

# ETFO STANDING COMMITTEE REPORTS

TO THE 2021  
ANNUAL MEETING





## **REPORT TO THE 2021 ANNUAL MEETING OF THE ANNUAL MEETING COMMITTEE**

### **Terms of Reference:**

- To receive nominations in writing from the General Secretary for Executive positions and to forward a list of nominees to the membership.
- To review the procedures to be used in the elections at the Annual Meeting.
- To develop a draft agenda for the Annual Meeting for the approval of the Executive.
- To receive and review resolutions submitted to the Annual Meeting and prepare the Annual Meeting Booklet for distribution to the membership.
- To prepare the Annual Meeting Workbook for distribution to the Annual Meeting.
- To review operating procedures for the Annual Meeting.
- To receive applications for the positions of assistant and poll clerk and to recommend appointments to the Executive.
- To facilitate the operation of the Annual Meeting.

### **Committee Members**

Heather Weber	Bluewater Occasional Teacher Local (Chairperson)
Lynn Buckley	Waterloo Region Teacher Local
Jade Holloway	Hastings-Prince Edward Teacher Local
Susan Ritchie	Algoma Teacher Local
Derek Watt	Hastings-Prince Edward Teacher Local
Lorna Larmour	Staff Liaison
Evelyn McGrogan	Staff Liaison

### **Committee Activities 2020-2021**

The Annual Meeting Committee met on December 11, 2020 via Zoom. At the December meeting, H. Weber was elected as committee chairperson. Vice-President M. Rusnak brought greetings and discussed committee guidelines such as the process for recommendations to the Executive, conflict of interest guidelines and member's obligation to disclose any conflict, the chairperson's responsibility within the committee group and their responsibility to present to the provincial Executive members. The committee was provided with an overview of the events of the 2021 virtual Annual Meeting and reviewed the 2020 Annual Meeting evaluations. The committee reviewed the Terms of Reference and the selected leads for each role responsibility during the meeting (credentials, resolutions, steering, returning officer). The committee discussed changes to new business in the Operating Procedures and developed changes to the

Constitution and Bylaws to be submitted to the Annual Meeting.

The March committee virtual meeting is one where the committee, with the assistance of the parliamentary team, reviews, revises and consolidates motions submitted from locals, standing committees, the Representative Council and the Executive. A total of 98 resolutions were submitted. However, after combining same/similar resolutions and after some were ruled out-of-order, the resolution count decreased to 90 resolutions. As well, both the committee and parliamentary team received equity training.

The committee met via Zoom on May 31 in preparation for the 2021 virtual Annual Meeting. The committee refined communication loops and roles for the online event. The virtual format provider will once again be LUMI, which will be offering a new service of an integrated screen so both the Zoom meeting and the LUMI voting platform will be seen on the same screen.

**Recommendations to the 2021 Annual Meeting:**

1. THAT effective 2023, Bylaw III, Elections, be amended by the addition of a new subsection following 3.13.5 to read:

“1.0 Notwithstanding the above, should an acclamation occur for an elected position, the Annual Meeting shall move to the next set of elections.”

2. THAT effective 2022, Article IX, Annual Meeting, 9.8.3, be amended to read:

“9.8.3 Time will be scheduled at the end of the second, third and fourth day of the Annual Meeting to consider new business motions; and”

3. THAT Article IX, Annual Meeting, 9.16 be amended to read:

“9.16 The Annual Meeting agenda shall include a period of up to thirty (30) minutes for questions and answers to a panel of the released Executive members, through the president during non-election years.”

Respectfully submitted,  
Heather Weber, Chairperson

LL:SC



## REPORT TO THE 2021 ANNUAL MEETING OF THE ANTI-RACIST EDUCATION COMMITTEE

### Terms of Reference

- To identify ways for ETFO to sensitize members to cultural, racial and linguistic diversity with an anti-racist focus.
- To identify ways to promote teaching as a career and educational leadership opportunities for racialized members.
- To identify issues in anti-racism, which should be addressed by the Federation.

### Committee Members

Tanushree Krishnanand  
Amandeep Mehta  
Jyoti Oberoi  
Patrice O'Connor  
Jennifer Stewart  
Pam Dogra

Durham Occasional Teacher Local (Chairperson)  
Peel Teacher Local  
York Region Teacher Local  
Peel Teacher Local  
Upper Canada Teacher Local  
Staff Liaison

### Committee Activities 2020-2021

The committee met on December 8, 2020 and February 9, 2021.

At the December 8 meeting, T. Krishnanand was elected as committee chairperson. The committee members discussed various challenges in their working conditions due to the COVID-19 global pandemic. Vice-President D. Mastin reviewed the Anti-Racist Education Committee Terms of Reference, discussed the conflict-of-interest guidelines and reviewed ways in which the committee can communicate with the Executive. The committee viewed two short clips from the film resource, *Race and Education: The Water We Swim In*. The first clip discussed the issue of representation of racialized teachers and the difficulties that many racialized educators face.

During the February 9 meeting, the committee shared the *ETFO Black History Month* poster and the TDSB and ETFO resource addressing anti-Asian racism. The committee welcomed new committee member Amandeep Mehta from the Peel Teacher local, replacing Irma Raquel Dunford. Committee members commented that some students are finding on-line learning during the COVID-19 pandemic challenging. The committee also discussed that the many changes and health restrictions are creating fluctuating emotions for educators, students and their families.

Vice-President D. Mastin brought greetings from the Executive and discussed the

critical role of the Anti-Racist Education Committee and spoke about ETFO's leadership and advocacy on equity issues and pushing for change at both the CTF and OTF levels.

The committee discussed the 2021 Annual Meeting. P. Dogra shared that the 2021 Annual Meeting will be virtual and that all resolutions will be considered.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Tanushree Krishnanand, Chairperson

PD:CS



## REPORT TO THE 2021 ANNUAL MEETING OF THE ARTS COMMITTEE

### Terms of Reference

- To identify issues regarding Arts education in elementary schools.
- To advise the Executive on supporting and advocating Arts initiatives in school communities.
- To provide advice on the content, delivery, and design of professional development to support members in the Arts.
- To recommend policy recommendations related to professional learning and curriculum in the Arts, for consideration by the Executive and the Annual Meeting.
- To identify strategies that will strengthen the role of Arts educators and Arts education in elementary schools.

### Committee Members

Carolyn Proulx-Wootton  
Lauren Cooke  
Gavin Foster  
Michele Kleinschuck  
Kara Nagel  
Elizabeth Kettle

Grand Erie Teacher Local (Chairperson)  
Kawartha Pine Ridge Teacher Local  
Hastings-Prince Edward Teacher Local  
Waterloo Region Teacher Local  
Upper Grand Occasional Teacher Local  
Staff Liaison

### Committee Activities 2020-2021

The committee met twice during the 2020-2021 school year. The first meeting was held on December 16, 2020 and the second on February 5, 2021.

At the first committee meeting, C. Proulx-Wootton was acclaimed committee chairperson. Vice-President M. Rusnak brought greetings and discussed the *Guidelines for Committee Members*. The process for recommendations to the Executive and the ETFO Arts Policy statements were reviewed.

Committee members gave feedback for the ETFO 2021 Arts Conference and reviewed ETFO resources for the Arts available through ShopETFO. There was an in-depth discussion regarding challenges the pandemic presented for educators including a lack of resources for virtual learning and the mental health impacts on members. The committee shared and discussed the three subject associations' support of Arts education during the pandemic, i.e., Council of Drama and Dance Educators (CODE),

The Ontario Art Education Association (OAEA), and Ontario Music Educators' Association (OMEA).

At the second meeting, the committee received an overview of ETFO AQ courses for the Arts and the process for revising and updating courses. Committee members continued their discussion around ETFO resources and making them easily accessible to members during the pandemic, and brought this recommendation forward to the Executive. They also continued their discussion on mental well-being, which is reflected in their motion to the 2021 Annual Meeting.

**Recommendation to the 2021 Annual Meeting:**

1. THAT ETFO provide incentive funding in the amount of \$20,000 for locals to host arts events for member well-being

Respectfully submitted,  
Carolyn Proulx-Wootton, Chairperson

CP-W:EK:NM



## REPORT TO THE 2021 ANNUAL MEETING OF THE AWARDS COMMITTEE

### Terms of Reference

- To recommend award recipients to the Executive.
- To examine the awards criteria, procedures and make recommendations.
- To recommend an awards budget to the Annual Meeting.
- To recommend the addition or deletion of awards to the Annual Meeting.
- To submit resolutions concerning awards to the Annual Meeting.

### Committee Members

Carl Oliver	York Region Teacher Local (Chairperson)
Helen Hobden	Halton Occasional Teacher Local
Tracy Lazer	York Region Teacher Local
Neeru Sekhon	Peel Teacher Local
Christy Thompson	Kawartha Pine Ridge Teacher Local
Sonia Ellis-Seguin	Staff Liaison

### Committee Activities 2020-21

The Committee met three times during the year and recommended the following as recipients of ETFO Awards:

#### **Anti-Bias Award:**

Not awarded for 2020-21

#### **Anti-Racist and Equity Activism Award:**

Rabia Khokhar, Toronto Occasional Teacher Local

#### **Anti-Racist and Equity Activism Award – Women's Program:**

Not awarded for 2020-21

#### **Arts and Culture Award:**

Not awarded for 2020-21

#### **Bachelor of Education Bursaries for Sons and Daughters of ETFO Members:**

- Adam Robertson, Waterloo Region Teacher Local
- Adele Dodd, Peel Occasional Teacher Local
- Caitlin Mann, Hastings-Prince Edward Teacher Local
- Lauren Gadson, Hamilton-Wentworth Teacher Local
- Lindsay Wray, Avon Maitland Teacher Local



- Zoe MacLaren, Halton Teacher Local
- Clare French, Upper Canada Teacher Local
- Megan Whyte, Ottawa-Carleton Teacher Local
- Kayla Mackintosh-Anderson, Ottawa-Carleton Teacher Local
- Sasha Walker, Waterloo Region Teacher Local
- Sydney Charles, Lakehead Teacher Local

**Bursaries for Members of Designated Groups:**

Emma Collins, non-ETFO member

**Bursaries for Members of Designated Groups – Women’s Program:**

- Alanna Gilchrist, non-ETFO member
- Carolyn White, non-ETFO member
- Christabel Amanoh, non-ETFO member
- Melissa Van Bussel, non-ETFO member
- Kaly Lin, non-ETFO member

**Children’s Literature Award:**

Brock Greenhalgh, Waterloo Region Teacher Local

**Professional Learning and Curriculum Development Award:**

Not awarded for 2020-21

**Professional Learning and Curriculum Development Award – Women’s Program:**

Not awarded for 2020-21

**Doctoral Scholarship:**

Michelle Mckay, Peel Occasional Teacher Local

**Doctoral Scholarship – Women’s Program:**

Tara Hedican, Upper Grand Occasional Teacher Local

**Environmental Education Award:**

Not awarded for 2020-21

**ETFO Member Bursaries:**

- Kathleen Crichton, Upper Grand Teacher Local
- Tyrone Russell, Waterloo Region Occasional Teacher Local
- Richelle Hart, Waterloo Region DECE Local

**Faculty of Education Award:**

- Athena Tassis, OISE Faculty of Education
- Erin Creed, Nippissing Faculty of Education
- Jordan Brady-Lee McCully, Ottawa Faculty of Education
- Kasslyn Bruinink, Windsor Faculty of Education
- Rhiannon Latremouille, University of Ontario Institute of Technology (UOIT) Faculty of Education
- Sara-Yin Liu, OISE Faculty of Education

**FNMI Professional Learning Bursary:**

Not awarded for 2020-21

**FNMI Scholarship – Women’s Program:**

Not awarded for 2020-21

**FNMI Women in Education Bursary – Women’s Program:**

Tamara Smith, Ottawa-Carleton Teacher Local

**Health and Safety Activist Award:**

Not awarded for 2020-21

**International Humanitarian Award for an ETFO Member:**

Not awarded for 2020-21

**International Humanitarian Award for Non-ETFO Member:**

Not awarded for 2020-21

**Learning and Leadership Bursary:**

Not awarded for 2020-21

**Local Humanitarian Award for an Non-ETFO member:**

Not awarded for 2020-21

**Local Humanitarian Award for an ETFO member:**

Jennifer Wallage, Waterloo Region DECE Local

**Master’s Scholarship:**

- Erin Cleasby, Waterloo Region DECE Local
- Jamie Zancai, Toronto Occasional Teacher Local
- Meara Michalska, Peel Teacher Local
- Teresa Yeh, Peel Teacher Local

**Master’s Scholarship – Women’s Program:**

- Amy Standeven, Ontario North East Teacher Local
- Caitlin Carr, Waterloo Region Occasional Teacher Local and Simcoe County Occasional Teacher Local

**Member Service and Engagement Award:**

Waterloo Region DECE Local

**New Member Award:**

Naomi Graham, Peel Teacher Local

**Outstanding Role Model for Women Award – Women’s Program:**

Not awarded for 2020-21

**Political Activist Award:**

Vickita Bhatt, Peel Teacher Local

**Rainbow Visions Award:**

Diana Andrews, Elementary Teachers of Toronto

**Women Who Develop Special Projects in Science and Technology Award – Women's Program:**

Not awarded for 2020-21

**Women Working in Social Activism on Behalf of Women and Children – Women's Program:**

Not awarded for 2020-21

**Writer's Award:**

Chad Mills and Colleen Elep, Peel Teacher Local

**Writer's Award – Women's Program:**

Not awarded for 2020-21

Information about the Awards and Scholarships Program is available at:

[www.etfo.ca/AboutETFO/ProvincialOffice/Pages/AwardsandScholarships.aspx](http://www.etfo.ca/AboutETFO/ProvincialOffice/Pages/AwardsandScholarships.aspx)

**Recommendations to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Carl Oliver, Chairperson

CO:SES



## REPORT TO THE 2021 ANNUAL MEETING OF THE COLLECTIVE BARGAINING COMMITTEE

### Terms of Reference:

- To recommend the content, method, and distribution of collective bargaining information, including the CB Survey, developed by ETFO.
- To establish central and local bargaining goals for submission to the Representative Council for approval.
- To recommend training programs for present and future chief negotiators, presidents and collective bargaining committee members.
- To recommend programs for those involved in the implementation of the locals' collective agreements (such as grievance officers and stewards).
- To identify bargaining resources to be developed by ETFO.
- To review the *Guides to Collective Bargaining* and recommend revisions.

### Committee Members

Julie Stanley	Bluewater Teacher Local (Chairperson)
Heather Aggus	Hamilton-Wentworth Teacher Local
Rayna Barrese	Durham Designated Early Childhood Educator Local
Rod Marijan	Peel Occasional Teacher Local
Tui-Sem Won	York Region Teacher Local
Michelle Leonard	Staff Liaison

### Committee Activities 2020-2021

The committee had two meetings during the year. The first meeting was held on December 2, 2020 and the second meeting was held on March 30, 2021.

During the first meeting, the committee selected Heather Aggus as chair. The staff liaison reviewed the Terms of Reference in the 2020-2021 year. The Collective Bargaining service area's program offerings were also reviewed. Executive Staff Kimiko Inouye reviewed the collective bargaining debrief process for the 2019 round of bargaining. The *ETFO Guides to Collective Bargaining* were reviewed with the committee for an opportunity for additional feedback.

First Vice-President Karen Brown gave greetings on behalf of the president and the Provincial Executive. The role of local bargaining teams during local negotiations was discussed extensively in the context of the *ETFO Negotiations Procedures*. The need to continue building capacity among new local leaders was explored. Leadership renewal at the local level occurring as a result of experience local leader retirement was

discussed in the context of local bargaining and training programs. This included exploration of the role of stewards in the bargaining process, both locally and centrally.

During the second meeting, the committee selected Julie Stanley as chair after Heather Aggus' departure from the committee. The staff liaison reviewed the *ETFO Negotiations Procedures* and indicated that they were in the process of being revised ahead of the next round of bargaining. Education worker central bargaining, the committee selection criteria, the challenges posed by the *School Boards Collective Bargaining Act* was also discussed.

First Vice-President Karen Brown gave greetings on behalf of the Executive. Further, Vice-President Brown provided a national perspective on the threat of privatization to the committee and positioned Ontario in this larger context. Given the Ministry's announcement regarding permanent remote learning, Vice-President Brown discussed the significant implications for members and the bargaining implications on the horizon as ETFO prepares for the next round of central bargaining.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Julie Stanley, Chairperson

JS:ML:CS



## REPORT TO THE 2021 ANNUAL MEETING OF THE DISABILITY ISSUES STANDING COMMITTEE

### Terms of Reference:

- To advise the Executive and recommend policy and procedures relating to disability issues.
- To advise the Executive and recommend strategies which support teachers to cope with disabling conditions both physical and mental.
- To advise the Executive on the promotion of education among ETFO members about disabilities.

### Committee Members

Juan Gairey  
Karen Beck  
Angela Davis  
Francoise Doherty  
Rob Smolenaars

Peel Teacher Local (Chairperson)  
Upper Canada Teacher Local  
Trillium Lakelands Teacher Local  
Limestone Teacher Local  
Staff Liaison

### Committee Activities 2020-2021

The committee met virtually two times during the year, on February 26, 2021 and April 9, 2021.

At the February meeting the committee elected J. Gairey from the Peel Teacher Local as chairperson of the committee. A. Davis, F. Doherty and J. Gairey were welcomed as new members of the committee.

The committee reviewed the 2020 Annual Meeting Report, as well as ETFO's Policy Statement 21.0 and Position Statement 1.0. Executive Staff Member P. Bhardwaj presented information to the committee about ETFO's Anti-Black Racism (ABR) multi-year strategy and work done by Equity and Women's Services to support members. P. Bhardwaj shared additional information about other ETFO anti-racism resources. Staff Liaison R. Smolenaars provided an overview of *PRS Matters Bulletin #111* (Mental Health and Wellness Tips for Members During the Pandemic).

K. Beck provided details about previous work undertaken by the committee, including Wi-Fi sensitivity, closed captioning for meetings and eliminating physical barriers for members. K. Beck updated members about previous committee work done, including a motion brought forward to the Annual Meeting regarding closed captioning. K. Beck also shared information about the committee's work in educating members about disabilities issues, such as highlighting the *International Day of Persons with Disabilities*.

Members discussed the idea of developing member resources (e.g., tip sheets) that would provide information and support for members with disabilities from other ETFO members with similar lived experiences. The name of the committee was also discussed, and members agreed to discuss this further at the subsequent meeting.

At the April meeting discussion continued concerning possible name changes for the committee and how rationale might be developed to support a proposed change. Members conferred on how they, and other members with disabilities, might share lived experiences of working while having a disability. Ideas about how this information could be shared through ETFO channels were explored. The committee also discussed how members with disabilities might engage with other members through local networking opportunities, including local committees.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Juan Gairey, Chairperson

JG:RS:SM



## REPORT TO THE 2021 ANNUAL MEETING OF THE EARLY YEARS COMMITTEE

### Terms of Reference

- To advise the Executive on current early years issues.
- To advise the Executive and recommend strategies which promote quality early years programs.
- To advise the Executive and recommend current documents and resources that impact on early years programs.

### Committee Members

Kathleen (Katie) Crichton  
Carol-Anne Cayer  
Colette Gardner  
Calvin Makela  
Angelique Thompson  
Leah Kearney

Upper Grand Teacher Local (Chairperson)  
Upper Canada Teacher Local  
Waterloo Region DECE Teacher Local  
Rainbow Teacher Local  
Elementary Teachers of Toronto Local  
Staff Liaison

### Committee Activities 2020-2021

The Early Years Committee met on December 7, 2020 and March 19, 2021. Executive Staff Jane Bennett provided an update on the celebration activities for the 10<sup>th</sup> anniversary of Full-Day Kindergarten in Ontario.

To commemorate this important event ETFO released a new report from Dr. Gordon Cleveland, Emeritus Associate Professor of Economics from the University of Toronto titled *Ontario's Kindergarten Program: A Success Story. How We All Benefit from Quality Public Full-Day Kindergarten*. Dr. Cleveland was asked to assess the impacts of Ontario's Full-Day Kindergarten model on the children and families who benefit from it. Dr. Cleveland reviewed, analyzed and synthesized evidence from a wide range of studies in Canada and other countries to perform this comprehensive assessment. This report was shared with the committee members.

Staff also shared ETFO's new video which celebrates 10 years of Full-Day Kindergarten in Ontario. This is an important milestone for our teachers, occasional teachers and DECE members as this video recognizes and celebrates this important event. The video is available on etfo.ca.

Vice-President Monica Rusnak thanked the members for being on the committee and devoting their time to ETFO. She acknowledged the work they are doing now in their classrooms both virtually and in-person. Vice-President Rusnak discussed the creation of the member telephone town hall meetings which have been happening throughout



the year and the importance of hearing from members. ETFO provides a great deal of information through our eNewsletters, on the website and through social media. However, we wanted to hear from members, answer their questions, find out how they are handling 2020-2021 and how ETFO can support them. The feedback on this opportunity has been very good. The questions that are coming in from members will be shared with Executive staff to help inform Ministry working groups, advocacy and further provincial supports.

Due to COVID-19, committee members discussed their current realities in either face-to-face, virtual learning or a combination of both. They shared the challenges that they and their students are facing regardless of the context, such as wearing a mask when teaching early learners, the impossibility of social distancing with 4-and 5-year-olds and the impact on programming when materials need to be disinfected during the day.

In the virtual context there are many issues, such as translating a play-based program to a virtual setting, variances in the ability of families to access online learning, concerns around screen time, access to technology, ensuring ongoing communication with families and a recognition of the multiple stressors that families are experiencing. In addition, there are many equity implications inherent in remote learning. Committee members highlighted that educator teams are working collaboratively together (teacher, DECE and, in some places, EAs) to plan activities for students, discuss communication with parents and to learn new technology.

Executive Staff Phyllis Hession-White provided an overview about the work of the Professional Relations Services area (PRS). She shared information about PRS Conferences, specifically the *Ounce of Prevention Kindergarten Conference* which was held in October and focused on building and enriching partnerships in Kindergarten. She reported that PRS is providing advice for members during this COVID time and highlighted PRS Matters Bulletin #108, *Supporting Members Through the Pandemic*.

Executive Staff Phyllis Hession-White provided information about a meeting ETFO staff had with the College of Early Childhood Educators (CECE) to discuss issues of concern about payment of CECE membership dues and expectations about the Continuous Learning Plan. The CECE has said that if members are experiencing financial difficulty, they can defer payment of their membership dues to a later date. CECE is allowing members to defer the requirements for their Continuous Professional Learning portfolio for a year. She updated the committee on ETFO's ongoing advocacy for affordable, accessible childcare in Ontario through our membership in the Ontario Coalition for Better Child Care. Government changes to childcare can impact the Kindergarten program and children in our schools.

Executive Staff Leah Kearney shared the troubling news that the EduGAINS website is being de-commissioned as of June 30, 2021. The committee members all agreed that, although the site is clunky and not user-friendly, it is an incredible resource for our members and will be a huge loss. Although the Ministry has stated that it will be migrating selected resources to its school board virtual learning environment there is uncertainty as to what will be captured and what will be lost. The fact that the resources are easily accessible, good quality and free mean that they are an invaluable asset to

members. There is concern that finding resources on the school board virtual learning environment will not be easy and that this could look different from school board to school board.

Executive Staff Lisa West joined the committee and provided perspective on her work at a Ministry Working Group that she participates in on a weekly basis. It is at those meetings that ETFO advocates for members in a variety of ways on topics such as: instruction, assessment, and health and safety.

Executive Staff Lisa West also provided information on the ETFO assessment site which is a website that provides members with a collection of tools and samples to support them in developing their knowledge of assessment practices. The committee explored the website to see how it is designed and the ways in which it can be a resource. She invited feedback from the committee as to what early years content it would like to see on the site.

Executive Staff Sonia Ellis-Seguin joined the committee and provided insight into ETFO's *Anti-Black Racism Strategy*. In 2018, ETFO's provincial Executive approved a multi-year strategy to promote the United Nations International Decade for People of African Descent and address anti-Black racism issues within ETFO, the education sector and in broader society.

Executive Staff Sonia Ellis-Seguin walked committee members through some of the ETFO resources and showed an excerpt of the social justice video titled, 'Anti-Racism and the Fight for Black Lives'. She asked the committee to provide feedback on the Ministry of Education Anti-Black Racism training that they received at the beginning of the school year in their respective boards. She is equally concerned that there has not been additional resources and funding tied to supporting this ongoing work for members.

Executive Staff Leah Kearney provided an update on the numerous resources that are available to ETFO members. The ETFOpley website was highlighted and explored; the committee was asked to share feedback about the site. The feedback was overwhelmingly positive but some suggestions were made as to enhancing representation of the diversity of our members, featuring more classroom tours that are unusual, small and not as well-resourced, and adding additional resources to the website. It was agreed that in the wake of Ministry resources being removed, an incredible resource such as ETFOpley will be more important than ever.

Some of the other resources shared and discussed were:

- Ontario's Kindergarten Program: A Success Story
- Addressing Anti-Asian Racism
- etfofnmi.ca
- Education in a Virtual Environment
- Everyday Mental Health Classroom Resources

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Kathleen (Katie) Crichton, Chairperson

KC:LK:MF



## **REPORT TO THE 2021 ANNUAL MEETING OF THE EDUCATION SUPPORT PERSONNEL/PROFESSIONAL SUPPORT PERSONNEL/DESIGNATED EARLY CHILDHOOD EDUCATOR COMMITTEE**

### **Terms of Reference**

- To advise the Executive on legislation, board policies and other issues which impact ESP/PSP/DECE members.
- To advise the Executive and recommend strategies to support ESP/PSP/DECE members.
- To advise the Executive and recommend strategies which promote member participation in ETFO and its programs.
- To advise the Executive and recommend resources and programs which will support ESP/PSP/DECE members.

### **Committee Members**

Nancy Barros  
Cindy Bullock  
Dawn Lorbetskie  
Glen Mulvihill  
Christine Murray  
Derek Hulse

Waterloo DECE Local (Chairperson)  
Halton DECE Local  
Renfrew County ESP Local  
Renfrew County PSP Local  
Simcoe County DECE Local  
Staff Liaison

### **Committee Activities 2020-2021**

The Education Support Personnel/Professional Support Personnel/Designated Early Childhood Educator Committee met on November 30, 2020 and February 16, 2021. The committee discussed and analyzed issues pertaining to Education Support Personnel (ESP), Professional Support Personnel (PSP) and Designated Early Childhood Educator (DECE) members. The committee's discussions in 2021-2021 included the following:

During its first meeting the committee:

- reviewed the committee's Terms of Reference and elected the chairperson;
- discussed the historical work of the committee and determined that committee binders of past meeting minutes would minimize institutional memory loss;

- discussed the impact of the pandemic and online learning on education workers and detailed the increased stress levels of education workers due to their various work assignments; and
- discussed the wide variety of ETFO resources, conferences and workshops available to education workers and highlighted the need to increase involvement of education workers in ETFO.

During its second meeting the committee:

- completed their review of past meeting minutes and identified organizing unrepresented occasional DECEs and the on-going need for education worker voices and perspectives to be heard as priority items;
- discussed the ten-year anniversary of DECE membership in ETFO and acknowledged the anniversary video produced by ETFO. The committee believes that ETFO should continue to celebrate and recognize DECEs as an integral part of its membership;
- discussed the need to continually update and circulate to education workers the wide variety of ETFO social media contacts/channels as an aid to the mobilization efforts of ETFO; and
- expressed a need to engage education workers in the upcoming provincial election as the outcome will have a direct impact on future rounds of collective bargaining.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Nancy Barros, Chairperson

DH:CS

## REPORT TO THE 2021 ANNUAL MEETING OF THE ENGLISH AS A SECOND LANGUAGE COMMITTEE

### Terms of Reference

- To advise and make recommendations to the Executive on English as a Second Language (ESL) issues.
- To identify ways of supporting members in the delivery of English as a Second Language (ESL) programming in elementary schools.
- To review policy, procedures and legislation and make recommendations to the Executive regarding equitable practices for English language learners (ELLs).
- To advise the Executive and recommend strategies which promote quality English as a Second Language (ESL) programs.

### Committee Members

Heather Ripmeester	Ottawa-Carleton Occasional Teacher Local (Chairperson)
Katie Brubacher	Peel Teacher Local
Sukayna Dewji	Elementary Teachers of Toronto Local
Devin Hanes	Thames Valley Teacher Local
James Savelli	Hamilton-Wentworth Teacher Local
Jill Aoki-Barrett	Staff Liaison

### Committee Activities 2020-2021

The committee met face to face twice during the 2019-2020 school year. The first meeting was held on November 30, 2020 and the second on May 17, 2021.

At the November 2020 meeting, Heather Ripmeester was elected chairperson.

Emergent issues were identified and discussed which at the first meeting included: English Language Learners (ELLs) who no longer generate funds have been taken off the tracker for support and are shifted to the Special Education Protocol; some teacher candidates are only receiving rudimentary knowledge on supporting ELLs and there is no consistency; decision makers, in some boards, seem to be approaching ESL with a special education mindset; classroom and working concerns with regards to the current COVID-19 situation within the classroom/schools/boards; movement of ESL teachers being system position to school site positions; lack of PD to better support ELLs; students needing ELD programs being underserved; concerns with regards to the mental health of ELLs; and a lack of priority for ELLs seems consistent across the province.

At the second meeting, these included: the hope that summer programs will target ELLs for the next couple of years due to the devastation COVID-19 has created for ELLs; cuts to ESL/ELD positions are happening across the province; principals are not prioritizing ELLs and members with ESL qualifications are not being utilized but are being reassigned to homeroom classes; lack of understanding on how to use STEP is still prevalent; and the loss of ESL positions has created situations where support teams are placing ELLs in special education because they do not have experience with ELLs.

**Recommendations to the 2021 Annual Meeting:**

The committee submitted two Annual Meeting resolutions this year. They are:

THAT ETFO, through OTF, lobby the Ministry of Education to ensure that funding provided for English as a Second Language (ESL) and English Language Development (ELD) be used by district school board employees to directly support settlement and programming for English Language Learners (ELLs).

THAT ETFO, through OTF, lobby the Ministry of Education to ensure that district school boards are implementing the English Language Learners/ESL and ELD Programs and Services: Policies and Procedures for Ontario Elementary and Secondary Schools, Kindergarten to Grade 12.

Respectfully submitted,  
Heather Ripmeester, Chairperson

HR:JA:KH



## **REPORT TO THE 2021 ANNUAL MEETING OF THE ENVIRONMENTAL COMMITTEE**

### **Terms of Reference**

- To identify ways ETFO can support green initiatives.
- To recommend action on issues related to the environment.
- To provide advice on the promotion of programs and initiatives on environmental awareness.
- To provide advice on the promotion of environmental education.

### **Committee Members**

Kimberly Maich  
Jaspreet Dhaliwal  
Tammy Lam  
Stephanie Trepanier  
Gibi Varaghese  
Meagan Perry

Greater Essex Local (Chairperson)  
Peel Teacher Local  
Grand Erie Teacher Local  
Hamilton-Wentworth Teacher Local  
Peel Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The Environmental Committee met twice during the 2020-2021 year, on December 7, 2020 and February 17, 2021. Over the course of these two meetings committee members engaged in discussions and activities on a range of environmental issues.

The committee continued their work around the Environment and Climate Justice webpage, updating the information to reflect current global themes with environmentally friendly lessons and ideas for teachers. It was agreed that ETFO's environmental award should be highlighted on the etfo.ca website.

The committee reviewed the website analytics for the Environment and Climate Justice web page. The committee developed a promotional strategy to increase engagement on the page, creating an online scavenger hunt that led participants to resources collected on the webpage. The hunt was featured in the member newsletter and had almost 150 participants, who provided feedback on the environmental page as part of the scavenger hunt. A draw from the names to win an e-book was held on Earth Day, April 22.

In collaboration with Executive Staff member Izida Zorde, the committee worked to develop environmental content for ETFO Voice's spring issue, which was an article by Michaela Kargus. The article outlines how students are taking on environmental issues despite the difficulties caused by COVID-19, by demanding action from their



municipalities on the environment rather than advocating for change at the individual level only.

The committee provided feedback on the AQ Environmental Education Courses and helped to direct the advertising of the courses, with Environmental Education, Part 1 selling out. Part 2 and Specialist AQ course are being offered in Spring, Summer and Fall sessions.

The committee heard updates on Bill 229, which includes policy changes to the *Conservation Authority Act* and continues to follow developments to see what action can be taken going forward.

The committee also discussed the ways in which campaigning for the Executive could be conducted using a reduced amount of paper. Vice-President Monica Rusnak noted the committee's work toward this goal and discussed some of the considerations with them, as well as possibilities for mitigating some possible inequalities that could result from reducing campaign literature.

ETFO Executive Staff members Sabrina Sawyer and Alice Te attended the committee to present new FNMI and anti-racism resources available to ETFO members. The group discussed environmental racism information incorporated into the ETFO Climate Change Primer and whether to move toward making environmental racism an issue of focus.

**Recommendation to the 2021 Annual Meeting:**

1. That Position Statement, 6.0 Environmental Responsibility, be amended by the addition of a new subsection to read:
  - 1.0 That ETFO model and encourage locals to highlight any environmentally friendly action taken in preparation of and/or delivery of provincial and local workshops, conferences and meetings.

Respectfully submitted,  
Kimberly Maich, Chairperson

KM:MP:AA



## **REPORT TO THE 2021 ANNUAL MEETING OF THE FIRST NATIONS, METIS & INUIT EDUCATION STANDING COMMITTEE**

### **Terms of Reference:**

- To provide advice on the education of ETFO members about the historical experiences, cultural norms and issues of First Nations, Métis and Inuit People.
- To provide advice on the promotion of teaching as a career for First Nations, Métis and Inuit People.
- To identify ways of supporting native language teachers and programs.
- To provide advice on the inclusion of First Nations, Métis and Inuit members in all aspects of the ETFO and its programs.
- To provide advice on the promotion of First Nations, Métis and Inuit education issues at faculties of education.
- To provide advice on the promotion of networking, leadership, and professional learning/ curriculum for First Nations, Métis and Inuit members and Native language teachers.
- To provide advice on the promotion of programs and initiatives designed to improve First Nations, Métis and Inuit Education student achievement.

### **Committee Members**

Tara Hedican

Bev Fiddler

Joanne Formanek-Gustafson

Melodie General

Joanne Roy-Peltier

Monica Rusnak

Sabrina Sawyer

Upper Grand Occasional Teacher Local  
(Chairperson)

Durham Teacher Local

Rainy River Occasional Teacher Local

Algoma Teacher Local

Rainbow Teacher Local

Executive

Staff Liaison

### **Committee Activities 2020-2021**

The First Nations, Métis and Inuit (FNMI) Education Committee met virtually on November 24, 2020 and on January 25, 2021.

At its first virtual meeting, Tara Hedican was the elected chairperson for 2020-2021.

Executive Staff S. Sawyer provided an update on ETFO FNMI programs and resources, including updates on the [etfofnmi.ca](http://etfofnmi.ca) webpage which houses digital Indigenous education resources. In 2020-2021, three resources were released: *Indigenous Land-Based Learning: A Learning Perspective*; *Who are the Inuit?* and *Healing Conversations: A Learning Journey from the Heart*. In November, women members virtually attended the first session of the *First Nations, Métis and Inuit Education Resource: Engaging Learners Through Play Workshop*.

The committee discussed ways to promote bursaries and scholarships and how ETFO can further promote them. A recommendation was made to the Executive based on the discussion of the criteria for the scholarships, and concerns were shared about the specificity of the criteria for the *FNMI Women's Scholarship-Women's Program*. In an attempt to remove potential barriers for applicants, it was recommended to remove the specificity of two schools to any provincially funded University in Ontario.

The second meeting was held in a virtual platform.

Vice President M. Rusnak provided an update about the ETFO FNMI Committee recommendation. A study and report was requested by the Executive, and the Executive will review the recommendation again at its April executive meeting.

S. Sawyer provided an update on programs that were planned for the Winter and Spring period: The 5th Annual First Nations, Métis and Inuit Education Symposium for Women Members and ETFO's FNMI Engaging Learners Through Play Workshop (session 2). The Annual Leadership Symposium for First Nations, Métis and Inuit Women Members, and the first Annual Native Language Gathering are taking place in June of 2021.

The committee discussed and made a recommendation to the Executive for changes to update the committee's Terms of Reference as follows:

- To provide advice on the education of ETFO members about historical experiences, ~~cultural norms~~ **Indigenous pedagogy** issues, systemic barriers, and initiatives of First Nations, Métis and Inuit People.
- To provide advice on the promotion of teaching as a career for First Nations, Métis and Inuit People.
- To identify ways of supporting **Native Language** teachers and programs.
- To provide advice on the inclusion of First Nations, Métis and Inuit members in all aspects of the ETFO and its programs.
- To provide advice on the promotion of First Nations, Métis and Inuit education issues at faculties of education.
- To provide advice on the promotion of networking, leadership, and professional learning/ curriculum for First Nations, Métis and Inuit members and Native Language teachers.

- To provide advice on the promotion of programs and initiatives designed to improve First Nations, Métis and Inuit Education student achievement **and well-being**.

The committee has put forth a recommendation to the 2021 Annual Meeting for a change in name for the standing committee, to the *Indigenous Education Committee*. The committee feels the change in name reflects the language used within the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and provides more inclusivity to a variety of peoples who may not identify under the colonial terms 'First Nations', 'Métis' or 'Inuit'.

**Recommendations to the 2021 Annual Meeting:**

That Article X, Provincial Organization, Section 3, Committees, 10.3.1.11, be amended to read: "10.3.1.11. Indigenous Education Committee." Mutatis mutandis

Respectfully submitted,  
Tara Hedican, Chairperson

TH:SS:NT



## REPORT TO THE 2021 ANNUAL MEETING OF THE FRENCH AS A SECOND LANGUAGE COMMITTEE

### Terms of Reference:

- To advise and make recommendations to the Executive on strategies, which raise awareness and sensitize ETFO and its membership about French as a Second Language (FSL) issues and French language services.
- To identify ways of supporting FSL teachers and programs.
- To provide advice on the promotion of teaching FSL as a career.
- To monitor changes in legislation and make recommendations to the Executive to communicate with the Ministry of Education and boards about FSL issues.

### Committee Members

Mitzy Alarcon  
Katie Coghlin  
Stephen Shank  
Danielle Takoff  
Marie Zesseu  
Allison Ryan

Peel Teacher Local (Chairperson)  
Avon Maitland Teacher Local  
Kawartha Pine Ridge Teacher Local  
Ottawa-Carleton Teacher Local  
Elementary Teachers of Toronto Local  
Staff Liaison

### Committee Activities 2020-2021

The committee held two Zoom meetings this year. The first meeting was held on December 14, 2020. Vice-President Monica Rusnak brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the *Guidelines for ETFO Committee Members* in relation to motions and recommendations, and thanked the committee for their contributions to the Federation during these challenging pandemic times.

Executive Staff Kalpana Makan spoke to committee members about the first French as a Second Language Conference which was held in February of 2021.

Executive Staff Rita Cohen and Tara Zwolinski shared information with the committee about ETFO's Additional Qualifications (AQ) courses, with a particular focus on the FSL AQ courses offered by ETFO.

Committee member Mitzy Alarcon was appointed as the chairperson for the 2020-2021 committee.

The committee discussed FSL cards for the Ontario Student Record (OSR), translation of resources and the unique challenges faced by FSL teachers teaching in a virtual

setting.

The second committee meeting was held on February 17, 2021. Vice-President Monica Rusnak once again brought greetings from the provincial Executive. She shared with the members the importance of the information that they receive through the committees and the work they do.

Executive Staff Sonia Ellis-Seguin met with the committee and shared ETFO's *Anti-Black Racism Strategy*. She spoke about the training that staff and the Executive received, as well as resources that were available to locals.

The committee received an update on the FSL conference. The process for locals to apply for an FSL bursary was shared with members, and further discussion was held regarding motions to the Executive around French instruction and translation of resources. Members also spoke about the need for an equity workshop for FSL teachers.

**Recommendations to the 2021 Annual Meeting:**

1. THAT ETFO create and present a workshop to help French Second Language (FSL) teachers acquire authentic language (i.e., anti-oppressive language) for teaching equity issues in the FSL classroom.
2. THAT ETFO lobby the Ministry of Education, through OTF, to replace the paper and pencil French card with a digital version that is completed online, printed and placed in the OSR with an eventual goal of having hours of French instruction recorded on the Kindergarten Communication of Learning/Provincial Report Card.

Respectfully submitted,  
Mitzy Alarcon, Chairperson

AR:AA



## **REPORT TO THE 2021 ANNUAL MEETING OF THE HEALTH AND PHYSICAL EDUCATION COMMITTEE**

### **Terms of Reference**

At the time of this submission the Terms of Reference were still under review by the Executive.

### **Committee Members**

Jennifer Theriault  
Andrea Adams  
Thomas Barker  
Amy Bryan  
Natasha Feghali  
Jason Johnston

Keewatin-Patricia Teacher Local (Chairperson)  
Bluewater Occasional Teacher Local  
Upper Grand Teacher Local  
Upper Canada Teacher Local  
Greater Essex County Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee met twice on January 22, 2021 and February 12, 2021. At the first meeting the committee acclaimed J. Theriault as chairperson.

Vice-President Rusnak brought greetings from the ETFO Executive, reviewed the Terms of Reference for Standing Committees, spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations, and thanked the committee for their contributions to the Federation during these challenging pandemic times.

The committee discussed the impact of mental health and issues related to health, wellness and physical education. The committee suggested Terms of Reference for the Executive to review.

At the second meeting, Vice-President Mastin brought greetings from the ETFO Executive, and thanked the committee for their contributions to the Federation. The key issues discussed centred on the connections between mental health, physical health and success in life.

Staff provided a presentation outlining ETFO's anti-Black racism strategy and its importance to the organization and members. Staff also provided an overview of the Additional Qualifications program. The committee suggested that ETFO could continue its leadership role by providing a forum for key stakeholders to discuss member mental health, working conditions and well-being, through a provincial symposium.

The committee recommended that an issue of the *ETFO Voice* magazine focus on member health and wellness. The committee suggested that regular, relevant professional learning opportunities will reinforce the beliefs and the benefits of a physically and mentally, healthy lifestyle.

J. Theriault outlined her report to the ETFO Executive. She provided the Executive with details of the committee's work and the rationale for the committee's resolution for the 2021 Annual Meeting.

**Recommendation to the 2021 Annual Meeting:**

1. THAT ETFO hosts a provincial symposium of key stakeholders focused on issues of member mental health, working conditions and wellness.

Respectfully submitted,  
Jennifer Theriault, Chairperson

JT:JJ:KP



## **REPORT TO THE 2021 ANNUAL MEETING OF THE HUMAN RIGHTS COMMITTEE**

### **Terms of Reference**

- To identify and recommend strategies to assist ETFO, its local and members in promoting awareness of and respect for human rights issues.
- To identify ways of promoting teaching as a career for members of groups currently under-represented in the profession.
- To identify ways of promoting greater participation of members who belong to equity-seeking groups in all areas of ETFO.

### **Committee Members**

Adrianna Knight  
Danielle Gaspar  
Andres Musta  
Christopher Nedell  
Tara Zwolinski

Halton Teacher Local (Chairperson)  
York Region Teacher Local  
Durham Teacher Local  
Elementary Teachers of Toronto Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee met on January 18, 2021 and February 26, 2021. At the January 18, 2021 meeting, A. Knight was elected as committee chairperson.

Vice-President M. Rusnak brought greetings and discussed committee guidelines with the committee such as: the process for recommendations to the Executive, conflict of interest guidelines and member's obligation to disclose any conflict, the chairperson's responsibility within the committee group and their responsibility to present to the provincial Executive members.

At the first meeting, the committee was joined by Executive Staff S. Ellis-Sequin, who presented the ETFO action against anti-Black racism strategy and Coordinator of Equity and Women's Services (EWS) A. Te, who presented the recent work of the EWS service area and the EWS 2020 Annual Meeting Report.

At the second meeting, the committee was joined by Executive Staff L. Kearney, who presented how ETFO supports teacher candidates who are attending Faculties of Education and Executive Staff K. Hayes, who presented the history of Women's Programs at ETFO.

At both meetings, the terms of reference were reviewed, and the committee discussed

how these terms guide the work of the committee. Resources related to human rights were shared.

**Recommendations to the 2021 Annual Meeting:**

1. THAT Article XI, Local Organizations, Section 2, Governance, be amended by the addition of a new subsection to read:  
  
“1.0 Each local shall read the ETFO Human Rights Statement and a Land Acknowledgement at all ETFO local Federation sponsored events.”
2. THAT Position Statements be amended by the addition of a new Section, Human Rights, to read:  
  
“1.0 Human Rights  
1.1 That ETFO encourage that the Human Rights Statement and Land Acknowledgment be posted/linked to all local websites;  
1.2 That all locals shall endeavour to address, promote and support topics of social justice and equity pertaining to human rights.”

Respectfully submitted,  
Adrianna Knight, Chairperson

AK:TZ:DV



## **REPORT TO THE 2021 ANNUAL MEETING OF THE INTERMEDIATE DIVISION COMMITTEE**

### **Terms of Reference**

- To advise the Executive on current issues affecting intermediate division teachers.
- To advise the Executive and recommend strategies to respond to emerging trends and patterns in the education of students in the intermediate division.
- To advise the Executive and recommend strategies on the promotion of quality teaching and learning in the intermediate grades.

### **Committee Members**

Danielle Piche  
Anik Mackey  
Michelle Mendes  
Amy Whalen  
Rita Cohen

Greater Essex County Teacher Local (Chairperson)  
Ottawa-Carleton Teacher Local  
Halton Teacher Local  
Upper Canada Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee met on December 4, 2020 and February 8, 2021. D. Piche was appointed as chairperson of the committee at the first meeting.

The committee reviewed the Terms of Reference for Standing Committees and spoke to the Guidelines for ETFO Committee Members in relation to motions and recommendations.

Vice-President David Mastin brought greetings from the ETFO Executive, welcomed the committee members, and thanked them for their service to ETFO. He expressed appreciation for their efforts and encouraged them to explore other opportunities for leadership at ETFO.

Committee members discussed intermediate Division issues and possible focal points for support and planning. Initially, the committee members shared their ideas about student mental health and servicing the unique needs of intermediate students, and how to effectively support Ontario students and their families.

The committee felt the need to address the overall wellness, mental health and general health of members in the intermediate division. The committee discussed how important it is to collect rich resources specifically for intermediate classrooms and educators.

Kalpna Makan, executive staff, presented to the committee on ETFO's Multi-Strategic Objectives and Action Plan on anti-Black racism. As educators, ETFO is deeply

concerned about the ongoing systemic and individual forms of racism and anti-Black racism in our communities. We must all work to teach ways to unlearn racism and anti-Black racism in response to the events of anti-Black racism in our communities and around the world. ETFO is providing many resources to support members and offer learning tools to engage and continue conversations. Racism is an issue for us all and, together, we will fight against anti-Black racism and all forms of racism. Kalpana Makan provided members with the opportunity to have a rich discussion about anti-racist teaching practices.

Jason Johnston, executive staff, presented to the committee on ETFO's work with the Professional Learning/Curriculum Services area in connection to the Intermediate Conference and Math Curriculum. ETFO offered the first Intermediate Conference last year to members across our province with much success. The members discussed, multiple times, how valuable the intermediate conference had been for educators when it came to making connections, learning best practices and gaining resources.

At the second meeting, Chairperson D. Piche led the discussion on the importance of showcasing Intermediate Additional Qualification (AQ) courses. How do these Additional Qualification courses differ from a primary and junior focus? How can we highlight these differences to promote Intermediate AQ courses for educators?

The Ministry tip sheet resources were shared, reflecting ETFO's win regarding our advocacy around EduGAINS's retirement extension for members. It was shared that the Ministry is at the preliminary stages of gathering and moving resources to the new VLE, but has not yet confirmed which resources will be moved over.

Collected resources were shared with ETFO's Communications/Political Action Service area focusing on intermediate lesson planning for distance learning. As of Fall 2021, the Language, Grades 7/8 AQ will now be offered in registration in each session as suggested by the committee.

R. Cohen thanked members serving on the committee and wished them all the best for the coming year.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Danielle Piche, Chairperson

RC:MC

## **REPORT TO THE 2021 ANNUAL MEETING OF THE INTERNATIONAL ASSISTANCE COMMITTEE**

### **Terms of Reference:**

- To select candidates for Project Overseas for recommendation to the Executive.
- To advise the Executive on the promotion of member participation in Project Overseas and international work.
- To advise the Executive and recommend budget allocations for Project Overseas.
- To advise the Executive and make recommendations on the budget for other international education assistance programs and initiatives.
- To advise the Executive and recommend policy on ETFO's participation in international development.
- To advise the Executive and make recommendations on international development activities of CTF, EI, and other organizations.

### **Committee Members**

Sangeetha Stephen	York Teacher Local (Chairperson)
Martine Engel	Lakehead Teacher Local
Kim Fennema	Algoma Teacher Local
Lindsay Freedman	Peel Teacher Local
Rose Kantiono	Peel Teacher Local
Tammara Smith	Ottawa-Carleton Occasional Teacher Local
Punita Bhardwaj	Staff Liaison

### **Committee Activities 2020-2021**

#### Cancellation of Project Overseas 2020

The Canadian Teachers' Federation cancelled Project Overseas 2020 due to the COVID-19 pandemic.

#### Implications of Project Overseas' Cancellation on Candidate Selection

After cancelling Project Overseas 2020, the Canadian Teachers' Federation requested that all member organizations allow all Project Overseas 2020 candidates to be automatically selected for Project Overseas 2021; ETFO's Executive approved this decision.

All Project Overseas 2020 candidates were contacted to determine their interest and willingness to participate in Project Overseas 2021; fourteen of sixteen candidates indicated their interest.

#### Virtual Meeting: November 20, 2020

The International Assistance Committee met virtually on November 20 and 28, 2020.

Vice-President D. Mastin brought greetings on behalf of the Executive and thanked members for their work during these challenging times. The committee welcomed two new members to the team, and four members began their second term with the committee. S. Stephen was appointed committee chairperson.

The committee was informed about Project Overseas 2020 and how the cancellation will impact candidate selection for Project Overseas 2021.

The group reviewed the standing committee's roles, guidelines for committee members and its terms of reference. P. Bhardwaj presented ETFO's *Anti-Black Racism Multi-Year Strategy* and facilitated a discussion about ETFO's role as a social justice union. The committee made a recommendation to the Executive that questions about anti-bias, anti-racism and equity are included in the application form for Project Overseas 2022; the Executive approved this recommendation.

The committee dedicated the remainder of the meeting to scoring Project Overseas 2021 applications and identifying the candidates to receive phone interviews. A total of four applications were received for Project Overseas 2021, two from new candidates and two from returning Project Overseas participants. The committee does not review applications from returning Project Overseas participants. The committee determined that one of the two applicants would receive a virtual interview. The group decided that the new committee members would conduct the interviews to gain experience with the interviewing process.

#### Virtual Meeting Two: November 28, 2020

The 30-minute interview process was conducted at 9:15 a.m. in a Zoom breakout room with cameras off for the interviewee and interviewers. The rest of the committee members met at 10:00 a.m. to debrief the virtual interview and decided that the candidate should be added to the list of Project Overseas 2021 candidates. The committee also suggested that a question about leadership style in stressful situations is added to the interview questions.

The committee then reflected on the selection process for Project Overseas 2021 and discussed new business items relating to release time and Project Overseas 2022 candidate selection.

### Project Overseas 2021 Cancellation

In December 2020, the Canadian Teachers' Federation informed ETFO that it cancelled Project Overseas 2021; members were informed of this decision prior to the winter break.

### **Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Sangeetha Stephen, Chairperson

SS:PB:AJ



## **REPORT TO THE 2021 ANNUAL MEETING OF THE LABOUR COMMITTEE**

### **Terms of Reference**

- To advise the Executive on ways of enhancing the profile of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase the participation of ETFO within the broader labour movement.
- To advise the Executive and recommend strategies to increase participation of ETFO locals in local labour councils.
- To make recommendations to the Executive regarding the embedding of labour education into ETFO events, programs and activities.

### **Committee Members**

Melony Duranovich	Elementary Teachers of Toronto Local (Chairperson)
Shawn Crowell	Thames Valley Teacher Local
Cindy Gangaram	Hamilton-Wentworth Teacher Local
Julius (Louisa Julius)	Elementary Teachers of Toronto Local
Heather Latam	Greater Essex County Occasional Local
Denise Hammond	Staff Liaison

### **Committee Activities 2020-2021**

The committee met twice over Zoom on December 8, 2020 and February 9, 2021 for a full meeting. A short follow-up meeting was held on March 25, 2021 to discuss Annual Meeting preparations.

Over the year, the committee discussed the impact the pandemic has had on the membership. During each committee meeting, members met with the committee's Executive liaison, Vice-President Monica Rusnak. Members relayed the importance of deepening ETFO's role in the labour movement and how the committee could contribute to that. Members also discussed how to prepare for the upcoming provincial election, as the OFL Convention previously passed a resolution to support the NDP and NDP candidates.

Vice-President Rusnak, who sits on the Ontario Federation of Labour (OFL) Executive for ETFO, informed the committee that the OFL had done important equity work this past year. Since the summer, the OFL established an Anti-Oppression Committee, and the OFL Board passed a motion supporting the call issued by Black Lives Matter to defund the police and reallocate funds to public community services for racialized people.

At the first committee meeting, members received information on ETFO's leadership programs and the results of a survey on how to strengthen trade union leadership. Members discussed how sponsorship initiatives would be a more effective means of



engaging members over a mentorship program. During the second meeting, the committee received a presentation on the union's *Anti-Black Racism Strategy*, what work has been done, and what needs to continue as part of the union's work. This presentation was a significant information-sharing opportunity for committee members to learn about the the Federation's ongoing work.

The committee also learned from Deputy General Secretary Lisa Mastrobuono how the union had advocated all year long on health and safety in schools. Along with ETFO's public campaigns, media relations, and letter-writing initiatives, the committee learned that the union filed numerous grievances. In the fall alone, the number of grievances filed was a 500 per cent increase from the previous year, which was directly due to the pandemic. Committee members discussed with L. Mastrobuono the need to enhance member communication by establishing two-way communication tools that would allow members to better understand how the union is fighting back and offer their experiences to inform how the Federation could respond to issues. Members also put forward a suggestion to provide better information to stewards.

As a follow-up to the committee's previous recommendations, the Union Heritage Minute Video Project has been worked on this year. This video project aims to inform and educate members on how the union has made gains for educators and their working conditions in schools. Topics of the short minute and a half videos include: the organizing success of Designated Early Childhood Educators, winning 240 minutes of paid prep time, and stopping mandatory extracurriculars. The videos are available on the ETFO Educators' YouTube channel for members and locals to share.

The pandemic has brought many issues to light, including the dire need for paid sick leave for all workers, the need for an equitable, just and environmental recovery post-pandemic, and a tax on the wealthy and ultra-rich. Discussions on all of these topics occurred at meetings and will likely continue in the year ahead as we aim to build a just world.

### **Recommendation to the 2021 Annual Meeting:**

1. THAT, as part of the affiliation with district and/or regional labour councils, each ETFO local be encouraged to declare to the district and/or regional labour councils their total number of full-time equivalent (FTE) members residing in the district and/or regional labour council area(s) found within the local's geographic boundary.

Respectfully submitted,  
Melony Duranovich, Chairperson

MD:DH:CST



## **REPORT TO THE 2021 ANNUAL MEETING OF THE LESBIAN, GAY, BISEXUAL, TRANSGENDER, QUEER OR QUESTIONING COMMITTEE**

### **Terms of Reference**

- To provide advice on the education of ETFO members about the histories and cultures of lesbian, gay, bisexual, transgender, intersex, queer or questioning (LGBTQ) people and the experiences of lesbian, gay, bisexual, transgender, intersex, queer or questioning members.
- To advise and make recommendations to the Executive of strategies to raise members' awareness about lesbian, gay, bisexual, transgender, intersex, queer or questioning communities concerns.
- To identify and recommend ways of supporting lesbian, gay, bisexual, transgender, intersex, queer or questioning members at the provincial and local levels.
- To recommend strategies and resources which address homophobia, biphobia, transphobia and heterosexism.

### **Committee Members**

Michael Martins  
Anne Marie Cope  
Chadwick Gordon  
Melissa Sky  
Carla Pereira

Durham Teacher Local (Chairperson)  
Thames Valley Teacher Local  
Elementary Teachers of Toronto Local  
Waterloo Region Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The LGBTQ Committee met virtually twice during the 2020-2021 year: December 11, 2020 and February 5, 2021.

The terms "brothers" and "sisters" have a proud and strong history in unions that convey unity, connection and solidarity. However, these terms are not inclusive; transgender and non-binary people face erasure and misgendering on a regular basis and the weight of these micro-aggressions is oppressive. To address this, the committee agreed to re-submit its Annual Meeting motion from 2020 at this year's Annual Meeting. Approval of the motion would add other terms, such as "friends," "members" and "educators," to include all ETFO members at Federation events.

This motion did not make it to the floor in 2020. An amendment to the motion's rationale was made to highlight misgendering as a violation of ETFO's Human Rights Statement. To generate and maintain awareness and support of 2SLGBTQ+ issues, the committee

recommended that given the current climate where far right discriminatory agendas are increasingly promoted, that ETFO encourage local leaders to have ongoing discussions with their school boards to impress upon them that equity issues including, but not limited to, LGBTQ rights must be addressed in schools and classrooms through professional learning with staff and administrators, as per the government's Equity and Inclusive Education Strategy and Ontario Human Rights Commission laws. A lobby sheet was shared with local presidents in June 2020.

This year, the LGBTQ Standing Committee recommended to the Executive that an updated lobby sheet be sent to local presidents in September 2021 to ensure these conversations continue.

In addition, given the pandemic has exacerbated social inequities in marginalized groups, it is more important than ever to commit to LGBTQ inclusion initiatives. The committee also recommended to the Executive that ETFO survey local presidents to see what is being done in locals in terms of best practices and areas for support. The survey would be sent in fall 2021. This will identify what is currently being done and reveal areas of need to help shape the direction of the ETFO LGBTQ Standing Committee for the 2021-2022 year. The committee also discussed the importance of respecting self-identification for Women's Programs and asked that this be reinforced with staff responsible for these programs.

Members advocated for the continuation of ETFO's support of Pride whether it happens in person or virtually during the COVID-19 pandemic.

The committee asked for updates on *Bill C-6: An Act to amend the Criminal Code (Conversion Therapy)*, which was tabled in the House of Commons on October 27, 2020. The bill passed second reading on October 28, 2020 and was referred to the Standing Committee on Justice and Human Rights, who adopted the bill with some amendments on December 8, 2020. The report can be viewed at this [link](#). Bill C-6 will go to the House of Commons for third reading and then to the Senate before being passed. It is expected to pass this year. The Bill's status can be viewed [here](#).

### **Recommendation to the 2021 Annual Meeting:**

1. THAT ETFO include gender-neutral terms when addressing members at all ETFO events.

Respectfully submitted,  
Michael Martins, Chairperson

MM:CP:CC



## **REPORT TO THE 2021 ANNUAL MEETING OF THE LIBRARY COMMITTEE**

### **Terms of Reference**

- To advise the Executive on the current issues facing Teacher-Librarians in elementary schools.
- To identify for the Executive, the variety of roles and working conditions of elementary Teacher-Librarians from board to board.
- To advise the Executive on promoting the crucial role of school libraries and Teacher-Librarians in elementary schools.
- To advise the Executive and recommend strategies that will strengthen the role of elementary Teacher-Librarians as specialist teachers of literacy, information literacy, and the integration of information-communication technologies (ICTs) into the curriculum.
- To advise the Executive and recommend programs and resources which will support Teacher-Librarians.

### **Committee Members**

Cassandra Cassidy  
Aimee Ford  
Martha Martin  
Ramandeep Sarai  
James Steeves  
Julie Millan

Niagara Teacher Local (Chairperson)  
York Region Teacher Local  
Greater Essex County Teacher Local  
Elementary Teachers of Toronto Local  
Peel Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee met twice during the year: Monday, December 14, 2020 and Friday, February 19, 2021. Due to the COVID-19 pandemic, both meetings were virtual meetings held through Zoom.

During the first meeting the committee:

- did a round-table activity where everyone introduced themselves and outlined their experience in education;
- selected Cassandra Cassidy as the committee chairperson;
- met with ETFO Executive Liaison Vice-President Monica Rusnak who reviewed the *Guidelines for ETFO Committee Members 2020-2021* and the Terms of Reference for the committee;
- discussed the impact of the COVID-19 pandemic and remote learning on the role of teacher-librarians across Ontario;

- reviewed 2020 AMR #63 regarding dedicated resource funding for school libraries as it was not dealt with during the Annual Meeting 2020. The committee resolved to not submit it again for consideration at Annual Meeting 2021 and to, instead, start with a review of the current ETFO resources and materials regarding school libraries and teacher-librarians;
- shared feedback with ETFO-AQ about content to be included in all parts of the Teacher-Librarian AQ courses currently going through the course revision process; and
- heard from Lisa Mastrobuono, Coordinator of Collective Bargaining Services, on how the Library Standing Committee could possibly liaise with the Collective Bargaining Committee in the future to provide suggestions and provide potential survey questions on how to support teacher-librarians in future collective bargaining negotiations.

During the second meeting the committee:

- met with ETFO Executive Liaison Vice-President Monica Rusnak, who brought greetings from the Provincial Executive and thanked the committee members for their work this year. Vice-President Rusnak gave a quick overview of the important role of standing committees in the governance of the Federation, and participated in a conversation about how committee members are supporting colleagues and students with distance learning and online resources during the COVID-19 pandemic;
- met with ETFO Executive Assistant Sonia Ellis-Seguin, who shared ETFO's multi-year strategy to address anti-Black racism issues within ETFO, the education sector and in broader society with the committee; and
- had a discussion on the outdated language of Policy Statement, 75.0, School Library Programs and how they also do not reflect ETFO's current priorities in equity and anti-racism, including anti-Black racism, and decided to recommend updating the language of the policy through an Annual Meeting resolution.

### **Recommendation to the 2021 Annual Meeting:**

1. THAT Policy Statement, 75.0, School Library Programs, Sections 75.4, 75.5, 75.6, 75.7 be amended to read:
  - 75.4 That each elementary school library learning commons be fully accessible to all students during the entire instructional day.
  - 75.5 That educational materials and resources available in each elementary school library learning commons be appropriate to the instructional needs of the school and consider such factors as grade levels, developmental needs of students, language of instruction, and additional individualized school-based programs.

- 75.6 That each elementary school library learning commons be equipped with current and adequate digital resources and technology, and access to the internet.
- 75.7 That each elementary school library learning commons has an up-to-date, relevant collection that reflects diversity, social justice in the areas of peace, anti-poverty, nonviolence, equity, anti-racism, and anti-Black racism; and includes a focus on Canadian content and Indigenous worldviews and perspectives.

Respectfully submitted,  
Cassandra Cassidy, Chairperson

CC:JM:KP

## **REPORT TO THE 2021 ANNUAL MEETING OF THE MEN'S FOCUS COMMITTEE**

### **Terms of Reference**

- To provide advice to the Executive on developing policies, procedures and initiatives relating to males in elementary education.
- To advise the Executive on ways to support the role of males as educators.
- To discuss issues pertaining to male educators.

### **Committee Members**

Brian Morris	Elementary Teachers of Toronto Local (Chairperson)
Chris Brouillard-Coyle	Greater Essex Teacher Local
Nabil Mailloux	Limestone Teacher Local
Bill Newell	Ontario North East Teacher Local
Paul Oberoi	York Region Teacher Local
Matthew Sinclair	Staff Liaison

### **Committee Activities 2020-2021**

The committee met on December 16, 2020 and February 19, 2021. At the December 16, 2020 meeting, B. Morris was appointed committee chairperson. After introductions of the committee, including two new members, Vice-President D. Mastin reviewed the ETFO Committee Members' Guidelines 2019-2020. He made mention of how the role of the committee is important because male educators are, nominally, a minority group within ETFO yet carry privilege in society. Vice-President D. Mastin reminded the committee that there are two formal pathways that the committee has in terms of how it can influence the governance of ETFO: through recommendations to the Executive and motions to the Annual Meeting.

At the December 16, 2020 meeting, ETFO Health and Safety Services Coordinator Tracie Edward shared a presentation with the committee that provided updates on concerns within the service area this year. Statistics and demographics were shared on whom among the membership has been represented in programs and conferences that Health and Safety has led over the last year. Particular points of interest shared were that both designated groups and men educators have a higher representation in large conferences that are hosted by the provincial office. Members were then lead through a presentation on the various components of the ETFO Health and Safety website ([etfohealthandsafety.ca](http://etfohealthandsafety.ca)), including highlights of a variety of resources that address COVID-19 specific issues in schools. Information on best practices for masks, PPE, physical distancing, hygiene, etc., were shared, as were links to both provincial and federal websites. Other areas of the website that were highlighted include the service

area's continued work on violence in the classroom and mental wellness for both staff and students.

Among members of the committee, the locals and school boards represented are suffering from isolation in terms of the dearth of male educators. One member shared that they started a male retreat within their local that has helped to bring a sense of community to the men in their area. Another member shared that they attempted to start a men's focus committee for members across their local last year; unfortunately, they did not receive much of a response, which they understand could be attributed to both bargaining and the pandemic.

Members added the cover of *Professionally Speaking* for December 2020 to the agenda. All members agreed it was offensive to educators, as it included a racialized male educator to represent the profession in an extremely disrespectful manner. Members shared that though men are underrepresented within the profession, it was a man who was used as a visual to represent the 'threat' to the public. A member asked if ETFO has ever pursued a response from the OCT in terms of a 'call to action', based on the egregious nature of the cover story.

At the February 19, 2021 meeting ETFO staff shared a presentation with the committee that provided updates on ETFO's *Addressing Anti-Black Racism* multi-year strategy. The presentation included the various components of the strategy adopted by the Executive in 2018, including ways in which capacity can be developed within released officers, local leaders, the membership, students, and society at large. Two members of the committee from more rural and less diverse locals addressed the need for there to be training that can specifically address the needs of their areas. In particular, the addressing the links between anti-Indigenous and anti-Black racism, as well as how to address racism in areas with a majority white population, would be specific needs.

Committee members shared their experiences with the possibility of having their classes recorded. Two members shared that their school boards have particular policies in place if educators choose to record an online class, including a case of needing verbal permission from Intermediate students but there doesn't seem to be a similar policy in place for students. This is a particular concern for Intermediate grades. Not only does it impact educator-student dynamics, but there have also been examples of students recording classes and sharing them via social media. This highlighted concerns that all members shared about online learning throughout this year.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Brian Morris, Chairperson

MS:BM:NT





## REPORT TO THE 2021 ANNUAL MEETING OF THE NEW MEMBERS COMMITTEE

### Terms of Reference

- To advise the Executive on the perspective of new members on Federation initiatives.
- To advise the Executive and recommend strategies which support members new to the education profession and the Federation.
- To advise the Executive and recommend ways to encourage new members to become involved in the Federation.
- To advise the Executive and recommend strategies to educate new members on their role and responsibilities as members of the Federation.

### Committee Members

Jordan Smith  
Lyndsay Houghtling  
Michelle McKay  
Sara Savoia  
George Shaikh  
Phyllis Hession-White

Thames Valley Teacher Local (Chairperson)  
Grand Erie Teacher Local  
Peel Occasional Teacher Local  
Simcoe County Occasional Teacher Local  
Hamilton-Wentworth Occasional Teacher Local  
Staff Liaison

### Committee Activities 2020-2021

The New Members Committee met on December 15, 2020 and February 12, 2021. The committee discussed and analyzed issues pertaining to new members.

During the first meeting, the committee:

- reviewed the committee's Terms of Reference;
- selected J. Smith to chair the New Members Committee;
- reviewed the ETFO *Reference Book* and *Welcome to ETFO* book and discussed items in it of particular interest to the New Members Committee;
- reviewed a number of ETFO resources available to support new teachers;
- reflected on the previous year's Annual Meeting resolutions and started the discussion around possible resolutions for this summer's Annual Meeting;
- discussed local initiatives to engage new members and shared how New Teacher Induction Program (NTIP) runs in each local;
- reviewed feedback from the Fall Leadership New Member Chair Training and made suggestions for next year; and

- discussed methods of communication used to communicate to new members.

During the second meeting, the committee:

- reviewed the committee's Terms of Reference;
- shared updates and ideas from local New Member Committees;
- discussed how NTIP programs were put on hold in locals due to the work-to-rule ETFO negotiations; and
- read the Ontario College of Teachers *Transition to Teaching 2019* study and reported the trends in education.

On May 12, 2021, J. Smith, chairperson of the New Members Committee, attended the provincial Executive meeting and shared the activities of the committee. The Chairperson's report reviewed the activities of the committee as well as issues facing our new members. The opportunity to provide the provincial Executive with insight into the difficulties our newer members face was invaluable.

**Recommendation to the 2021 Annual Meeting:**

1. THAT Article XI, Local Organizations, be amended by the addition of a new section to read:

Each local shall endeavor to have a New Members Committee.

Respectfully submitted,  
Jordan Smith, Chairperson

JS:PHW:LS



## **REPORT TO THE 2021 ANNUAL MEETING OF THE OCCASIONAL TEACHER COMMITTEE**

### **Terms of Reference**

- To advise the Executive on the perspective of occasional teachers on Federation initiatives.
- To advise the Executive on legislation, board policies and other issues which impact occasional teachers.
- To advise the Executive and recommend strategies which support members who are occasional teachers.
- To advise the Executive and recommend ways to encourage occasional teachers to become involved in the Federation.
- To advise the Executive and recommend programs and resources which will support occasional teachers.

### **Committee Members**

Marsha Auxilly	Waterloo Region Occasional Teacher Local (Chairperson)
Sue Beltrano	Algoma Occasional Teacher Local
Aloysius Okafor	Peel Occasional Teacher Local
Karen Walker	Durham Occasional Teacher Local
Lara Waterhouse	Trillium Lakelands Occasional Teacher Local
Tracy Blodgett	Staff Liaison

### **Committee Activities 2020-2021**

The Occasional Teacher Committee met on December 7, 2020 and January 25, 2021. Marsha Auxilly was elected chairperson at the meeting. The 2020-2021 committee activities were largely focused on discussing items related to the COVID-19 pandemic and the repeal of Regulation 274.

The COVID-19 pandemic has raised several issues and concerns for occasional teachers. The health and safety of occasional teachers has been difficult to ensure as they move from school to school and class to class teaching many students. As a result, many occasional teachers have opted to only teach in virtual classrooms or take a leave of absence, resulting in a significantly lower number of occasional teachers actively working in the system. Lack of training on the virtual platforms has also caused anxiety and more occasional teachers taking leaves. The committee discussed local and provincial strategies that have been employed to help raise the number of occasional teachers available to work and to support the mental health of occasional teachers overall. The need for paid sick days for occasional teachers has also become more important than ever.

The repeal of Regulation 274 was a huge blow to occasional teacher hiring practices. Locals that were still bargaining found boards resisting bargaining new hiring language. Locals that had concluded bargaining were bound by the Ministry interim policy on hiring. The committee raised concerns for the future of seniority-based hiring and the impact of reverting to the old methods.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Marsha Auxilly, Chairperson

MA:TB:SM



## **REPORT TO THE 2021 ANNUAL MEETING OF THE OCCUPATIONAL HEALTH AND SAFETY COMMITTEE**

### **Terms of Reference:**

- To advise and make recommendations to the Executive on Health and Safety.
- To make recommendations to the Executive to raise member awareness of health and safety issues in schools.
- To provide advice on the promotion of member participation in Health and Safety training.
- To provide advice for assistance for Health and Safety Representatives who sit on Joint Occupational Health and Safety Committees.

### **Committee Members**

Kristyn Owers	Elementary Teachers of Toronto Local (Chairperson)
Jennifer Barry	Lakehead Teacher Local
Amanda Baxter	Grand Erie Occasional Teacher Local
Antonella Ciampa	Greater Essex Teacher Local
Anastasia Georgas	Peel Teacher Local
Tracie Edward	Staff Liaison

### **Committee Activities 2020-2021**

The Occupational Health and Safety Committee met on November 25, 2020 and February 9, 2021, both of which were held on Zoom. Vice-President Monica Rusnak attended the beginning of both meetings to bring greetings on behalf of the Provincial Executive.

During the first meeting, committee members reviewed the committee's Terms of Reference and selected K. Owers to chair the Occupational Health and Safety Committee. The committee reviewed the statistics from the Equity and Women's Services report regarding the percentage of women and other designated groups participating in Health and Safety Services programs.

Health and Safety Services staff provided updates regarding programs and other initiatives at each meeting, including the COVID-19 resources for members and for local leaders and health and safety representatives. ETFO's provincial and local efforts to address the inadequate COVID-19 protocols was discussed. Concerns were raised about the lack of support from the Ministry of Labour, Training and Skills Development (MLTSD) and the issues with our members not complying with protocols. These issues were partly due to the lack of clarity, with different rules in the community and in different regions depending on the amount of community spread. The committee also

discussed concerns with the lack of clarity in the decisions made by local public health authorities.

Updates on workplace violence initiatives included the ETFO 2019 Workplace Violence Symposium report and the government's restriction of suspensions for student from Kindergarten to Grade 3. New collective agreement language in the central terms was reviewed including the implementation of the online reporting system, the provision of the aggregated summary reports to the Joint Health and Safety Committees and locals, and the half day of Professional Development required to be scheduled by December 31, 2020. It was noted that fewer incidents of violence have been reported. This may be due to certain students staying at home, lower class sizes in the specialized classrooms, physical distancing and other contributing factors. This experience should be examined in order to improve preventative measures to reduce workplace violence.

The committee was provided with information on the latest study on occupational cancers.

At the second meeting, updates on ETFO's provincial and local lobby efforts to address inadequate COVID-19 protocols were provided. Recent government announcements and updates from the Provincial Working Group on Health and Safety were shared. Orders and concerns in local Field Visit Reports from the MLTSD were discussed.

The results of the Canadian Teachers' Federation's Mental Health survey were shared. The Pandemic Experience Survey from the Occupational Health Clinic for Ontario Workers was discussed.

Updates on the workplace violence strategy, recent conferences, and other programs were provided.

Information about current projects of the Ontario Federation of Labour's Health and Safety Committee were shared, including information about a recent labour board decision and MLTSD consultations.

The committee reviewed the previous year's Annual Meeting Resolutions and discussed possible resolutions from the committee and locals.

In May, K. Owers, chairperson, presented a report on the work of the standing committee to the provincial Executive.

### **Recommendations to the 2021 Annual Meeting:**

1. THAT Policy Statement 39.17, Health and Safety, be amended to read:

That all district school boards adopt the Multi-Workplace Joint Health and Safety Committee (MWJHSC) structure to include all bargaining groups.

2. THAT Article XI – Local Organizations, Section 2, Governance, 11.2, be amended with the addition of a new subsection:

Each local should have an Occupational Health and Safety Committee and/or Officer.

Respectfully submitted,  
Kristyn Owers, Chairperson

KO:TE:DP



## **REPORT TO THE 2021 ANNUAL MEETING OF THE PENSION COMMITTEE**

### **Terms of Reference**

- To study pension and related issues that impact on active and retired members of the Ontario Teachers' Pension Plan (OTPP) and the Ontario Municipal Employees Retirement System (OMERS).
- To study the communication of pension information to ETFO members.
- To advise and make recommendations to the Executive on pension issues.
- To advise the Executive on the promotion of education among ETFO members about pensions or pension related issues.

### **Committee Members**

Lee-Ann Matteau  
Shannon Brooks  
Jeannie Chong  
Sarah MacKay  
Sabrina Pennesi  
Mark Butt

Algoma Teacher Local (Chairperson)  
Limestone Teacher Local  
Durham Catholic DECE Local  
Hastings-Prince Edward Teacher Local  
Elementary Teacher of Toronto Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee participated in two virtual Zoom meetings. The first meeting was held on December 11, 2020. Executive Liaison Monica Rusnak brought greetings from the ETFO Executive and reviewed the Terms of Reference and Guidelines for ETFO Committee Members.

At the first meeting, the committee elected Lee-Ann Matteau to the position of Committee Chairperson.

The committee discussed the possibility of including a column/side page with retirement tips in *Voice Magazine*. Shannon Brooks set up a meeting with Executive Staff Member Izida Zorde to discuss the possible options.

The committee reviewed the OMERS plan and the options it is considering to address increasing costs. Possible plan changes discussed were: plan expansion to include non-full-time employees, part-time workers and casual workers, shared risk indexing and an increase in contribution rates. The committee discussed these options and reviewed the ETFO letter supporting the expansion and opposing the shared risk indexing.



The committee also reviewed the OTPP and discussed ongoing climate change and ESG (i.e., Environmental, Social and Governance) issues.

The second meeting was held on April 20, 2021. Shannon Brooks reported back to the committee that she had met with Executive Staff Member Izida Zorde and discussed the possibility of including a column/side page tips section in *Voice*. It was determined that *Voice* was not the best place for what the committee was looking to share.

The committee reviewed the OMERS 2020 financial results. The committee discussed the (-2.7%) return this year and what it would mean for plan members. The committee discussed the Annual Report and recent plan changes, including shared risk indexing.

The committee then reviewed the OTPP 2020 Annual Report highlighting that the plan is fully funded for an eighth consecutive year with a preliminary surplus of \$8.5 billion, with 100% inflation protection being provided on all pensions. The plan's funding ratio was 103%. The committee then talked about the plan's commitment to net zero emissions by 2050.

The committee discussed ways to communicate key issues related to pensions to members, with a focus on making sure members were aware of what was required when applying for their pensions.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Lee-Ann Matteau, Chairperson

LM:MB:CS



## **REPORT TO THE 2021 ANNUAL MEETING OF THE POLITICAL ACTION COMMITTEE**

### **Terms of Reference:**

- To advise the Executive and recommend strategies to enhance the profile of political issues within the Federation.
- To advise the Executive and recommend strategies that will foster and encourage greater political involvement by ETFO members.
- To advise the Executive and recommend strategies which respond to issues at all levels of government.
- To advise the Executive and make recommendations regarding ETFO's participation at meetings and conventions of political parties.
- To advise the Executive and make recommendations regarding the policies of political parties and other organizations interested in education.

### **Committee Members**

Hasina Taylor  
Cory Huybregts  
Cory Judson  
Stephen Skoutajan  
Brian Pak Hang Tsui  
Federico Carvajal

Thames-Valley Teacher Local (Chairperson)  
Ottawa-Carleton Occasional Teacher Local  
Grand Erie Teacher Local  
Ottawa-Carleton Teacher Local  
York Region Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee met three times over videoconference. The committee elected Hasina Taylor as the new Chairperson. The committee discussed the impact of the COVID-19 pandemic on public schools and the inadequate response from the government. The committee also discussed ways to increase public pressure on the provincial government to allocate additional resources to keep schools safe for educators and students.

Vice-President David Mastin, Executive Liaison, attended all three meetings of the committee. He thanked members of the committee for their ongoing work and highlighted the importance of self-care and reaching out for support when needed. He briefed the committee on the process for resolutions for the 2021 Annual Meeting. The committee also received updates from Staff Liaison Federico Carvajal on legislative changes impacting public education, including Bill 229 which made significant changes to the governance of the Ontario College of Teachers. The committee also discussed

ETFO's Provincial Election strategy. The committee recommended three resolutions to the Annual Meeting.

**Recommendation(s) to the 2021 Annual Meeting:**

1. That Position Statement, 10.0, Political Action, be amended by the addition of a new subsection to read:
  - 1.0 That ETFO actively support organizations that promote the enactment of proportional electoral both provincially and federally across Canada.
2. THAT ETFO lobby the provincial government to establish a provincial teacher tax credit without the need to document and collect receipts.
3. THAT ETFO, through CTF, lobby the federal government to modify the educator supply tax credit such that every educator can automatically receive a \$1000 federal tax credit at their current marginal tax rate without the need to document and collect receipts.

Respectfully submitted,  
Hasina Taylor, Chairperson

HT:FC:MG



## **REPORT TO THE 2021 ANNUAL MEETING OF THE PROFESSIONAL LEARNING/CURRICULUM**

### **Terms of Reference**

- To advise the Executive and recommend policy related to professional development, curriculum and assessment.
- To advise the Executive and recommend initiatives for members of the Federation related to professional development, curriculum and assessment.
- To advise the Executive and recommend content, delivery and design of Federation professional development, curriculum and assessment programs.
- To advise the Executive on matters relating to the professional development work of the committee.

### **Committee Members**

Debra Besner  
Cristol Bailey  
Lisa Galvan  
Jennifer Lasoski  
Kait Rainey-Strathy  
Lisa West

York Region Teacher Local (Chairperson)  
Rainy River Teacher Local  
Greater Essex County Teacher Local  
Greater Essex County Teacher Local  
Limestone Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

Over the course of this school year, the Professional Learning and Curriculum Committee met on December 10, 2020 and April 27, 2021. During each meeting, the committee discussed the continued impact of COVID-19 on teaching and learning. The committee analyzed both the issues and the successes that we have encountered, as well as the support that members require.

It was brought to the committee's attention that ETFO continues to advocate for more funding and Ministry resources for emergency remote learning and general professional learning supports at this time.

Since Staff Liaison L. West sits on the Ministry of Continuous Learning Working Group, the committee discussed different topics and issues that are important to members so that ETFO can both share the realities that are being faced by educators during the pandemic and advocate for appropriate support.

The committee celebrated the fact that since ETFO raised specific concerns about the proposed removal of key resources such as the Edugains website, the Ministry has extended access to this site until June 2021.

Committee members agreed with the proposed next steps that ETFO is currently taking in responding to members' professional learning needs during COVID-19, such as the continuation of mathematics resources, mental health resources and resources to support teaching virtually for teachers and occasional teachers.

Committee members appreciated the ongoing supports provided by ETFO during the pandemic. It was suggested that there be more virtual professional learning opportunities available in order to reach more members in a timely manner. A variety of virtual experiences were suggested such as practical webinars, panel discussions, question and answer sessions, workshops targeting high-yield strategies and teacher mental health and equity sessions.

Another accomplishment that the committee celebrated was that at our first meeting, the committee suggested that the current resources being shared through COVID-19 eNewsletters be curated by topic so that members can easily find resources and professional learning opportunities when it is being communicated. The committee appreciated the responsiveness of ETFO in creating a subsequent webpage where such information was curated, as well as for the additional workshops targeting curriculum support.

The impact of COVID-19 on student learning and teacher well-being will be significant going forward as we enter recovery phase planning. The committee asks that if the Ministry working table group continues meeting through the recovery phase, that ETFO continue to advocate for both student and educator needs.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Debra Besner, Chairperson

DB:LW:LS



## **REPORT TO THE 2021 ANNUAL MEETING OF THE PROFESSIONAL RELATIONS AND DISCIPLINE COMMITTEE**

### **Terms of Reference**

- To advise the Executive and recommend programs to educate, assist and inform members about the prevention of professional difficulties and how to respond when dealing with professional concerns.
- To act in accordance with the disciplinary procedures for alleged violations of Article VI: Code of Professional Conduct of the ETFO Constitution.
- To advise the Executive and make recommendations on matters that impact on the professional lives of members.

### **Committee Members**

Tamara DuFour	Hamilton-Wentworth DECE Local (Chairperson)
Andrew Aloe	Upper Grand Occasional Teacher Local
Jennifer Deck	Kawartha Pine Ridge Occasional Teacher Local
Sophie Kroesen	Toronto Occasional Teacher Local
Shanlee Linton	Lakehead Teacher Local
Jennifer Mitchell	Staff Liaison

### **Committee Activities 2020-2021**

The committee met on October 29, 2020, January 21 and April 20, 2021. At the first meeting, committee members were provided with an overview of the work of the committee. Over the course of the year the committee reviewed and discussed Articles VI and VII of the ETFO Constitution, as well as the disciplinary procedures for violation of the *Code of Professional Conduct*. They made recommendations to the Executive confidentially.

Information was provided about ongoing Professional Relations Services (PRS) work occurring at ETFO. ETFO PRS staff continued to offer programs, some of which have been adapted to an online delivery model. A review of program offerings included webinars throughout the year, conferences, courses and workshops. There were discussions about recently published PRS Matters bulletins, PRS staff responding to calls from local leaders and members on issues such as high stress and anxiety in dealing with distance learning, the fear of contracting COVID-19, requests from boards for supporting medical documentation when members seek accommodations, racism and anti-Black racism. Ontario College of Teachers (OCT) and College of Early Childhood Educators (CECE) proceedings have still been taking place but have shifted to a virtual context.

ETFO staff have participated in a consultation process with the government, which is

exploring possible reforms to Employment Insurance (EI). With regards to EI, committee members discussed a one-time reduction in the number of hours needed to apply for special benefits. They also talked about long-term occasional teachers (LTOs), who in some instances are being denied the ability to collect EI in the summer, and designated early childhood educators' (DECEs) ability to access benefits during summer months.

Committee members discussed various professional issues that members are facing during the pandemic. Some issues required cross-departmental support from ETFO, including PRS and Collective Bargaining Services (CB), as some situations evolved to the point where grievances needed to be filed.

In some boards, members have taken a leave from the profession due to concerns about health risks or because they may be immunocompromised. The availability of work for occasional teachers (OTs) may differ from board to board, specifically in the distance learning versus the face-to-face teaching contexts. There have been some challenging periods with reduced employment opportunities (e.g., during school closures). Members working in occasional assignments have experienced stigma for potentially being carriers of COVID-19, as they travelled from one worksite to another.

PRS issues that have emerged in locals included: members seeking accommodations, care issues (e.g., members caring for their children or their parents), the failure to fill assignments, technical issues with distance learning platforms, safety plans not being updated, allegations, students and staff not wearing masks and students spitting. Local leaders continued to support members who faced consequences for making posts of concern online.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Tamara DuFour, Chairperson

TD:JM:SC



## **REPORT TO THE 2021 ANNUAL MEETING OF THE SPECIAL EDUCATION COMMITTEE**

### **Terms of Reference**

- To provide advice to the Executive on special education issues and their impact on members.
- To provide advice to the Executive on the promotion of the education of students with special needs.
- To provide advice to the Executive on the content, delivery, and design of special education programs.
- To review policy, procedures, and legislation related to special education and make recommendations to the Executive.

### **Committee Members**

Adrienne Plumley  
Matthew Carroll  
Julia Johnson  
Peter Lindsay  
Deborah Weston  
Kalpana Makan

Elementary Teachers of Toronto (Chairperson)  
Rainbow Teacher Local  
Avon Maitland Teacher Local  
Upper Canada Teacher Local  
Peel Teacher Local  
Staff Liaison

### **Committee Activities 2020-2021**

The committee convened virtually on November 23, 2020 and January 22, 2021. Committee members introduced themselves and reviewed the Standing Committee Guidelines, Standing Committee Terms of Reference, the process for recommendations to the Executive, conflict of interest guidelines and a member's obligation to disclose any conflict, and the chairperson's responsibility within the committee group and their responsibility presenting at the spring Provincial Executive meeting. Committee members shared several examples of safety concerns during the school board pandemic planning and shared insights into the lack supports provided to educators, students, and families. K. Makan shared Ministry of Education updates and that ETFO staff continue to reach out and maintain relationships with the Ministry staff in order to receive information.

The committee discussed the provincial government's handling of school board closures and re-opening during COVID-19 pandemic and the inequities faced by many students and families. Committee members discussed the various ways school boards dealt with school closures and re-openings. They shared stories of those marginalized in the special education community and how these changes have affected them. K. Makan informed the committee that ETFO staff continue to share concerns around access to



resources and student mental health with Ministry and other educational partners. Several resources that were created with community mental health partners were shared with committee members during the year.

The committee determined Chairperson A. Plumley and other committee members attending the Annual Meeting would support resolutions by other equity-seeking committees and members.

K. Makan thanked committee members and wished them all the best in coming year.

**Recommendation to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Adrienne Plumley, Chairperson

AP:KMM:KP



Elementary Teachers' Federation of Ontario (ETFO)  
Fédération des enseignantes et des enseignants  
de l'élémentaire de l'Ontario (FEEO)

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## **REPORT TO THE 2021 ANNUAL MEETING OF THE STATUS OF WOMEN STANDING COMMITTEE**

### **Terms of Reference:**

- To advise the Executive on ways of enhancing the status of women in the teaching profession and in society.
- To advise the Executive on ways of enhancing the profile of local ETFO status of women committees.
- To advise the Executive on the training and provision of support for local status of women chairpersons.
- To develop policy recommendations for the Executive and the Annual Meeting to assist locals to establish policies within district school boards that are relevant to women's issues.
- To provide advice on the content, delivery and design of status of women programs for locals.
- To make recommendations to the Executive for possible action on issues related to the status of women.
- To make recommendations to the Executive on outreach to community-based women's organizations.
- To advise the Executive on how to include women members in all aspects of ETFO's organization and programs.
- To advise the Executive on how to promote opportunities for networking, leadership and professional development for women members.

### **Committee Members**

Toby Molouba  
Natasha Burford  
Margaret Chung  
Michaela Kargus  
Rachel Nesbitt  
Susan Thorpe  
Alice Te

Peel Teacher Local (Former Chairperson)  
Elementary Teachers of Toronto Local  
Limestone Teacher Local  
Grand Erie Teacher Local (Alternate)  
Halton DECE Local  
Upper Canada Occasional Teacher Local  
Staff Liaison

## **Committee Activities 2020-2021**

The committee met two times during the year on December 9, 2020 and February 11, 2021.

The committee's activities during 2020-2021 included the following:

- selected chairperson was Toby Molouba on December 9, 2021;
- discussed the women's caucus at Annual Meeting 2020, the experience of organizing support for designated positions for women on local executives as well as the 6% in local budgets, and ways to network committees on issues of equity and social justice;
- shared content of the Local Status of Women Chairs Leadership Training sessions and discussed ways in which the local status of women chairs can be better supported, as well as strategies for diversifying the group of women holding the local chairs position;
- explored newer sections of the Equity and Women's Services (EWS) Report to Annual Meeting 2020. In particular, the committee examined the collected data on members who identify as racialized and the virtual programs that were offered due to the COVID-19 pandemic. Focused conversation was had on how such data informs the committee around membership engagement, union leadership and future actions; and
- shared information about ETFO WP programs and budgeting implications for this last year, discussed possible changes to upcoming years and highlighted equity-related initiatives at the provincial level such as ETFO's action on Anti-Black racism, Indigenous education, women's equality and addressing anti-Asian racism.

### **Recommendation to the 2021 Annual Meeting:**

The committee revisited and will bring forward one (1) resolution brought from the 2020 Annual Meeting.

1. THAT Article XI, Local Organizations, be amended by a new section to read:
  - 1.0 Local Programs for Women
  - 1.1 Each local shall endeavour to allocate six (6) per cent of their budget to programs for members who identify as women only.

Respectfully submitted,  
Margaret Chung,  
Status of Women Committee Member

MC:AT:EYO



## **REPORT TO THE 2021 ANNUAL MEETING OF THE TEACHER EDUCATION/FACULTY LIAISON COMMITTEE**

### **Terms of Reference**

- To provide advice on the promotion of the role of the Federation in pre-service education.
- To facilitate the entry of new graduates into the profession.
- To monitor the activities of the College of Teachers and other organizations as they relate to teacher education.
- To communicate to faculties of education trends impacting on the profession.
- To ensure that teacher candidates are made aware of professional ethics and teachers' rights and responsibilities during their pre-service years.

### **Committee Members**

Terri Anne Jackson	Durham Teacher Local (Chairperson)
Amrit Bains	Ottawa-Carleton Teacher Local
David Berger	Kawartha Pine Ridge Teacher Local
Sai Amrita Kaul	York Region Teach Local
Dale Napier	Thames Valley Teacher Local
Ellen D'Heureux	Elementary Teachers of Toronto Local
Sara Pidgen	Rainbow Teacher Local
Annamari Pouti-Fletcher	Greater Essex County Teacher Local
Wendy Rolph	Near North Teach Local
Jane Roberts	Limestone Teacher Local
Angela Salvatori-Corapi	Niagara Teacher Local
Corinne Scarfo	Lakehead Teacher Local
Joanne Threndyle	Waterloo Region Teacher Local
Leah Kearney/Zaiba Beg	Staff Liaison

### **Committee Activities 2020-2021**

The Teacher Education/Faculty Liaison Committee (TEFLC) met three times this year. All three meetings were held virtually due to public health restrictions during the ongoing COVID-19 pandemic.

The ETFO chairpersons of their Teacher Education Liaison Committee (TELC), who also attended the Ontario Teachers' Federation (OTF) Teacher Education Liaison

Committee meetings for 2020-2021, were: A. Bains (Ottawa), S. Kaul (York), D. Napier (Western), S. Pidgen (Laurentian) and J. Threndyle (Wilfrid Laurier).

### October 2020 Meeting

At the October 2020 meeting, Terri Anne Jackson was elected chairperson. First Vice-President and Executive Liaison Karen Brown welcomed the committee members. Updates included an overview of the issues associated with Regulation 274 and a description of the complaint ETFO was lodging with the Ontario Labour Relations Board (OLRB) after it was announced by the government that it would be revoking the regulation.

Committee members discussed emerging information about the impact that the pandemic was having on teacher education programs, including uncertainty in the format of practicum placements with some being face-to-face and others being virtual.

ETFO staff provided updates related to funds for resources for faculty of education libraries, the Faculty of Education Awards and the ongoing booking of Federation Days. Uncertainties for new teachers and graduating teacher candidates pertaining to the Math Proficiency Test (MPT) requirement came up several times during this meeting. Teacher Education/Faculty Liaison Committee (TEFLC) Reports from each delegate, from each faculty of education, were shared and discussed.

### February 2021 Meeting

At the February 2021 meeting, the committee discussed issues emerging from the government's abrupt introduction of a new Temporary Certificate of Qualification and Registration which will expire on December 31, 2021. Teacher candidates in the second year of their programs could apply for these certificates through the Ontario College of Teachers (OCT). This limited, one-time, emergency measure was introduced to address a shortage of occasional teachers in some school districts.

During this second meeting, First Vice-President and Executive Liaison Karen Brown provided ETFO's position on, and the implications of, the introduction of the Temporary Certificates. First Vice-President Brown also highlighted ETFO's work to advocate for improved health and safety protocols in schools during the pandemic and the assuring news that education workers would be prioritized for vaccines in Phase 2 of the rollout.

Matthew Sinclair, ETFO Executive Staff, presented an overview of ETFO's Anti-Black Racism Strategy, which is focused on creating systemic changes to confront anti-Black racism and provide a more welcoming and inclusive union environment for Black members at provincial and local levels. Teacher Education/Faculty Liaison Committee (TEFLC) Reports from each committee delegate, from each faculty of education, were shared and discussed.

Committee members were involved in and/or attended the symposium entitled *Creating Conditions, Conversations and Collaboration for Equity, Inclusion and Diversity in Teacher Education* on February 5 and 6, 2021, organized by ETFO in conjunction with OTF and the other affiliates.

### May 2021 Meeting

At the May 2021 meeting, representatives of the OTF Provincial Teacher Education Committee Meeting provided updates from their April 2021 meeting. Throughout the meeting, the committee discussed concerns about the sudden pressures some ETFO members are facing with the recent Ministry announcement that the Math Proficiency Test (MPT) will be offered online beginning in May 2021. It was acknowledged that beginning teachers with conditional Teaching Certificates of Qualification and Registration were facing stress in finding spots and would not have enough time to successfully write the test in advance of the August 31, 2021 deadline.

At this last meeting of the year, First Vice-President and Executive Liaison Karen Brown informed the group of the three motions that were passed at the May 2021 Representative Council related to MPT issues. First Vice-President Brown indicated that the Executive will be reviewing the motions through study and report provided by staff in the coming weeks. First Vice-President Brown also discussed ETFO's responsive action related to Laurentian University's recently announced insolvency, indicating that ETFO would be contributing \$20,000 to the Ontario Federation of Labour (OFL) coalition to support legal costs incurred to support Laurentian. This support is being provided by ETFO in the defence of the publicly funded education.

Many committee members indicated that faculties are still reviewing what program delivery will look like for Fall 2021 given continued uncertainties related to the pandemic. Some TELCs have been informed that the preservice programs may continue fully online, and others are planning for a hybrid model. It is most likely that Federation Days, at least in the Fall of 2021, will be running virtually. The quality of student placements this past year, as well as considerations for faculty students in the coming school year, were also discussed.

Finally, ETFO staff updates included highlights from regular Teacher Education Work Group (TESWG) meetings. The committee also reviewed and discussed the Teacher Education Application Service (TEAS) Statistics for 2021. Teacher Education/Faculty Liaison Committee (TEFLC) Reports from each delegate, from each faculty of education, were shared and discussed.

**Recommendations to the 2021 Annual Meeting:**

Nil.

Respectfully submitted,  
Terri Anne Jackson, Chairperson

TJ:ZB:MR



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