



ETFO

The Elementary Teachers' Federation of Ontario Canada

The Ontario Ministry
of Education

A Collaborative Partnership

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Elementary Teachers' Federation of Ontario



Elementary Teachers' Federation of Ontario (ETFO)



ETFO Website



The screenshot shows the ETFO website homepage. At the top, there is a navigation bar with links to 'Resources for Parents', 'Links', 'Calendar', 'Contact Us', 'Help', 'RSS', 'FAQ', and 'ETFO Events Portal'. Below the navigation is a search bar with an 'Advanced Search' link and a font size selector. The main content area features a banner with three people (two adults and one child) looking at a computer screen. To the left is a sidebar with the ETFO logo and a list of links including 'About ETFO', 'Media Room', 'Annual Meeting 2016', 'ETFO ELHT Benefits', 'Being a Member', 'Advice For Members', 'Resources', 'Publications', 'Multimedia', 'Professional Learning', 'Advocacy & Action', 'Bargaining & Agreements', 'Issues in Education', 'ETFO Team Sites', 'Related ETFO Websites', 'Secure Services', 'ETFO Events Portal', and 'shopETFO'. The main content area includes a 'WELCOME TO ETFO' message, a 'MESSAGE FROM THE PRESIDENT SAM HAMMOND' video, 'LATEST MEDIA RELEASES' (a news article about ETFO members advocating for fairness), 'ETFO TAKES ACTION' (sections for 'choose PR' and 'MAKE IT FAIR'), and a 'Resources for Parents' section with a video of children learning. On the right, there is a 'NEWSLETTER' section with a 'SUBSCRIBE NOW' button, social media links, and a 'Secure Services' button. The 'HIGHLIGHTS' section lists various ETFO news items. The 'QUICK LINKS' section provides links to member resources like the Human Rights Statement, FNMI Statement, and Pension Information.

www.etfo.ca

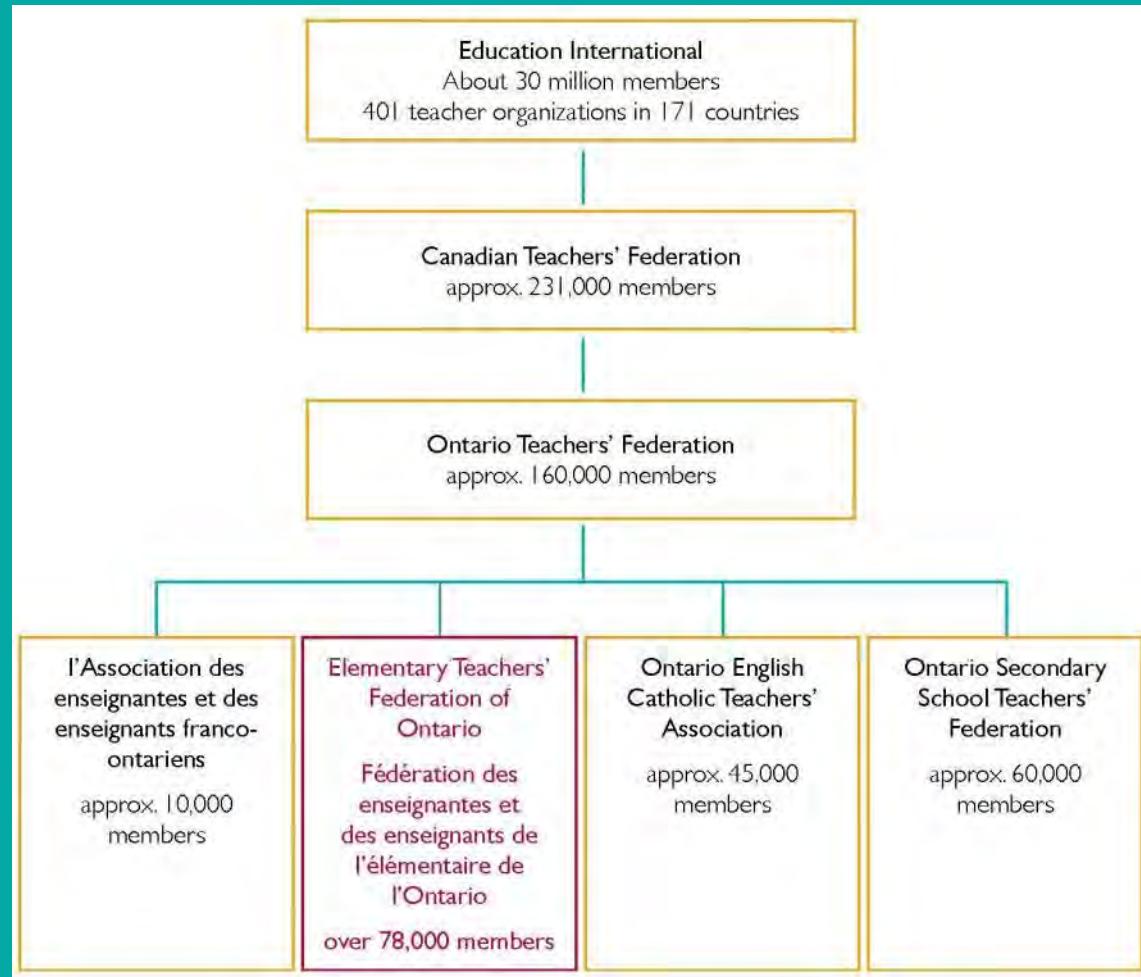


Who Are We?

- ✓ The Elementary Teachers' Federation of Ontario (ETFO) is a professional and protective organization for over 78,000:
 - Teachers;
 - Occasional Teachers;
 - Designated Early Childhood Educators (DECEs);
 - Educational Support Personnel; and,
 - Professional Support Personnel employed in the public elementary schools of Ontario.
- ✓ ETFO has 76 locals across Ontario.
- ✓ We are a union of professionals.
- ✓ ETFO is the largest teachers' union in Canada.



ETFO's Place in the World of Education



The Objects of ETFO

Every organization has objectives that define its purpose and guide its work.

The objects of the Federation shall be (from the ETFO Constitution Article III):

- 3.1 to regulate relations between employees and employer, including but not limited to securing and maintaining through collective bargaining, the best possible terms and conditions of employment.**
- 3.2 to advance the cause of education and the status of teachers and educational workers.**
- 3.3 to promote a high standard of professional ethics and a high standard of professional competence.**
- 3.4 to foster a climate of social justice in Ontario and continue a leadership role in such areas as anti-poverty, non-violence, and equity.**
- 3.5 to promote and protect the interests of all members of the Federation and the students in their care.**
- 3.6 to co-operate with other organizations, in Ontario, Canada, and elsewhere, having the same or like objects.**
- 3.7 to promote and defend the health and safety of members in the workplace.**



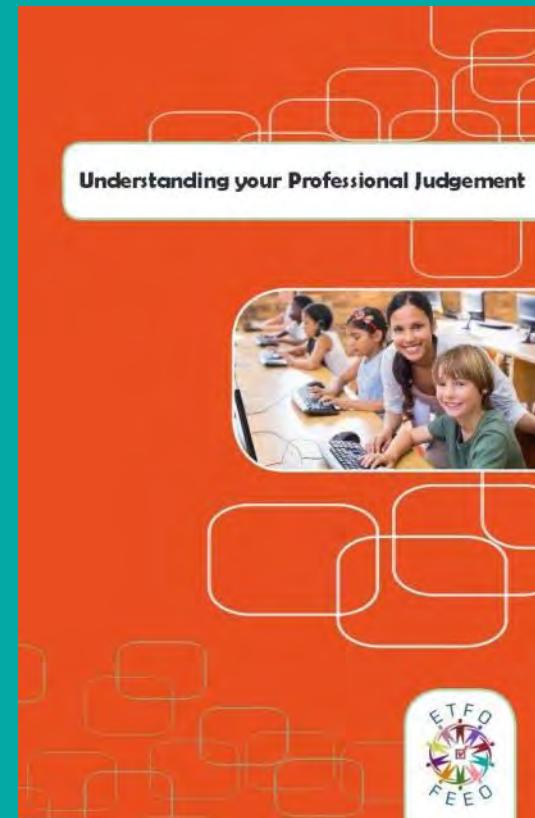
The 2016-2017 ETFO Priorities

- To protect the collective bargaining rights of all members;
- To defend publicly funded public education;
- To serve the needs of the membership;
- To provide for the professional development of members;
- To promote social justice in the areas of peace, anti-poverty, non-violence, and equity;
- To support international assistance and cooperation;
- To promote the care and protection of the environment;
- To actively engage members in the Federation; and
- To promote and protect the health and safety of members, both physically and psychologically.



Understanding Your Professional Judgement

“Professional Judgement” shall be defined as judgement that is informed by professional knowledge of curriculum expectations, context, evidence of learning, methods of instruction and assessment and the criteria and standards that indicate success in student learning. In professional practice, judgement involves a purposeful and systematic thinking process that evolves in terms of accuracy and insight with ongoing reflection and self-correction.



A History of Teacher Unionism



[WMAItsElementary.wmv](#)



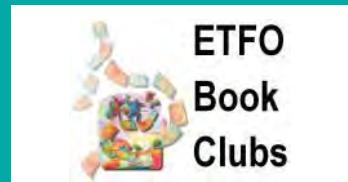
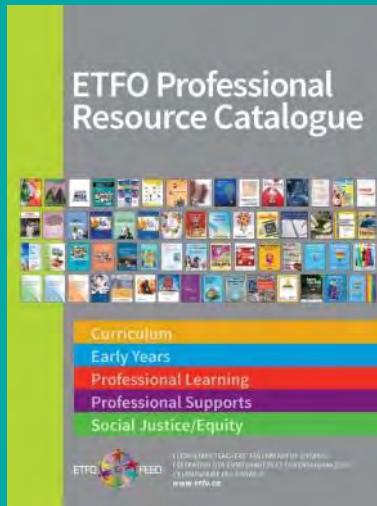
ETFO Services



1. Equity and Women's Services
2. Communications and Political Action
3. Professional Learning/Curriculum Services
4. Professional Relations Services
5. Collective Bargaining



Professional Learning/Curriculum Services



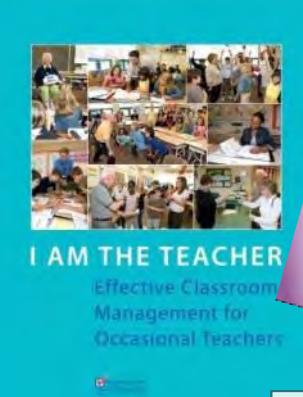
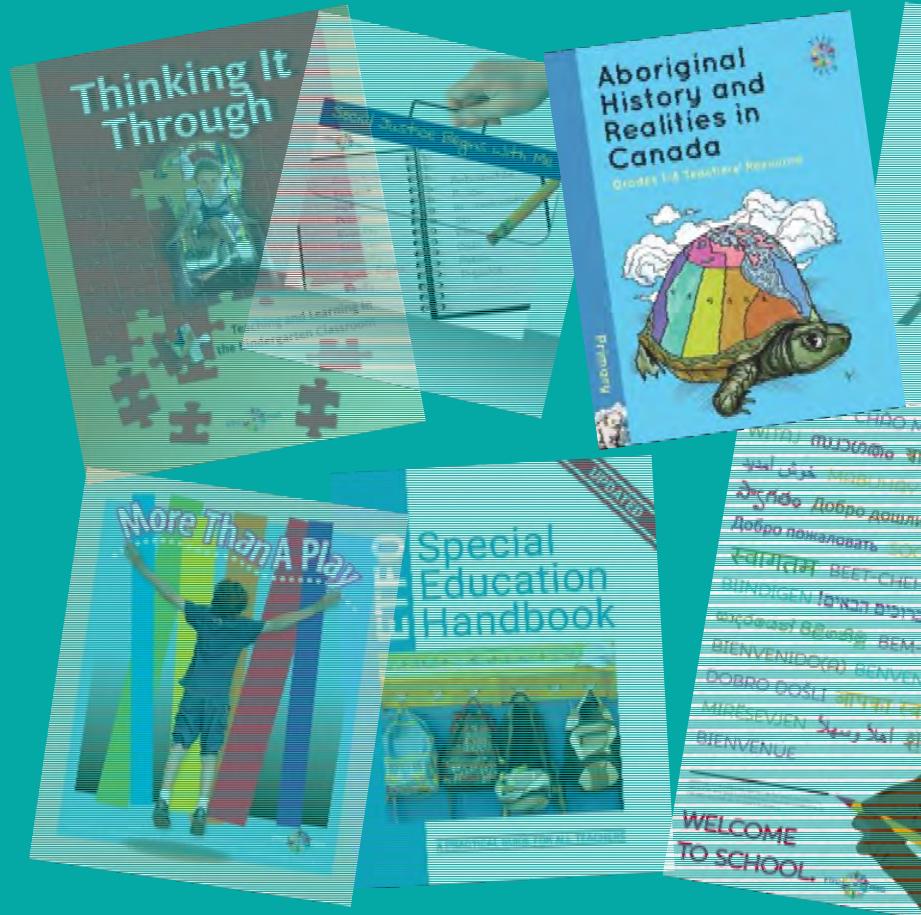
Twitter: @etfopd and @etfonews

- ETFO online AQ courses
- Summer Academy
- Curriculum and ICT Workshops
- Conferences
- Book Clubs
- Presenters on the Road
- Professional Issues



ETFO Publications

etfo.ca



Go to shopETFO at
www.etfo.ca



ETFO Members Sharing in Assessment

etfoassessment.ca

Assessment Website



The screenshot shows the homepage of the ETFO Assessment website. The header features the text "ETFO MEMBERS" and "SHARING IN ASSESSMENT" in red, with a "Search..." bar and navigation links for Home, About, Tools, Gallery Walk, Share, and Contact. The main content area displays a photograph of a classroom wall with a "Writing Learning Goals" chart. The chart includes goals for "Jr." and "Gr." students, with the "Gr." section listing: 1. I will write a story. 2. I will copy words in the classroom. 3. I will use spaces properly. 4. I will... (partially visible). To the right of the chart is a yellow sticky note with the text: "Hello! Please help yourself to some assessment tools! If you have anything you'd like to share, please leave us a note. -ETFO". Below the chart is a "WELCOME" video player showing a man and a woman in a classroom, with a "HELP" button and a "JOIN US ON OUR GALLERY WALK" button.





ETFO and the Ontario Ministry of Education



- Together we have formed a partnership based on a culture of collaboration
- For more than a decade the two parties have shared their priorities and goals for publically funded education
- It has been a team effort to codify collaboration at ALL levels of our education system



Highly Successful Partnership

- The Ontario Ministry of Education has provided ETFO with significant sums of money to enhance the quantity and variety of ETFO's Professional Learning and Curriculum Programs
- Approximately **\$25 million** has been given to the organizations supporting public education and the funding continues



Agreement

This enhanced funding involved a formal Agreement to develop and deliver professional learning activities to our members focused on:

- instructional strategies,
- assessment practices,
- special education,
- teacher leadership,
- support for occasional teachers, and
- support for teachers working in schools facing the challenge of students from disadvantaged socio-economic backgrounds



As part of this initiative...

- The Ministry of Education has worked in collaboration with ETFO to evaluate the impact of these professional learning activities in the classroom.
- ETFO provides the Ministry with some basic data about each of the partnership programs.
- Data includes the number of participants, number of resource packages distributed or downloaded etc. as well as member feedback.



Project Objectives

ETFO will develop a variety of professional learning programs to support its members with the following over-arching goals:

- Making connections between research and practice through a focus on instructional strategies;
- Extending the knowledge base of members;
- Increasing members' capacities to utilize a variety of effective instructional strategies in their daily work;



Project Objectives (continued)

- Promoting collaboration and sharing of practices among members;
- Building teacher efficacy and perception of themselves as agents of change;
- Engaging other educational partners, where appropriate, including principals, vice principals, researchers from faculties of education, and outside agencies; and
- Collecting research on the impact of specified components of the program to inform the greater educational community.



Guiding Principles

- Connects to classroom practice
- Promotes the sustainability of existing ministry funded projects
- Enhances teacher capacity to share their knowledge and justify their practice
- Promotes a change in habits-of-mind about continued life-long learning
- Provides opportunities for teacher pedagogical and curriculum leadership
- Based on knowledge, research, and evidence-informed practices
- Reflects the objects of the Federation



Guiding Principles Continued...

- Increases the public profile of ETFO
- Promotes a community of learners and networking
- Reflects principles of adult learning with a balance of approaches
- Includes local, regional, and provincial opportunities
- Provides opportunities for our diverse membership
- Involves partnerships, where possible (e.g., locals, district school boards, outside organizations, universities)



Programs Made Possible By the Partnership and Enhanced Funding

- VOICE Magazine Special Editions (3)
- Education and Poverty Project
- Teachers Learning Together – Action Research
- Program Evaluation and Impact Analysis
- Classroom Assessment Series and Website
- Junior Arts Book and Series
- Occasional Teachers and Classroom Management
- ETFO Local PD Incentive Funds
- Mentor Project
- Innoteach
- Intermediate Conferences



And...

- Global Education Project
- Special Education Support
- Consultant/Coordinator Conference
- Beyond the Presenter's Palette
- Arts Summer Institutes
- Teaching for Deep Understanding
- International Teaching Conference
- New Teacher Series (additional sessions)



And...

- Presenter's Palette
- FSL Funding – Local Initiatives
- ICT Conference
- ICTS Workshops
- Book Clubs Ultimate Teaching Strategies
- Kindergarten Conferences and Workshops
- Poverty Projects Phase 2
- Teachers Learning Together: The Math Journey
- Classroom Assessment Website
- Additional Summer Academy Courses



Kindergarten conference participants



Summer Academy

ETFO's Largest Program

- Over 80 courses available throughout the province
- Many additional courses offered due to funding from the Ontario Ministry of Education
- Special focus on Kindergarten, mathematics and technology
- Other topics include: the arts, special education and inquiry
- Courses provide practical, classroom-ready strategies and time to collaborate and network with colleagues



Summer Academy participants



Living Through the Highs and Lows of the Partnership

- Sometimes we break up for a political period of time
- We call that an “ETFO PAUSE”
- We don’t give the Ministry their money back
- We hold onto it until we’re back together and then we start collaborating and running our programs again!



Media Fun!





Ontario Ministry Policy Memorandum No. 159

- May 31, 2016
- Collaborative Professionalism: “Professionals at all levels of the education system – working together, sharing knowledge, skills and experience to improve student achievement and well-being of both students and staff.”
- This Policy/Program Memorandum clarifies a shared commitment of stakeholders to building a culture of collaborative professionalism in Ontario’s education system.



The Road Ahead...

- Is always paved with good intentions
- ETFO is full speed ahead right now running extra programs and developing new resources in collaboration with the Ontario Ministry of Education
- We all have the best interests of public education at heart
- Even when we hit the speed bumps all parties continue to care about our educators and our students



**Collaboration and
cooperation
will beat competition
every time.**

Gail Lynne Goodwin



© inspiremetoday.com





*People with a common
direction can reach their
destination more quickly
with the help of others.*



This Fall when you see geese heading south for the winter, flying along in a V formation... you might consider what science has discovered as to why they fly that way: As each bird flaps its wings, it creates an up-lift for the bird immediately following. By flying in V formation the whole flock has at least 70% greater flying range than if each bird flew on its own. People who share a common direction and sense of community can get where they are going more quickly and easily because they are travelling on the thrust of one another.



When a goose falls out of formation, it suddenly feels the drag and resistance of trying to go it alone... and quickly gets back into formation to take advantage of the lifting power of the bird in front. If we have as much sense as a goose we will stay in formation with those who are headed the same way we are.



When the head goose gets tired it rotates back in the wing and another goose flies point. It is sensible to take turns doing demanding jobs ... with people or with geese flying south. Geese honk from behind to encourage those up front to keep up their speed. What do we say when we honk from behind? Finally ... and this is important ... when a goose gets sick, or is wounded by gun shots, and falls out of formation, two other geese will fall out with that goose and follow it down to lend help and protection. They stay with the fallen goose until it is able to fly or it dies and only then do they launch out on their own, or with another formation to catch up with their flock. If we have the sense of a goose we will stand by each other like that.

OSCA Reports – Fall 1993 Ontario School Counselors' Association



Let's continue to collaborate together internationally and have the good sense of our Canadian Geese!



Thank you

