach their students to use Google classroom and other tech tricks. Julie Edwards stated that she strongly counselled teachers at M-V to become tech savvy and to take advantage of the weeks when Jody Meacher was at Massey-Vanier. Comment that dealing with older students and google classroom is one thing, but for young students, parents are the people who need to learn how to use the technology. Eva will share the checklist with Megan.

International Students – Question – where are international students this year? ETSB did agree to accept students last year, and would provide refunds should it come to that. Some borders have just opened and we are about to receive 6 students. The restrictions have been explained. Students will be in isolation for 14 days before attending school. No new students will be accepted for this year, but there is the hope that the program will open up next year.

Timetable at RRHS – the schedule is still a 9 day schedule, and every second Friday is a designated day to effectively turn it into a 10-day schedule. Teachers were not consulted and are unhappy with the schedule which was imposed against their will. It was not brought to School Council. Eva mentioned that the timetable is a School Council issue and the topic should go back to School Council. Sylvie also mentioned that admin filled in the assigned presence time. It seems that there is a disagreement on this clause and it will go to a LRC.

### **Adult and Vocational Training**

Continuing Education – Teachers are conducting their lessons in class and online simultaneously. The ratios are being followed by the Board. A concern was expressed that the Adult Ed. consultants are not able to help with subject content and evaluation. A ped. consultant is needed at this level. Little support is available for IEP students, immigrants (language) and the creation of materials. Things are going well.

Ministry Directives - there is nothing pertaining to synchronous and asynchronous time.

Evaluation – At this point, end-of-year evaluations have not been cancelled, although there are conversations around the ethics about exams during this time. In Grade 6, exams will only count for 10% rather than 20%. Question – in Hairdressing, the exam requires treatment on a live person rather than a dummy head. How will this work? Eva will follow up on how CBM will undertake evaluations and get back to Eva.

Consultant –Nicole Foucault is the new Assistant Centre Director

Communications – CBM – VDC has been sending Covid-related communications to students and teachers are being sent in French only and this is a concern. Jeff spoke with the director and said that ETSB is working on its own protocol. VdeC will try to make communications bilingual. There is also a concern about Voc. Training materials that are only available in French – i.e. for welding. This is a complicated situation as the ETSB has been pushing to get teachers English teaching materials. Concerns about the VDC Adult. Ed /Voc Training website not representing ETSB; it seems this may have been rectified.

## **CENTRAL PROFESSIONAL IMPROVEMENT COMMITTEE**

### Review of 2019 – 2020 booklet

Megan suggested we review the booklet. A recommendation to have a “central depository” for workshop information so teachers could share information on the specific PD. Corrections are done.

### Parameters of the distribution of funds 2020 – 2021

Parameters for the distribution of funds remains the same as previous years. It was moved by J. Edwards, seconded by N. Lemaitre to adopt this distribution. Carried

### Wellness Workshop

At TAC, confirmed November 20<sup>th</sup> as the Wellness Day. We will commit up to \$5000 to support the Wellness Day. There could be an element of outdoor activities given the Covid situation.

### Monies for LCEEQ workshops

LCEEQ is looking at alternatives and formats to provide workshops. M. Roberts proposed that we provide up to \$200 per teacher up to a maximum of \$5000 who participate in LCEEQ workshops. Carried.

### Covid Issues

Effects on PD: Wellness activities, teambuilding would be positive for staff; need to invest in staff; Adult Ed teachers moving towards online instruction so PD is needed; Consultants have been very busy with distance learning so we have support for schools if ever needed;

### Multi Grade Classes

Money will be decentralized to teachers in the schools based on their multi-grade classes.

### Training for substitutes

Will there be training? It's on our wish list. Money could be made available from PIC to help.

### QPAT Convention

Will be an online convention. ATA is hoping to get some statistics on attendance of the members. In past years, about 30% of our teachers attended. Pre-Convention will need release to attend.

### Workshops on Teacher Planning Days

There should not be events organized on these days.

### Professional Partnership Program

The program will continue with the current funding. Should that not be sufficient, Central PIC could help.

### Mesure for New Teachers

Megan Webster will be working with us to support our new teachers. She will help develop our mentors to develop a program.

## **HEALTH AND SAFETY COMMITTEE**

### Wellness Workshops – November 20, 2020

Gail will be organizing most of the content. Jeff has secured a wellness presentation via Zoom by Kim Barthel (Relationship Matters) for 90 minutes starting at 1:30 p.m. for up to 500 participants. The session will be recorded and viewable for anyone in the ETSB for 60 days. Jeff and Wanda will contact Gail for more info.

### Conflict resolution in the workplace

Was put on hold given the current situation. Need to meet to finish up as we have our next sessions beginning in January and bring Julie up to date.

### QPAT Survey: COVID19 – Collection of Information on Workplace

This is a survey that was sent to teachers in September this year. Results are pretty good. Many schools responded. It would be interesting to see how things are going now.

### THI Survey

HR initiative, working with 9 English boards for common framework. Each board has it's specific objectives. We will focus on civility in the workplace; increased recognition and maintain engagement.

### Forms to declare Workplace Violence

Some of the other boards have included QPAT recommendations. Can it be discussed at DC? Jeff will take the discussion there.

### CNESST School Visits

ADS, GALT, SES, CBM, Butler, Farnham, Heroes' and Knowlton have had inspections. Can the ETSB send copies to the ATA? Copies are available in schools. Megan stated that there are concerns in hairdressing and professional cooking at CBM.

Are there common guidelines for all school? Yes, sent out to all schools and centres. What happens if we are allergic to procedural masks? We can provide the person with an alternative.



At Heroes' some of the buses have sanitizer and it is not being enforced when getting off the buses.

Does the ETSB provide materials for supply teachers. Yes.

Is there a specific length of time for disinfectant should stay on surfaces? It depends on the product, from instant to 10 minutes. In most cases you apply to a cloth and wipe the surface. The principal has all the information concerning the products being used in schools.

A recommendation was made to ask principals to share the information with their staff on the products being used (staff meetings, school council, etc).

**Anxiety and Depression: A Second Catastrophe**

An article sent to Megan stating young adults and health workers are most affected among anglophones.

**EAP**

Reminder that we have Morneau Shepell for our employees. There is the website and phone app that are very useful. Unfortunately, we do not have updated stats on utilization. Can we get the magnets again? Jeff will ask. Any promotional material would be appreciated.

**Training Sessions**

A board consultant scheduled a workshop on a ped day that the teachers choose to do in live presence. Schools are given a choice of online or live workshops. Should they choose in person, then they must ensure they respect all guidelines.

**Violence in the Workplace – CNESST / QPAT Technical Meeting**

QPAT provided a workshop by the CNESST. A similar workshop is being planned for the HR of the 9 boards.

**WPN / Common Presence / Ped Days – Directive**

While visiting schools, there are a variety of ways this is being interpreted. It is recommended that these are done at home when possible. Were schools made aware? Yes, it was discussed at management. It will depend on the individual schools and what their needs are.

**Covid Concerns – Personal Round Table**

Quick observations in schools, students are not necessarily following guidelines, coming to school with colds, etc. These are personal observations. It is difficult to explain to young kids all the rules and making sure they are enforced.

## Cleaning and Disinfection of Teaching Materials, Surfaces and Rooms

Directives about cleaning go out. Is there adequate time to clean? Teachers are cleaning too. Is it all ok? What happens when winter is here and hand sanitizer? We will have to adapt.

## Adult and Vocational Training Centres

CBM did not get share any directives whereas LVTC did. Also, directives are only in French. It seems that everything is VDC.

## Visits: Heroes', Farnham, MVHS

Farnham has a space issue and interferes with the 50-minute lunch period. Looking for creative solutions. Can there be something put into place to give teachers some space? MVHS heating in gyms was causing problems. We are not aware as VDC manage the building.

## Ventilation

Directives from ministry and \$20M available to school boards. How is ventilation being addressed going into wintertime? We received \$140,000. The money is being used to clean our ventilation systems. In most of our schools we have natural ventilation (windows). Can there be a directive to schools with things they can do to help with ventilation?

## Videos and online Issues

There are concerns about being online if the time comes. Can info be shared with teachers of what is allowed and not allowed? Some teachers are worried about young kids not having the needed support at home.

## Defamation

A letter was sent to ETSB concerning an event at MVHS. There was adult who created an Instagram account with slanderous material. The admin dealt with the issue. The site was shut down. Some material targeted individuals by name. What can the ETSB do? We will support the school and admin to deal with the situation. In many "online" situations, the ETSB is limited in what it can do.

## Workload

It is important to respect everyone's workload. Everyone is working on overload and overwhelmed. A special thank you to all our staff who have put in endless hours under very difficult circumstances.

## Covid Concerns

Sanitation on buses remains a problem at Heroes'. What happens at the high school? Drivers do not want to argue with high school students, so they sanitize entering the school. Red Zone – wearing masks: kids seem to be respecting wearing masks, at both elementary and secondary.

### Wellness Workshops – November 20<sup>th</sup> review

Feedback was all good, increased attendance. The local workshops were very interesting and well done.

### Conflict Resolution in the Workplace

Meeting taking place next week. Will send in the info the following week.

### Forms to declare workplace violence

ETSB is developing an incident report form that it hopes will cover concerns that were raised.

### Ventilation

Letter on November 27<sup>th</sup> from ministry – we are following recommendations from the ministry. Protocol to open windows has already been sent, which means most of our schools. We also asked schools to identify classrooms with no ventilation (2 reported so far) and we intend to fix. We will be spending over the next few years about 12 million on heating and ventilation. CO2 testing to begin. Looking at the differences between opening windows. Eight schools being tested, two are done (Parkview, PEES, Galt, RRHS, NH, LVTC, SES, + one more rural). Megan congratulated Eric and his staff for an excellent job in the upkeep of our schools.

### EAP

We asked for magnets, got stickers. Julie will see if she can get them put on magnets.

### Videos and On-Line Issues

You can be recorded, but it is what is done with the recording that could lead to consequences for the student or person. All recordings are the property of the ETSB and cannot be used without authorization.

### Civility

Have not had time to work on it. Julie has become familiar with the dossier.

### Covid Cases

Latest cases have been at ACES, RRHS Galt, SES and MV. So far 3 employees tested positive (2 bus drivers and 1 teacher)

### Lock-Down at MVHS

Lockdown went very well, was coordinated well. The day after, still unresolved and had to cancel presence in school. Can there be some kind of procedure in the event this happens again? There should be support; collaborative approach; breakout rooms with professionals, etc. What about parents?

### Public Harassment Procedure

Discussed a situation at our last meeting. Since then, 3 elementary teachers have expressed concerns about public harassment. Very little the ETSB can do. We can accompany someone if they decide to file a civil suit.

### Hiring of Support Staff for Cleaning

Extra hours were added to all schools and centres.

### Teacher Mental Health Check-in Survey

Megan sent the document to the committee members and reviewed some of the statistics.

### Air Quality Reports

Are there official reports? Does a company have to come in? We have not been requested to do air quality reports since these are a "portrait" taken at a given moment and would not necessarily be accurate. It is always best to take measurements between outside and inside tests (like CO2).

### LTD

Long Term Disability – IA rates came out. The rate of LTD is at 18% increase. Previously people were near the end of career going on LTD. Now, younger teachers are going on LTD. Can something be done to help keep people from going on LTD? The board tries to manage all cases to try to reduce the time on salary insurance and decreasing the number of employees who may end up on LTD.

## **BOARD LEVEL SPECIAL EDUCATION PARITY COMMITTEE**

## **SPECIAL EDUCATION TEACHER PARITY ADVISORY COMMITTEE**

### **Resource Teacher Training**

Training will occur via Zoom due to COVID restrictions. Sessions will be held from 9:00 to 10:00 and the School Board will cover release time. Topics to be discussed include:

Role of the resource teacher

IEPs

Evaluation Tools - Standardized & non

Modification of QEP outcomes

Overview of adapted ministerial programs

Risk Factors & Developmental Vulnerabilities

Teaching literacy to students with significant disabilities

Teaching numeracy to students with significant disabilities

Would it be possible to offer some of these meetings after school? It was felt that it would be challenging to do this because everyone finishes at different times and mandating people to stay after school would be too much to ask. The board will cover the full morning if necessary to alleviate the challenge of finding a supply teacher.

5 meeting dates have currently been scheduled

Sept. 28th

November 30th

Feb. 22nd

March 29

May 25th

### **Pilot Project CASP&CHALLENGES programs**

This remains a pilot project for the 2020-2021 school year. Names of schools who will be involved in this program must be sent to E.Gaudet by the end of September to ensure we can get students the proper report card.

A form has been created for school teams to use when analyzing a student's case to ensure that the students selected have a profile similar to a person who has a moderate to severe intellectual impairment. A report on Collect Info must be completed by school principals at the end of the school year.

### **Workshop on Language Disorders – Dec 4**

Several workshops have been planned on this day. This one will be open to elementary and secondary schools. A survey was sent out to ensure this workshop will meet the needs of staff. More details will follow. A list of workshops from pedagogical and complementary services has been created.

### **Contingency Plan (COVID-19) – At risk students**

A working document has been prepared to ensure that at risk and special needs students' needs will be taken care of in the event of a school closure. The term at-risk has been defined in the document. Resource teachers will provide online services to students they would normally have provided support to in person. They will also touch base with classroom teachers weekly to consolidate support for students with special needs. Teachers will continue to communicate with parents of at-risk students to keep them informed of progress. Students will continue to have access to their accommodations. This will be shared with resource teachers at the next meeting. Internet access has been expressed as a concern for some students. It could be interesting to provide steps parents should take when technology is not working.

### **Acquisition of Read & Write textbooks**

Could the school board have the buying power to purchase books who offer Google Read & Write versions of textbooks?

It is also important that schools have photocopiers with OCR to copy all the books. They do not always work together. As schools are renewing their contracts, they get photocopiers who have OCR.

It has been offered by the ICT team in the past to do practice tests in April to practice using the technology to login into the exam accounts.