

DTA Monthly Update

8 November 2024



Delta Teachers'
ASSOCIATION

Presidents' Message

Reflecting back on this year's startup, the kinds of issues we have been dealing with are not the usual ones. There has been a lot going on in the first few months this year for both teachers and the DTA office as we learn and gel as a new team.

The Provincial election weighed heavily on teacher's minds, and I personally was up at night worried about what a conservative government would mean for teachers and public education. Having lived through the BC Liberal days, I dreaded the increased workload that was coming. Although slightly relieved at the outcome, as this province and our country becomes more right leaning, combined with a newly elected fascist (yup I'm saying it) in the USA, I worry for our most vulnerable members, including members of colour, Indigenous members, 2SLGBTQIA+ members, members with disabilities, members who are neurodivergent, members living with mental illness, and women in general. I also worry for the men, especially young students who may face more toxic masculinity than ever before. I feel like this article says it better than I ever could: <https://www.cnn.com/2022/09/08/us/andrew-tate-manosphere-misogyny-solutions-cec/index.html>

You might have to be 'neutral' in the classroom (another fallacy, as education is anything but objective), but the events of the world will affect all of us in this profession.

To be sure, the re-election of the NDP is not all rosy.

We're all wondering how long we'll be waiting for an EA in every primary class and a counselor in every school. My guess is years, as these members simply don't exist, and I imagine no extra funding will come to pay for it. The already failed promises of the NDP are playing out daily in classrooms. The teacher and EA shortages provincially, a lack of supports for students, the decrease of prep coverage resulting in payouts across the board, the divisiveness of remedy, and ever-increasing demands around paperwork, data collection and multiple reworkings of a reporting order in a cumbersome province-issued digital reporting program. I'm sure I've missed many things.

Well this is peppy. Is there any good news? Yes. Teachers are providing caring, quality education to kids despite the shortages and difficulties presented. Teachers are professionals who care about the well being of children. And if teachers are struggling with their mental or physical health, the union provides access to benefits to care for yourselves and that may include paid sick leave.



PRESIDENT - ALISON KERR

In this update you can expect:

Evaluations for Non-Enrolling Teachers

Is your Health & Safety Committee Posting Minutes?

Non-District Email

Scholarship Receipts

In Memoriam / Calendar of Events

General Meeting Gift Card Winners

- **Louise O'Brien**, Neilson Grove Elementary
- **Elen Nikas**, Sands Secondary
- **Katherine McLennan**, Heath Elementary
- **Jim Reid**, Inclusive Learning
- **James Forliti**, Adult Ed
- **Julie Grauer**, Adult Ed
- **Jessica Van Ryk**, Gray Elementary

Presidents' Message Cont'd

Also, we are again facing an NDP government in bargaining, and this has meant no strikes since they've been in power and moderate gains in language, including salary increases. Hopefully this continues with the commencement of bargaining in March. Local bargaining is going well in Delta as well. We have met twice and will meet again this Tuesday.

Delta as a district works well with CUPE and the DTA, and this helps members. Triads are unheard of in most locals. The relationships and processes developed in schools and at the district level between employers, employees and the unions, creates trust and proactive actions to decrease issues. You can be a part of that.

Call us if you need us!

Evaluations for Non-Enrolling Teachers

Although we have written about evaluation before, we are seeing more unsatisfactory evaluations for teachers who don't teach in an enrolling classroom. This could include librarians, LST, ITT, special program teachers in secondary, coordinators, counsellors, etc.

Admin are required to conduct evaluations in accordance with the Collective Agreement Sections C.3, E.32 and H.2. Please read through the section of the Collective Agreement on evaluations using the 2019-2022 complete agreement. The language hasn't changed.

Here are some basics around the CA and process.

- Read over your job posting description found on MS Teams in the Teacher Info > Forms and Info tab at the top > Spring Staffing > [T24-000 Job Descriptions.pdf](#). Some of you might have better role descriptions in the Inclusive learning manuals, or the handout from elementary librarians etc.

- Take a look at the Evaluation forms found here: [Teacher Professional Growth Review Template](#). Teachers can decide if they want to use the form that uses "Satisfactory" or "Unsatisfactory" or one that uses a Proficiency Scale (EMG-DEV-PRF-EXT) for evaluation. We recommend requesting the proficiency scale to get a more accurate understanding of any growth that is necessary, whether you receive a satisfactory or unsatisfactory report. No other format should be used to evaluate you other than that template.

- Before your evaluation process begins, discuss with your admin what sections of the evaluation template would apply directly for the work you do. For example, in some roles teachers don't assess student work, so the appropriate selection would not be a Proficiency Scale indicator, but rather Not Evaluated, No data collected or N/A. If you do not agree on some areas, please call us, as we review evaluation processes with HR.

- Dates for your observations should be mutually agreed upon between you and your admin. The dates should not come as a surprise for you, you should feel prepared for an observation, and your admin should not just be popping in to do an observation any time they choose.

- You should have a pre-meeting before your observation, and a post-meeting after your observation. If this is not happening for you, you need to ask for the admin to follow the process. Or call the DTA.

- Much of the work of a non-enrolling teacher may not be 'observable' as in a traditional lesson, so they may ask to meet with you instead to talk about and provide evidence about aspects of your work. Once again, these meetings should be scheduled, and you should know in advance what evidence you are supposed to provide. You are not writing a document for them. It's a conversation. Once again, they should not evaluate you on work you don't do.

- If your admin wants you to improve or change something in your practice before the next observation or conversation, they need to follow that up in writing (E.32.2). This is particularly important if there's a chance you may receive an unsatisfactory evaluation.

- You should have a chance to review your evaluation before you and your admin sign the document. If you don't agree with parts of it, it can be changed, and if they won't change it, you can add a written addendum to be filed along with the final copy stating your objections. It will then be sent to HR to put in your file there. You should also receive a printed copy for your own records.

Evaluations for Non-Enrolling Teachers

· From the Professional Growth Review form: "Teacher's signature represents neither acceptance nor approval of the evaluation. It indicates only that the teacher has reviewed the report in conference with the Principal or Vice-Principal. The teacher's comments may be attached."

· Although unlikely, if you do not receive a satisfactory evaluation, a draft copy will be sent to Alison to make sure they've written it properly, and you can also request changes as outlined in #8. Then there is a meeting with HR, your admin and the DTA to hand out the final copy and discuss the plan of assistance.

Shannon Hunt has also created a video on the Evaluation Process which can be found on MS Teams > Teacher Info > Forms and Info > Professional Growth Review > TeacherEvaluationsV2.mp4

Unfortunately, we have seen over 4 unsatisfactory evaluations in the last few years thrown out due to improper process by administrators. They then had to start again which is very stressful on the member. Please be aware of your rights in the CA, and make sure the language is followed.

if you have any further questions, please reach out to the DTA for clarification.

Is your Health and Safety Committee Posting Minutes?

Every month, the Joint Occupational Health and Safety Committee at each worksite should be having a meeting and then posting their minutes within the school. Additionally, those minutes are to be submitted to the District committee for review and analysis. This is an important part of meeting the requirements set forth in the WorkSafe Regulations. If you are not sure where to find the minutes from your site committee, check with the DTA Health and Safety Rep at your location. They should be able to point you in the right direction.

Non-District Email

Just a reminder that if a Staff Rep at your school has not already collected a list of everyone's personal email addresses, it is important to do this as soon as possible. This is particularly important during bargaining years, as we never want to send information related to bargaining out using the employer communication systems.

DTA Scholarship Reciepents

DTA Scholarship (Formerly Tad Boyes)

FAITH PIVA

School Scholarships

Maisha Lindahl	Burnsview
Chloe Erhart	DSS
Khushboo Pangalia	Delview
Maisha Faiyaz	NDSS
Aneesha Bahia	Sands
Sarina Matharu	Seaquam
Kaelan Rai	SDSS

Calendar of Events

Nov 11 - Remembrance Day
Nov 13 - PD Committee Meeting
Nov 14/15 - BCSSA Fall Conference
Nov 18 - Staff Rep Assembly
Nov 21 - Nov 23 - BCTF FLI
Nov 25 - Non-Instructional Day
Nov 25 - Nov 28 - BCFED Convention

In Memoriam

- George Burden
 - Sheena Skinner
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