

# The Dispatch



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To Contact Us:



Phone 416-227-1866

Fax 416-227-1868

[www.etfo-torots.org](http://www.etfo-torots.org)

[marionmutton@ica.net](mailto:marionmutton@ica.net)

[robfulford@ica.net](mailto:robfulford@ica.net)

[sabrinaramnanan@ica.net](mailto:sabrinaramnanan@ica.net)

[donnachapman@ica.net](mailto:donnachapman@ica.net)

[scottmaudsley@ica.net](mailto:scottmaudsley@ica.net)

## Past President Elaine Salisbury, awarded ETFO Honorary Life Membership

Elaine Salisbury, the founding president of our Local, was awarded an Honorary Life Membership in the Elementary Teachers' Federation of Ontario (ETFO) at its Annual Meeting this August. She is the 70th member of this distinguished group.

Honorary Life Membership is the Federation's highest form of recognition, awarded to retired members who have given outstanding service to the Federation.

"Given Elaine's involvement in organizing occasional teachers as well as her work in advocating for their rights and working conditions throughout her career, it is extremely fitting that she be the first career Occasional Teacher to receive an Honorary Life Membership from ETFO," stated ETFO President Sam Hammond.

Watch the video of Elaine's acceptance speech on our website at [www.etfo-torots.org](http://www.etfo-torots.org)

## The TDSB Sent Out Records of Employment with Errors - was one made on yours?

The TDSB is blaming their SAP data management program for a massive number of errors on Occasional Teacher Records of Employment (ROE). Each ROE then had to be corrected. This caused weeks of delay with Service Canada and members only started to receive their EI benefits in September.

If you were denied EI this summer, you should have another look at your ROE online. If there are missing periods of employment or other incorrect information, contact the Board to ask for a review of your ROE and then contact EI.

### GENERAL MEETING

**Meet ETFO President, Sam Hammond**

**Thursday, November 24, 2011**

**Armour Heights P.S.— 4:45 p.m. - 7:30 p.m.**

**148 Wilson Avenue**

*See the enclosed flyer for further details.*

### Reminders

- ◆ **November 18, 2011—**  
Board-wide P.A. Day
- ◆ **November 24, 2011—**  
Fall General Meeting at  
Armour Heights Public  
School. ETFO President,  
Sam Hammond will be our  
Guest Speaker.
- ◆ **December 9, 2011—**  
Board-wide P.A. Day
- ◆ **December 23, 2011—**  
**January 2, 2012**  
Inclusive, Winter Break
- ◆ **Check our Website -**  
Keep up with breaking  
news and information  
between newsletters

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## College Advises Members to be Cautious using Facebook etc.

Electronic communication and social media offer new options to engage students in learning. But there are also horror stories about teachers and other professionals who through lapse in judgement posted online remarks or photos which resulted in discipline including job termination.

Social media is the new generational divide. Television star Betty White while appearing on Saturday Night Live summed it up best, *“I didn’t know what Facebook was, and now that I do know what it is, I have to say, it sounds like a huge waste of time..... People say ‘But Betty, Facebook is a great way to connect with old friends.’ Well at my age, if I want to connect with old friends, I’d need a Ouija Board. Needless to say, we didn’t have Facebook when I was growing up. We had a phonebook, but you wouldn’t waste an afternoon with it.”*

We know that sites such as Facebook, Twitter, LinkedIn, Flickr, YouTube, Wikipedia, Picasa and MySpace are part of the daily life of our students. If we too are going to join the online community, we need to be aware of the risks and incorporate strategies to keep our online life from adversely affecting our careers. We should also keep in mind that the content of emails we send or receive and any other activity on the Boards network are accessible to the Board at all times and we can be questioned about our use, both during and outside the instructional day.

The following information is part of the Professional Advisory, ***Use of Electronic Communication and Social Media*** issued by the Ontario College of Teachers (OCT) February 2011 and included in the June 2011 edition of ***Professionally Speaking***. The complete advisory can also be found on the OCT website at [www.oct.ca](http://www.oct.ca)

### Minimizing the Risks:

#### Advice to Members

- ◆ As a digital citizen, model the behaviour you expect to see online from your students.
- ◆ Alert students to appropriate online behaviour and the proper use of comments and images.
- ◆ Maintain your professional persona by communicating with students electronically at appropriate times of the day and through established education platforms (for example, a web page dedicated to a school program, project or class rather than a personal profile).
- ◆ Maintain a formal, courteous and professional tone in all communications with students to ensure that professional boundaries with students are maintained.
- ◆ Avoid exchanging private texts, phone numbers, personal email addresses or photos of a personal nature with students.
- ◆ Decline student initiated “friend” requests and do not issue “friend” requests to students.
- ◆ Notify parents/guardians before using social networks for classroom activities. Let them know about the platforms you use in your class to connect with students and consider giving them access to group pages.

#### Understand privacy concerns

- ◆ Operate in all circumstances online as a professional – as you would in the community.
- ◆ Manage the privacy and security settings of your social media accounts. Privacy settings can shift and change without notice. Check the settings frequently.
- ◆ Assume that information you post can be accessed or altered.
- ◆ Ensure that the privacy settings for content and photos are set appropriately and monitor who is able to post to any of your social media locations. Students should not be among those who are allowed to view or post on it. Remember, no privacy mechanism is guaranteed.
- ◆ Monitor regularly all content you or others post to your social media accounts and remove anything that is inappropriate.
- ◆ Ask others not to tag you on any photographs without your permission.
- ◆ Ask others to remove any undesirable content related to you.

*Continued on page 3*

**Act professionally**

- ◆ Consider whether any posting may reflect poorly on you, your school or the teaching profession.
- ◆ Be transparent and authentic. Use your true professional identity at all times. Even if you create a false identity at all times, courts can compel disclosure of your true identity.
- ◆ Avoid online criticism about students, colleagues, your employer or others within the school community.
- ◆ Avoid impulsive, inappropriate or heated comments.
- ◆ Ensure that your comments do not incite others to make discriminatory or other professionally unacceptable comments.
- ◆ Respect the privacy and confidentiality of student information.
- ◆ Be aware of your employer's applicable policies and programs regarding the use of social media/e-communications and the appropriate use of electronic equipment. Even if your employer has no applicable policy, it is your responsibility to exercise good judgement.

**Important questions to ask yourself**

- ◆ When interacting with students electronically am I using electronic communication and social media to enhance their learning or to satisfy a personal need?
- ◆ What are my reasons for sharing this information with a student – are they professional or are they personal?
- ◆ Is this picture or comment something I would be comfortable with my students, their parents/guardians, my supervisor, my family or the media seeing?
- ◆ Would my peers or supervisors consider what I have posted as reasonable and professional?
- ◆ Would I communicate this way in my community?
- ◆ Are the photos, videos or audio recordings I am posting susceptible to misrepresentation or manipulation?
- ◆ Am I keeping current in my awareness and knowledge of social media technology developments to protect myself from misuse?

**Members should be able to answer this:**

- ◆ How does my online presence – that which I control and that which is posted by others – reflect my professionalism, and how does it reflect on the teaching profession?

Congratulations to member Katherine Stangolis on winning the 2011 ETFO Writers Award—Women's Program. Her unpublished work *The Woman above God*, tells the true story of one of Katherine's former students who lived in both Afghanistan and Canada. Katherine has been occasional teaching with the TDSB since 2007.

*ETFO offers numerous awards and scholarships.*

*You may obtain an application form at*

**[www.etfo.ca/aboutetfo/awardsandscholarships](http://www.etfo.ca/aboutetfo/awardsandscholarships)**

*The Awards deadline is Feb. 1st, 2012. The deadline for Scholarships is Apr. 30, 2012.*

**Date Corrections—Please correct your Calendar**

The following dates should be corrected in your pocket calendar. Please mark these changes on your calendar pages.

- ◆ May 18<sup>th</sup> is incorrectly shown as a PA Day.
- ◆ June 29<sup>th</sup> is not shown as a PA Day.

Delegates Jorge Caxaj, Donna Chapman, Greg Deitcher, Phuong Du, Donovan Fernandes, Rob Fulford, Bonnie Grossman, Scott Maudsley, Ian McKenzie, Susan Monahan, Marion Mutton, Sabrina Ramnanan, Sukhjinder Sidhu, and alternates Judy Anderson, Drew Schofer represented our Local at the 2011 ETFO Annual Meeting.

Our thanks to the above members for their support in advancing the interests of Occasional Teachers and giving up four days of their summer break to attend.

If you are interested in participating as a delegate next August, look for the January issue of *The Dispatch* with the details on the delegate election process.

## Get Involved in Your Local's Committees

Much of the Local's work is done by Committees. Please consider joining a committee working to engage members and provide the activities and services members enjoy.

Call the office @ 416-227-1866 or e-mail us (see front page) for more information.

**Annual Meeting/Constitution Committee:** Chair, Susan Monahan

**Budget Committee:** Chair, Scott Maudsley

**Elections Committee:** Chair, Rob Fulford

**Excellent Schools Committee:** Chair, Marsha Rayman

**Health and Safety Committee:** Chair, Marianne Samuel

**Member Involvement Committee:** Chair, Greg Deitcher

**Professional Development Committee:** Chair, Donna Chapman

**Political Action Committee:** Co-Chairs: Rob Fulford, Scott Maudsley

**Social Committee:** Chair, Rob Fulford

**Social Justice and Equity Committee:** Sabrina Ramnanan

**World Teachers' Day**  
On October 5th, UNESCO and Education International celebrated our profession and will continue to promote international standards for everyone in the teaching profession. The theme for this year is:  
**Teachers for gender equality.**

### Message from your President:

Dear Colleagues,

As I write this, the Provincial Election has just concluded. Many of us worked for candidates in our ridings and win or lose, it was a very late night. Many thanks to all the members who did their part in the election process. The election results should bode well for the future of public education.

Sadly, the statistics also showed the disappointing percentage of the public who didn't bother to cast a ballot to decide who will govern our Province for the next 4 years. While going door-to-door for the candidate in my riding, I met a young college student who happily informed us that she had never voted before and had no plans to vote now. I couldn't help but lecture her on the importance of participation!

Member engagement will be vital in the coming months as we move closer to bargaining for our next Collective Agreement. This agreement will cover the terms and working conditions of our employment for the next few years. Every member should be interested, informed and ready to be involved in the collective bargaining process, as is your right.

Yours in Federation,

*Marion*

|                       |                  |
|-----------------------|------------------|
| President             | Marion Mutton    |
| First Vice-President  | Robert Fulford   |
| Second Vice-President | Sabrina Ramnanan |
| Third Vice-President  | Donna Chapman    |
| Treasurer             | Scott Maudsley   |
| Secretary             | Susan Monahan    |

Executive at Large:

|                 |                 |
|-----------------|-----------------|
| Judy Anderson   | Greg Deitcher   |
| Bonnie Grossman | Patricia Monroe |
| Marsha Rayman   | Iris Sopinka    |

ETT Liaison: John Smith

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17 Fairmeadow Avenue, Suite 209,  
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416-227-1866  
www.etfo-torots.org