

Cranbrook Chronicles

March, 2016

www.cranbrookdistrictteachersassociation.com

Even DVDs have a pause button. If they can take a time out, so can you.

Dr. David Posen

Vice President's Message by Larry Dureski

Hello everyone. With one week to Spring break, I sit at this keyboard wondering where this term has gone. Both local office and other BCTF commitments have kept me very busy and out of the classroom a lot since the New Year.

I would like to thank you for your feedback on the curriculum redesign. I have heard of both anticipation and frustration in discussions I have had with colleagues on this matter, and respect the positions of both. At our last K-9 Fine Arts meeting in February, our Ministry facilitator (a BCTF member who is filling in for a Ministry maternity leave) reflected on the beginning of the redesign process. The BCTF requested a process that included member involvement and a curriculum that is not over-prescriptive. To that end, our wishes were granted. Teachers (selected by our federation, not the Ministry) made up the majority of curriculum team members, the process was transparent, and feedback opportunities were provided throughout the redesign. The current documents are far from being over-prescriptive, which in itself has been cause for frustration.

Has the redesign been perfect? We all know that answer. We still have no Grad program, and assessment /reporting practices have not kept up.

While attending the Palliser District Teachers' Convention in Calgary, I had the opportunity to listen to Mark Ramsanker, President of the Alberta Teachers' Association. He talked about the new bargaining model being used in Alberta that involves bargaining at a central table (provincial matters) followed by the bargaining of local issues in their 61 districts once all central issues are signed off. At this time, the ATA and government are discussing what issues will be dealt with at the central table. This bargaining structure is modelled after that used in Ontario. This is Alberta's first round of provincial bargaining. It should be interesting to keep track. At the same convention, I did a workshop on Band instrument repair. I found out that although Alberta's bargaining framework is slightly different from ours, their instruments do break in the same places.

I do wish all of you a relaxing Spring Break. If anyone wants to teach the "Funky Chicken" when they get back, I also picked up the notes for that at the convention.

Respectfully submitted,
Larry

President's Message by Shelley Balfour

As I stare out the window looking at the snow falling today, March 10th, I am reminded that Spring Break starts tomorrow and that things are going to get better!

I have been really busy these past few months. I thought it would be calmer as the year progressed but I was wrong. I was attached my report to the Executive which is a list of things I have done in the past month. It wasn't until I made the list that I realized how many hours of my life are spent in meetings. Good grief! Many of the meetings are productive and it is time well spent. The calendar meetings are the most grueling for me because no matter what gets decided, someone isn't going to be happy. I have lots of folks to think about when I am working on the calendar and I will never be able to make everyone happy. What I strive for is fairness to all. We spent a lot of time and energy on the calendar negotiations. We started out working on a three year calendar and it quickly became apparent that we were missing too much information to finish the 2018-2019 calendar so we dropped it.

As many of you know, this has been a very sad week in our community. We lost two students, Levi Robertson and Brennan Johnson in a tragic crash in Gold Creek. Levi and Brennan were my boys at Pinewood. They both had so much to offer and will be missed by their families and many friends. Shortly after that, we received the news that Lane Willumeit died suddenly. Lane is the loving husband of Amanda Willumeit, Kindergarten teacher at Gordon Terrace and the father to Demi, Torrin and Teague. I have sent a card and a Safeway gift certificate on behalf of the CDTA to the Willumeit family to help feed the masses when they arrive. A friend of the family has set up a gofundme account at <https://www.gofundme.com/q4ttju98>. We are again reminded how fragile life is so please look after each other and take time over the next two weeks to spend time with loved ones.

Happy Spring Break!

Shelley

SRB Issues:

Question: **I need to be away for a number of days. How can I ensure the same TTOC will be called?**

Choose the reason you are away:

-----Choose A Reason----- ▾

Select the type of absence:

single day range of days

Enter the start and end dates:

09-Mar-2016  To 18-Mar-2016 

- The simple answer to this question is: one dispatch record = one TTOC
- Each Dispatch Record has a unique Absence ID#
- A Dispatch can be a range of days with either the same schedule or different schedules per day (ie – some half days and some full days)
- Teachers should always use a range of dates whenever possible to ensure one dispatch and one TTOC.

Introduction to JUMP Math – How to Reach and Teach Every Child April 7th and 14th – Internet

JUMP Math is an innovative, research-based math resource and teaching approach that fosters a deep understanding and love of math in students. Our approach is based on the belief that all children can excel at math. In this two-part webinar, you will learn about the JUMP Math philosophy, our materials, how to implement the program, and how to access free resources.

To register, go to <https://www.eply.com/201516WEBINARCANADAINRODUCTION1237724>. If you have any questions please contact Rebekaah Shaffer at 604-644-9961 or by email at rebekaah.shaffer@jumpmath.org or visit our website at http://jumpmath.org/jump/en/jump_home.

Date: April 7th and 14th from 3:30-5:30 p.m.
Location: Internet

Introduction to JUMP Math – How to Reach and Teach Every Child
April 27th and 28th – Internet

JUMP Math is an innovative, research-based math resource and teaching approach that fosters a deep understanding and love of math in students. Our approach is based on the belief that all children can excel at math. In this two-part webinar, you will learn about the JUMP Math philosophy, our materials, how to implement the program, and how to access free resources.

To register, go to <https://www.eply.com/201516WEBINARCANADAINRODUCTION1237724>. If you have any questions please contact Rebekaah Shaffer at 604-644-9961 or by email at rebekaah.shaffer@jumpmath.org or visit our website at http://jumpmath.org/jump/en/jump_home.

Date: April 27th and 28th from 10:00a.m. to 12:00 p.m.

Location: Internet

Know your Collective Agreement

Article E.14 Transfer Initiated by the Teacher

- a) Teachers may apply for transfer to any vacant position posted pursuant to Article E.11 (Posting Vacant Positions) at the time it is posted, and may apply for transfer generally by request in writing to the Superintendent by **March 31**.
- b) If the request for transfer is effected, the teacher shall be notified, in writing, prior to May 31, save for those vacancies posted after May 31.
- c) If the request for transfer is not effected, the teacher shall be notified, in writing, prior to May 31, and he/she shall be given reasons why the transfer was not effected.
- d) A teacher who is not granted a general request for transfer may, within seven (7) days of notification, request a meeting with the Superintendent to discuss the reasons given. The teacher may be accompanied at such meeting by a member of the Association.

ARTICLE A.33:

TEACHER PARTICIPATION IN SCHOOL DECISION-MAKING

1. Principals will provide teaching staff with opportunities for meaningful input.
2. Input will be sought by Principals and will be provided by teaching staff on the following:
 - a. School Policies
 - b. School Budgets
 - c. School Curriculum, Planning and Evaluation
 - d. School Timetable and Organization
 - e. Non-Instructional Days
 - f. Student Programs

COMING TO A SCHOOL NEAR YOU . . .

A revised approach to Health and Safety

By Larry Dureski

Wait a minute. . . Was this title not already used in the last newsletter? You have good memory. The first article by this name was written after our first restructuring meeting in November. Since then, the district committee has adopted the name of District Occupational Health and Safety Advisory Committee (DOHSAC for short) and developed terms of reference defining the structure of this committee and its role in a district Health and Safety program.

Terms of Reference forms have been sent to each school and worksite in the district. These terms are for committees to monitor themselves to ensure that their objectives are being met. Each site committee (consisting of BCTF, CUPE, and employer reps) has put their names on this and sent it back to the Board office. Although there was an option to make changes to these terms of reference to accommodate the unique needs of a worksite, most committee members have signed the template itself. The most variation I have seen so far is the date each committee will have their monthly meeting. Some site-based committees have even submitted a copy of their meeting minutes from this month. At the next DOHSAC meeting, we will be discussing what supports or documentation (e.g. A sample meeting agenda that shows what is typically discussed) will be helpful to committee members in carrying out their roles, especially for people new to this role. Let me know if you have ideas.

In the meantime, be sure you know who is on your site Joint Occupational Health and Safety Committee (JOHS Committee). If you see a potential hazard, do not wait for the next meeting to address it. Report it to your supervisor. When the JOHS committee does meet, they will be able to discuss what was done to correct the situation (i.e. work order submitted and completed) rather than just the problem itself. Also, be on the lookout for a “safety corner” on your staffroom board if you did not already have one, and minutes from your site committee posted there.

Duties of the joint committee (WorkSafe BC)

The *Workers Compensation Act* sets out the following duties and functions of the joint committee:

- To identify situations that may be unhealthy or unsafe for workers and advise on effective systems for responding to those situations
- To consider and expeditiously deal with complaints relating to the health and safety of workers.
- To consult with workers and the employer on issues related to occupational health and safety and occupational environment
- To make recommendations to the employer and workers for the improvement of the occupational health and safety and occupational environment of workers
- To make recommendations to the employer on educational programs promoting the health and safety of workers and compliance with the *Workers Compensation Act* and the occupational Health and Safety Regulation and to monitor their effectiveness
- To advise the employer on proposed changes to the workplace or the work processes that may affect the health and safety of workers
- To ensure that accident investigations and regular inspections are carried out as required
- To participate in inspections, investigations, and inquiries
- To carry out any other duties and functions prescribed by regulation

East Kootenay Regional Specialist

Association presents

RSA Day 2016

Monday, April 11, at Mount Baker Secondary School

Featuring Keynote Speaker

Maureen Dockendorf, leader in

Changing Results for Young Readers

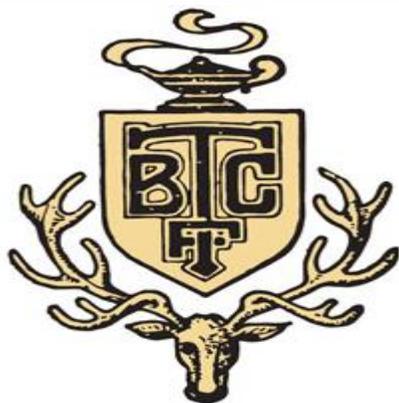
*** * * Registration and snacks open at 8:00 * * ***

*** * * Keynote begins at 8:45 * * ***

**Please visit the CDTA display to enter the draw for a
gift certificate to Lotus Books**



The 2016 BCTF AGM: Celebrating 100 years of advocacy and professionalism



BCTF logo from 1926

One hundred years ago, a small, yet determined group of teachers held the first Annual General Meeting of the British Columbia Teachers' Federation at King Edward High School in Vancouver. They elected Mr. J. G. Lister as their President and adopted objectives including fostering the cause of education, raising the status of our profession, and promoting the welfare of teachers, objectives that teachers in BC and around the world still strive for.

It is a testament to the advocacy of our union and the resilience of the labour movement that we remain strong and relevant considering the attacks and hurdles we have faced this past 100 years. We survived the Great Depression in the 1930s, bargained for higher pay during the war years, fought for livable pensions, advanced the rights of women, signed up members annually before automatic membership came into effect in the 1980s, participated in strikes to repeal unfair legislation, showed solidarity with teachers internationally, advocated for smaller class sizes and better class composition, organized against book bans in our schools, initiated anti-homophobia campaigns, instituted an Aboriginal Education program, and raised the status of TTOCs. Becoming a social justice union meant that we could take on issues that not just affected our members, but our students and their families as well.

And now 100 years later, close to 1,000 teachers will gather in Vancouver starting Saturday, March 12 and ending Tuesday, March 15 for the [100th Annual General Meeting](#) of the British Columbia Teachers' Federation. Delegates will debate a host of issues including whether to modify the Teachers' Pension Plan, prepare for bargaining in 2019, and how to best protect and promote public education in this province.

Some sessions of the AGM will be [livestreamed](#). Highlights will include BCTF President Jim Iker's report to delegates, and the pension debate. The 100th Anniversary Commemoration takes place on Sunday, March 13 from 3:50 p.m. to 5:00 p.m. It promises to be a special historic moment with some of the union's past presidents attending, guest speakers, and music.

Elections for the BCTF Executive Committee, including President, and First and Second Vice-Presidents, begin on Monday afternoon. We will post the results on the BCTF website. Please know that all BCTF members are welcome to visit the AGM during any of the sessions.

Thank you to all members for standing with your union. And thank you to all members who are attending this AGM to conduct the business of the union, especially during your spring break.



Carol Johns with her current student teacher
Katie Grainger

An interview with Carol Johns . . .

By Larry Dureski

Most of us have a story about Carol. It could be about her helping you with your teaching, working with her on a committee, or through participation in Professional Development. I had the privilege of getting Carol's story about Carol by interviewing her for this newsletter story, and learned new things about her even though I have worked just one wall away from her for several years.

Carol's teaching career began in the 69-70 school year in Terrace as a Kindergarten teacher. At the time, she had three years of university training with plans to finish her years of post-secondary education over the next several summers (teachers were able to start their careers this way at this time). During that year, she was fortunate to take a course from UBC on home/school connection. After one year in Terrace, she interviewed over the phone for a Kindergarten position in New Westminster. This was the year that Kindergarten became an

official component of a Public Education in B.C. under the NDP Government.

Her working conditions were far from ideal. Her new program was housed in a church hall with 32 students in each half-day class, and 64 report cards to write for each term. Also, she completed 64 home visits at the start of that year, a practice that she carries out with Kindergarten families to this day.

Carol's desire to improve working and learning conditions was evident even way back when. Her first job action was a strike over pension in the 70-71 School Year, where she carried cardboard for a benefit that at the time seemed a long way off. She signed on with the BCTF Learning Conditions Committee, and met another committee member from Port Alberni named Chris at a BCTF Summer Conference (more on this later). Meanwhile, back in New Westminster, Carol became the local president of the Primary Teachers' Association. She served in this capacity once again in the South Okanagan, where she also served as Local President and Geographical Rep (LR by today's terminology). Right from her first year of teaching, her ongoing involvement through various roles with the Primary Teachers included four years as President of the B.C. Primary Teachers' Association and three years as chair of the Provincial Specialist Association (PSA) Council. The South Okanagan was also where Carol got involved in the field of Learning Assistance to finish her fifth year, as well as running an orchard in her spare time.

A move to Port Alberni (and to Chris) united two strong advocates for Public Education. Their first child, Jenn, was the new-year's baby there on the Year of the Child. Jenn was the youngest attendee of a Primary PSA meeting, being brought by her mother to the meeting at the old BCTF building. Did Carol know at that time that her child would one day sit with her as a colleague on Provincial committees or teach the other Kindergarten class in the same school? Read more about this in the Summer 2014 BCTF Magazine.

Most of what colleagues in this local know about Carol began in August of 1980, when she moved here from Port Alberni with Chris and Jenn. Her first position was Learning Assistance at Amy Woodland, but was soon using her "spare time" to start a local chapter of the Primary Teachers' Association and help organize the Provincial Primary Teachers' Conference, which was hosted right here in Cranbrook in the 81-82 school year. When Steven was born in 1982, Carol took her only year off from her 45-year career.

Professional Development has played a key role throughout these years for Carol as both a participant and facilitator in providing relevant learning experiences for her colleagues. Her earliest workshop experiences included learning singing games and teaching literacy from the expertise of Mary Helen Richards (Education Through Music), Sister Fleurette, and the McCrackens. Carol can still be heard singing along with her students while encouraging them to cooperate or adding fun to classroom tasks.

Advocacy for teacher-driven Professional Development has been a focus for Carol. She has served on the BCTF Professional Development Advisory Committee several times and spent two months on secondment to the BCTF as a replacement for Anita Chapman in the Professional Development Division, where she was a liaison with the Minister of Education on Curriculum matters. Through her work on various Provincial committees, she was able to make connections that helped bring high-calibre Professional Development to Cranbrook. On a local level, she has been a long-time member of the RSA committee and co-chair of the Professional Development committee. In this role, she has worked along with Otto Rast, Elaine Ridgley, Karen MacDonald, and most recently Colette Grasdal. (The more of those names you recognize, the longer you have worked in this district.) Carol's involvement with the CDTA also included amalgamation meetings, local bargaining, and Staff Rep. She helped bargain appropriate class size language for our district when all bargaining was done on a local level.

When fundamental changes were being made to the Primary Program, Carol was involved in the writing process and served on the Provincial Committee for the Year 2000 project. From 1988 to 1990, she was a member of the Primary Program Steering Committee and chaired the Year 2000 Provincial Committee which included K-12 teachers, principals, superintendents, parents,

and secretary-treasurers. This committee served as the umbrella for the Primary, Intermediate, and Grad years. Carol was unable to recount all the in-service, workshops, and PQT she has facilitated in the name of supporting her colleagues in implementing the Primary Program. She wrote the section on assessment along with Colleen Politano. A videotaped interview of Carol taken by Larry Kuehn illustrates her unique position of having participated in both the Primary Steering Committee and Year 2000 Provincial Committee. She is the only one of that group who is still teaching and not retired or moved into administration. She was instrumental in securing two Implementation Days for the Province, and often talks about how money was available then to pilot new report cards and procedures.

As an Early Literacy Support Teacher and Professional Development experience at both the local and provincial level, Carol's continued support of the Primary Program has taken several forms: Roots of Empathy became a part of every elementary school in Cranbrook. Ready, Set, Learn helped kids experience success prior to being in school. Carol was on a Provincial Resource Team as well as being locally involved in Changing Results for Young Readers.

A significant connection Carol made as President of the B.C. Primary Teachers' Association was with Clyde Hertzman, developer of the Early Learning Indicator (EDI). This school readiness assessment tool is about as far from FSAs as you can get. Rather than only looking at a student's intellectual capabilities, it also factors in physical and artistic traits. Documented over time, patterns identified from a large sample (n =many) would reveal needs and priorities for the Ministry. More playground equipment, gymnastics programs, and other community resources were used to address identified physical needs. Strong Start programs and All-Day Kindergarten were also initiated by EDI results. If it seemed like an exemplary idea for Primary students, Carol was on it. She served on the Provincial Implementation Committee for All-Day Kindergarten and brought her expertise to countless BCTF New and Beginning Teachers' Conferences. Her Primary colleagues also noticed her ongoing dedication to exemplary ideas for Primary students, and in 2005 she was awarded a Honourary Life Membership in the B.C. Primary Teachers' Association.

While thinking about where she might have put the membership certificate, our thoughts turned to horses, a subject she addresses with equal passion that has been passed on to her children and grandchildren. As a fifth-grader in Vancouver, she made frequent trips to the stables on the UBC Endowment Lands where she looked after other people's horses and rode them for free. She used her babysitting skills (great with kids already!) in exchange for riding lessons. Carol later acquired a horse of her own, a fine Arabian stallion that provided 29 years of riding pleasure. Although she did not take the horse to Terrace, she moved him with her to New Westminster, South Okanagan, Port Alberni, and finally Cranbrook. Although Carol was once a competitive horse jumper in stadium and cross-country events, she now rides for pure enjoyment. Sometimes, she went to races without the horse. Carol used to do a lot of running, working her way up to the Fort Steele Trek Half Marathon. (I have run this one myself, and that first hill was a killer.) This love of sports was passed on to Jenn and Steven.

Carol mentioned several times in this interview that her involvement in the Provincial committees would have not been possible without Chris's support. Chris was away a lot as well, but they managed to coordinate their plans to ensure ongoing maintenance of the household and getting Jenn and Steven to their sporting activities on time.

Today, Carol continues her advocacy for colleagues and students. She has worked closely with many student teachers (see photo above) since Sheilah Moore got her involved in the U.Vic. Teacher Education Program more than 20 years ago. She taught the course on Assessment and Reporting with Judi English and Anita Chapman before doing the course herself. She has been around the Province enough to say that B.C. has a wealth of strong advocates for the good of Public Education. What does Carol say about how we can help colleagues and children? By being a strong voice for both.

New Teachers' Workshop - April 13th, 2016 9:00 am – 3:00 pm

This workshop introduces new members to the local Union and the BCTF. It introduces new members to the collective agreement and highlights sections most relevant to new members. It explores the responsibilities and challenges of maintaining positive professional relations with students, parents and colleagues. It builds awareness about professional issues such as professional development and professional autonomy. It promotes the work of the union and encourages new members to participate in the union.

I still have room for 12 participants from the TTOC and new teacher list. It will be on a first come - first served basis via email. If you are interested in attending this workshop and being paid for the day, please email me back at lp02@bctf.ca

President's Report for February, 2016 As reported on March 2nd, 2016

Since the last Executive Meeting, I have:

- Made 8 lunch time visits to schools
- Attended meetings as Staff Rep at PMS
- Attended the COTR 25th Anniversary for the Teaching Program
- Attended the following meetings:
 - Grievance x 2
 - Summit x 4
 - Health & Wellness x 2
 - DPAC
 - Job Description
 - Enhancement Agreement Facilitator
 - Teacher/Administrator
 - Teacher/Peer support
 - Distance Learning meeting in Fernie
 - Mediation between CFTA & CUPE
 - Mentorship Plan
 - Committee meetings
 - Investigation x 3 people
 - Arbitration meeting in Fernie
 - DOHSAC
 - East Kootenay Labour Council
 - AGM Delegate meeting
 - Student Services Teachers
 - Numerous individual member meetings
 - Countless calendar meetings
- Hosted the General meeting
- Melded and signed new Collective Agreement
- Hosted the East Kootenay Teachers' Association meeting
- Attended opening of local MP's office as your rep
- Responded to BCTF direction & correspondence
- Organized a SURT
- Prepared Budget presentation for Board meeting
- Dealt with continued TRB issues
- Fielded calls on a variety of issues including but not limited to:
 - SRB and Pay issues
 - Porting seniority
 - Maternity leave and Paternity leave
 - General leave
 - Collective Agreement language
 - Post and Fill concerns
 - Parent complaints
 - Curriculum Implementation
 - Environmental group
 - H&S
 - Mediation
 - LTD
 - SIP
 - TTOC concerns by teachers and TTOCs

Dates to Remember

Date	Event	Location	Start Time
Friday, March 11 th	Last day of school before Spring Break	Parking Lots All Over The East Kootenay	3:15 pm
Tuesday, March 29 th	Schools re-open	P.L.A.O.T.E.K.	Set your alarm
Thursday, March 31 st	Last day for transfer & extended leave requests	School District 5	4:00 pm deadline
Wednesday, April 6 th	CDTA Exec. Meeting	CDTA Office Upstairs	4:00
Monday, April 11 th	East Kootenay RSA Day	MBSS	8:00 Snacks, Registration 8:45 Keynote
Wednesday, April 13 th	TTOC SURT Training	CDTA	9:00 am – 3:00 pm
Wednesday, April 13 th	Thinking About Retiring	Prestige Inn, Cranbrook Click here to register.	6:00 – 8 pm
Friday, April 29 th	Curriculum Day	TBA	All day

Time for some fun....

If you feel like thinking over Spring Break.

Puzzle 1

Can you rearrange the letters below into a sentence?
I heard one famous puzzle solver saying "That can't be done!".

h a t t c n t a e b o n d e

[Show Hint](#) [Show Answer](#) [Print](#)

[Ref: ZDHF] © [Kevin Stone](#)

Puzzle 2

Three people check into a hotel.
They pay £30 to the manager and go to their room.
The manager suddenly remembers that the room rate is £25 and gives £5 to the bellboy to return to the people.
On the way to the room the bellboy reasons that £5 would be difficult to share among three people so he pockets £2 and gives £1 to each person.
Now each person paid £10 and got back £1.
So they paid £9 each, totaling £27. The bellboy has £2, totaling £29. Where is the missing £1?

[Show Hint](#) [Show Answer](#) [Print](#)

[Ref: ZVTU]

got



Puzzle 3

As I was going to St. Ives,
I met a man with seven wives.
Each wife had seven sacks,
Each sack had seven cats,
Each cat had seven kits.
Kits, cats, sacks and wives,
How many were going to St. Ives?

got



[Show Hint](#) [Show Answer](#) [Print](#)

[Ref: ZNKJ]

Take time to recharge over the Spring Break!

Enjoy your Easter activities!

