



# RTA Newsletter

September 2018

## A Message from the Old Guy in the Office

It's hard to believe summer has ended and we are already well into another school year. It has been a pleasure to meet so many new teachers over the last few of weeks, as well as to catch up with everyone else after our summer break. This promises to be a very busy and interesting school year (aren't they all?). Our collective agreement expires at the end of June 2019, so both provincial and local bargaining will be taking place in the new year. We are all continuing to work to implement new curriculum at all grades and while this presents many exciting opportunities, it also presents many challenges. Make sure that you are taking time to look after yourselves, and please don't hesitate to send me an email or give me a call if you have any questions or concerns that you feel I may be able to help out with.

## Contacting the RTA

We have made the change from a landline to a cell phone for the RTA office. The number remains the same, 250-837-2255, but now you can text as well as call the office. Please make sure that the RTA has the best personal email address for you in order to ensure you are receiving important info (like this newsletter! ☺). If you have questions, please don't hesitate to call or email Bob at [rtapresident19@gmail.com](mailto:rtapresident19@gmail.com).

## **Bargaining**

This is a bargaining year, so expect to be getting a lot of information from both the RTA and the BCTF, particularly in the new year once bargaining is underway. You may remember that we undertook a bargaining survey last spring. As a result the RTA Executive Committee submitted two provincial bargaining objectives (improvements to supplementary maternity benefits and establishing province wide language around class composition) that were identified as priorities by our members. We also provided the BCTF with a list of the top priorities from our local.

RTA Bargaining Chair Jason Stevens and I will be attending the BCTF Bargaining Conference in late October. This conference will pass resolutions that will guide our provincial bargaining team, so we welcome any thoughts you may have. We will be voting to promote the issues that you all identified as priorities in our survey, and we will do all we can to ensure that your voices are heard at the provincial level.

At the local level, we are looking for one or two more individuals to be part of our bargaining team, joining me, RTA Vice-President Erin Williams and Jason Stevens. Please send me an email or give me a call if you have any questions regarding this important opportunity. Being part of the bargaining team is a great way to learn about our collective agreement, as well as filling an important role in our association.

## **2018 - 2019 RTA Executive Committee**

Thanks to everyone who will be serving on our executive committee this year. If you have questions or concerns that you would like to communicate to the executive committee please don't hesitate to contact one of our members

President – Bob Rogers	RTA Office
Vice-President – Erin Williams	RSS
Secretary – Michelle Gadbois	AHE
Treasurer – Theresa Browning	RSS
Aboriginal Education Chair – Steve Smith	TTOC
Bargaining Chair – Jason Stevens	RSS
Health and Safety Chair – Lori Snider / Catherine Lavelle	BVE
Local Election Contact – Rory Luxmoore	BVE
Local Representative – Jason Stevens	RSS
Professional Development Chair – Colleen Wall	BVE
Social Convenor – Tracey Hill	CPE
Social Justice Chair – Sarah Newton	BVE
TTOC Chair – Heidi Hermanski	TTOC
Staff Rep – Gabriella Dabroczi	AHE
Staff Rep BVE – Lori Snider	BVE
Staff Rep – Matt Kieler	CPE
Staff Rep – Jeff Wilson	RS

## **New Members**

We have a number of new teachers who have joined us over the summer. I know you will all give them a warm welcome and give them lots of help and support as they settle into their new jobs and community ☺

Margaret Bafaro	CPE	Hannah Langille	BVE
Adam Cadegan	AHE	Stella Oosterhoff	BVE
Erin England	TTOC	Lianne Reid	BVE
James Evans	BVE	Bethan Sheldon	TTOC
Jenna Evans	BVE	Eric Dubuc	TTOC
Dustin Roskam	TTOC	Ian Gardiner	TTOC

## **RTA General Meeting and Trustee Candidate Meet and Greet Oct. 4th**

We will be holding a General Meeting on Thursday, Oct. 4th at 4:00 PM in the library at RSS. We will be reviewing bargaining objectives and electing members to our local bargaining team, as well as holding our initiation for new BCTF members. Also, if you have something you would like added to the agenda for discussion, please send it to me by September 21<sup>st</sup>. Following our general meeting we will be holding a meet and greet with candidates running for school trustees. This is meant as an opportunity for the candidates to meet and get to know teachers and vice versa. I know we are all very busy, so I and all of our executive truly appreciate you giving up your valuable time to attend these important meetings.

## **Teachers' Standards and Code of Conduct**

The beginning of the year is always a good time to revisit the standards and the code of ethics that we all commit to following as teachers and professionals. These two documents share some common ideas, but come from different sources. The "Standards for the Education, Competence and Professional Conduct of Educators in BC" is a document of the Teacher Regulation Branch that teachers sign upon certification as a commitment to the public in which parents can confidently send their children into an educator's care. The Code of Ethics is a BCTF document that states general rules for all members of the BCTF for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union.

It is an honour for me to represent the teachers of Revelstoke who prove themselves on a daily basis to be a group of highly professional, caring and supportive group educators.

## Standards for the Education, Competence and Professional Conduct of Educators in BC

The BC Teachers' Council is currently reviewing the Standards for the Education, Competence and Professional Conduct of Educators in BC. To support the review, the Teacher Regulation Branch asked for feedback from certificate holders, teacher candidates, education partners, students, parents, and the public. [Read more about the review process.](#)

Established by the British Columbia Teachers' Council for individuals who hold a certificate of qualification.

- 1. Educators value and care for all students and act in their best interests.**  
Educators are responsible for fostering the emotional, esthetic, intellectual, physical, social and vocational development of students. They are responsible for the emotional and physical safety of students. Educators treat students with respect and dignity. Educators respect the diversity in their classrooms, schools and communities. Educators have a privileged position of power and trust. They respect confidentiality unless disclosure is required by law. Educators do not abuse or exploit students or minors for personal, sexual, ideological, material or other advantage.
- 2. Educators are role models who act ethically and honestly.**  
Educators act with integrity, maintaining the dignity and credibility of the profession. They understand that their individual conduct contributes to the perception of the profession as a whole. Educators are accountable for their conduct while on duty, as well as off duty, where that conduct has an effect on the education system. Educators have an understanding of the education system in BC and the law as it relates to their duties.
- 3. Educators understand and apply knowledge of student growth and development.**  
Educators are knowledgeable about how children develop as learners and as social beings, and demonstrate an understanding of individual learning differences and special needs. This knowledge is used to assist educators in making decisions about curriculum, instruction, assessment and classroom management.
- 4. Educators value the involvement and support of parents, guardians, families and communities in schools.**  
Educators understand, respect and support the role of parents and the community in the education of students. Educators communicate effectively and in a timely manner with parents and consider their advice on matters pertaining to their children.
- 5. Educators implement effective practices in areas of classroom management, planning, instruction, assessment, evaluation and reporting.**  
Educators have the knowledge and skills to facilitate learning for all students and know when to seek additional support for their practice. Educators thoughtfully consider all aspects of teaching, from planning through reporting, and understand the relationships among them. Educators employ a variety of instructional and assessment strategies.
- 6. Educators have a broad knowledge base and understand the subject areas they teach.**  
Educators understand the curricular, conceptual and methodological foundations of education and of the subject areas they teach. Educators must be able to communicate effectively in English or French. Educators teach students to understand relevant curricula in a Canadian, Aboriginal, and global context. Educators convey the values, beliefs and knowledge of our democratic society.
- 7. Educators engage in career-long learning.**  
Educators engage in professional development and reflective practice, understanding that a hallmark of professionalism is the concept of professional growth over time. Educators develop and refine personal philosophies of education, teaching and learning that are informed by theory and practice. Educators identify their professional needs and work to meet those needs individually and collaboratively.
- 8. Educators contribute to the profession.**  
Educators support, mentor or encourage other educators and those preparing to enter the profession. Educators contribute their expertise to activities offered by their schools, districts, professional organizations, post-secondary institutions or contribute in other ways.

# BCTF CODE OF ETHICS



The Code of Ethics states general rules for all members of the BC Teachers' Federation (BCTF) for maintaining high standards of professional service and conduct toward students, colleagues, and the professional union. Members are advised to contact local union officers or appropriate BCTF staff for advice on how to proceed with issues related to the BCTF Code of Ethics.

1. The member speaks and acts toward students with respect and dignity, and deals judiciously with them, always mindful of their individual rights and sensibilities.
2. The member respects the confidential nature of information concerning students and may give it only to authorized persons or agencies directly concerned with their welfare. The member follows legal requirements in reporting child protection issues.
3. A privileged relationship exists between members and students. The member refrains from exploiting that relationship for material, ideological, or other advantage.
4. The member is willing to review with colleagues, students, and their parents/guardians the practices employed in discharging the member's professional duties.
5. The member directs any criticism of the teaching performance and related work of a colleague to that colleague in private. If the member believes that the issue(s) has not been addressed, they may, after privately informing the colleague in writing of their intent to do so, direct the criticism in confidence to appropriate individuals who can offer advice and assistance. *\*It shall not be considered a breach of the Code of Ethics for a member to follow the legal requirements for reporting child protection issues.*
6. The member acknowledges the authority and responsibilities of the BCTF and its locals and fulfills obligations arising from membership in their professional union.
7. The member adheres to the provisions of the collective agreement.
8. The member acts in a manner not prejudicial to job actions or other collective strategies of their professional union.
9. The member neither applies for nor accepts a position which is included in a Federation in-dispute declaration.
10. The member, as an individual or as a member of a group of members, does not make unauthorized representations to outside bodies in the name of the Federation or its locals.

2016 AGM



\*See 31.B.12 of the Members' Guide to the BCTF.



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## **FSA Testing**

Once again the time is approaching when FSA (Foundation Skills Assessment) testing will be administered to students in grade 4 and 7. The BCTF has long taken a stance against this test for a number of reasons but the main sticking point is the sharing of individual school data with outside agencies such as the Fraser Institute (you've probably seen the school rankings in the newspaper each year). In 2013-2014 various education partner groups, including the BCTF, joined together in the Advisory Group on Provincial Assessment to develop a new FSA, but when it became clear that the government was not prepared to take the steps needed to protect school data from private groups the BCTF stepped away from the table. The new FSA was introduced last year with changes made to try to make it more reflective of the new curriculum.

Advice from the BCTF is that while employers may direct teachers to administer the tests, teachers should not take part in the marking of FSAs. Additionally, the BCTF provides letters to parents Teachers may share their views of the FSAs and standardized testing in general with parents, but it is important that they are careful not to do so with students.

If you choose to do so, you may refer parents to the BCTF Website [here](#) where they can find information on the FSA tests and withdrawal letters that they can give to administrators to request that their child be exempt from the testing "*in the event of a family emergency, lengthy illness, or other extenuating circumstances.*" If you have any questions or concerns, please contact Bob at the RTA office.

## **Pro-D Update**

We have two Professional Development days coming up in October. First on the list is Friday, October 5<sup>th</sup>. Hopefully you have received the information regarding the Sandra Herbst workshop in Salmon Arm. If not, check your district email for information on bus transportation, free lunch and much more. Friday, October 19<sup>th</sup> is the provincial professional development day. This is the date on which most Provincial Specialist Associations hold their yearly conferences. A link to all of the activities sponsored by PSAs on that date can be found [here](#) Many thanks to Colleen Wall and all of our Pro-D reps for all their work planning our PD days, and to all of you for supporting them.

For part-time teachers who don't work on Fridays I'd like to remind you that it is possible for you to trade a Monday PD day for a Friday PD day, so if you work Mondays and not Fridays you could arrange with your administrator to attend the Oct. 5<sup>th</sup> or Oct. 19 PD day and not the one on Monday, May 13<sup>th</sup>. If you have any questions please don't hesitate to contact me, Colleen or your PD rep.

## **RTA Newsletter Challenge**

Thanks for reading the newsletter. Once again there is a newsletter challenge question designed to help you become more familiar with our contract.

The question is **“How many days of short term personal leave are we entitled to each year under article G.39 in our collective agreement?”** Go to <http://www.revelstoketeachers.ca> and look under the teacher resources tab to find our collective agreement. Email your answer to rtapresident19@gmail by Sunday, Sept. 30<sup>th</sup> for a chance to win the prize. If the prize is won by a TTOC they can pick the school and the day of delivery.