

# VEAES WEEKLY

TOPICS WORTH TALKING ABOUT! PLEASE READ AND DISCUSS WITH YOUR COLLEAGUES



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## **Elementary SLO Program**

by: Jody Polukoshko

The VSB has undertaken a return of a “reimagined” School Liaison Program in Vancouver Schools, despite a [direct request from the Human Rights Commissioner to the contrary](#). We know that since VEAES members made the decision to stop inviting SLO officers into schools in solidarity with Black, Indigenous, People of Colour, and 2SLGBTQIA+ communities, the number of police calls has gone down. You can read an [article with an analysis of the data and here](#).

In September, the Secondary school rollout of the SLO program took place, and just this week, the Board notified parents that the Elementary program would be by invitation only, and that parents would be notified in advance of SLO attendance with information about the topics to be discussed. BC Teachers participated in a BCTF research project focusing on Vancouver that supports our principled position that VEAES members will not invite VPD Officers into our classrooms. We are working with DPAC to ensure that there are processes in place, and urge teachers, consistent with our policy, to continue not inviting police into our schools. You can make this choice as an individual teacher, and you can use your Staff Committee to ensure that the Administration is aware of your request not to do so.

VEAES has always maintained a position similar to that of the Human Rights Commissioner, which is that appropriate services are desperately needed in schools. Greater staffing, especially staffing connected to vulnerable populations, supports for mental health including counsellors, and services in schools that meet students where they are. Policing has a long history in colonialism in this country, and it's important we understand this work as part of our participation in Reconciliation as well.

## **Pro-D News**

by: Karine Ng

### ***Nov 24 Non-Instructional Day***

This is a reminder that Nov 24 is not considered a Pro-D day, but a Non-Instructional Indigenous Focus Day. The district is responsible for its planning, development and roll-out, and all members who are scheduled to work that day are expected to attend.

## **ISSUE SESSION on Professional Issues**

by: Karine Ng

All members are invited to an Issue Session focused on Professional Issues held at 4 pm on Monday November 27 via Zoom. VEAES would like to hear from members the problems they face, specifically in the areas of professional rights, professional autonomy, and professional development. Some examples of related themes are reporting, curriculum, training, mentorship, roles and responsibilities of teachers-in-charge, teachers vs. SSSWs, resource teachers etc.

Input gathered from this and other issues sessions will be used to inform our ongoing advocacy efforts.

### **Join Zoom Meeting**

<https://us06web.zoom.us/j/82301701736>

Meeting ID: 823 0170 1736

Passcode: 926145

Dial by your location

+1 778 907 2071 Canada

## **VEAES Bursary**

by: Jody Polukoshko

The due date for the Bursary for a Child of a VEAES member is quickly approaching! Please view the form [here](#) for information about eligibility. To enter the draw, the student must be currently enrolled in a post secondary institution for this school year, have attended public school up to Grade 12, and have a parent who is a VEAES member. The Bursary is awarded by draw at the December 12, 2023 General Meeting, and if not in attendance, members will be contacted shortly after.

Fun Fact: VEAES also contributes to an annual scholarship at SFU for students in the elementary stream of the Teacher Education Program. Preference will be made for students who are residents of Vancouver. The award is \$1200.



**VEAES Open House November 30th 4 - 7pm**  
**by Vanessa Lefebvre**

The VEAES Executive Committee is inviting members to come check out the new VEAES office on Thursday, November 30th, from 4 - 7 pm. While not all of the boxes are unpacked, nor is the art on the walls, we can't wait any longer!

It's an Open House format, so please feel free to stop by. If you can RSVP to [lori@veaes.ca](mailto:lori@veaes.ca), that will help us plan the catering so there will be enough snacks and drinks for everyone.

It's been a busy fall for us all and we want to take a moment to come together and fill our new space with solidarity and cheer. We hope to see you there 😊



 VANCOUVER ELEMENTARY AND  
ADULT EDUCATORS' SOCIETY

invite members to join us  
for a tour of our new space  
and light refreshments.

OPEN HOUSE

WE LOOK FORWARD TO  
SEEING YOU ON

November 30, 2023  
from 4-7 pm

#410 - 2238 Yukon Street  
Vancouver, BC V5Y 3P2

RSVP to [lori@veaes.ca](mailto:lori@veaes.ca)  
by November 23rd, 2023



## **Reminder: Training for new and continuing Health and Safety Committee Members**

by: Marjorie Dumont

The employer is required to provide training for all new and continuing Health and Safety Reps. There are two sessions coming up:

### **Thursday November 30, 2023**

8:30am – 3:00pm

### **Thursday December 7, 2023**

8:30am – 3:00pm

These trainings are available to all reps including those who were unable to attend the new member training in October/November. You can register through the [VSB Learns](#) site. Topics will include Workplace Violence, Refusal of Unsafe Work and a Q&A session.



## **BCTF Annual General Meeting Resolutions**

By: Jody Polukoshko

Colleagues, each year over Spring Break, 27 of your VEAES colleagues meet with about 500 other BCTF Members to make decisions about the direction and policy of the BCTF. We meet and debate resolutions from each of the 60 locals around the province, and make important decisions about bargaining, Salary Indemnity, social justice, public policy and political action, our Pension Plan, Health and Safety, and much more.

If there is a position that you feel the BCTF should be considering, or a change needed to the way that the BCTF does its work province-wide, you can submit your recommendations to VEAES using the [form](#) on the website. We will have the form updated to the current year ASAP. Motions can come from members or schools, and will be received by VEAES' Local Reps to the BCTF, who will provide feedback to those submitting prior to the December 12 General Meeting.

## **Evaluation vs Discipline**

By: Jody Polukoshko

There are two processes in our Collective Agreement that members sometimes conflate. These are Evaluation and Discipline. Teacher evaluation (Article C.22) is normal and should be a routine part of all teacher's career. This is where an administrator observes your teaching following a prescribed set of criteria and provides feedback after each observation. Evaluations are important if teachers are looking to change districts, as many districts require recent evaluations. Recently, the practice of Teacher Evaluations had dropped off, and we understand Administrators are starting to announce the rollout of evaluations again. This is causing some members concern, however, evaluation is not meant to be punitive, nor should it be used to address concerns outside of our teaching practice.

Evaluation criteria includes professional growth, planning and communication, assessment and reporting, use of appropriate instructional techniques, involvement of parents, collaboration with colleagues. You can read more about the criteria on the page 73 of our [collective agreement on the VEAES Website](#).

Outcomes of teacher evaluations are either "Satisfactory" or "Unsatisfactory". If you receive an unsatisfactory report, please contact the union, as this will begin a process of additional evaluations, and it will be important to have support through the process. If you feel that your Administrator is approaching the evaluation process for punitive reasons, please talk with your Staff Rep. As with all aspects of our collective agreement, they need to be read hand in hand with other provisions, and evaluation and professional autonomy are two such provisions. If you are interested in talking with colleagues about the evaluation process and our professional autonomy, please consider attending the upcoming VEAES Issues Session on professional issues, 4pm on Monday Nov 27 via Zoom.

If you feel that you could use some support in your teaching practice (who doesn't?) you can apply for release time for yourself and a mentor or collaborating colleague through the [VEAES Mentorship fund](#), apply to the [BCTF Peer Support Service](#), or, if you are an early career teacher, contact the Early Career Teacher Network or the [District Mentoring and Support Teachers team at the VSB](#).

If you feel you could be a good mentor, reach out to colleagues in [non-evaluative ways](#), or consider becoming a mentor by joining the Teacher Mentors of BC at [teachermentorsbc@gmail.com](mailto:teachermentorsbc@gmail.com)

## Evaluation vs Discipline ( continued)

By: Jody Polukoshko

Remember that teachers are additionally required to follow the [Professional Standards for BC Educators](#) as part of our relationship with the Teacher Regulation Board. The BCTF Code of Ethics guides our relationship with colleagues, and while most members are aware of #5, which requires us to direct any criticism of another member's teaching performance to that colleague first in private, many times its corollary, #4, is overlooked. This provision also commits us to be willing to review with colleagues, students, and parents/guardians the practices we use in discharging our professional duties. So we not only need to be open to hearing feedback from colleagues, we need to be open to sharing and discussing our own practice.

If the Board has concerns of another nature (lateness, misuse of sick leave, inappropriate interactions with students etc), then they will use the Discipline process in Article C.22.6, for issues other than Teaching Performance. We will include a short article on Discipline processes under the collective agreement in next week's VEAES Weekly.

### Evaluation vs Discipline

	Evaluation	Discipline
CA Clause	C.22	C.22.6
Issue	Teaching Performance	Issues other than Teaching Performance
Notice req'd	≥10 days	72 hours
Who conducts?	School Administrative Officer (If there is serious concern about impartiality, the Union may request an outside AO to conduct the evaluation)	Human Resources / Labour Relations Officer Administrative Officer may attend meeting AO should not be conducting investigations at school
Investigation	No investigation should be part of any evaluation. Union position is that third party information has no place in an evaluation Only what is formally observed should be included in the final report.	Yes. Board will conduct investigation. This happens without notice to the member being investigated AOs should NOT be conducting investigations at the school under any circumstance
Timeframe	October 15-May 31 Not within first 20 days of a new contract	Not usually outside of school year or during holidays
TOCs	Different Process (C.21.5)	Yes
Grievance?	Yes	Yes
Union Rep?	Yes, upon request at debrief	Yes
Possible Outcome	Satisfactory Report OR Unsatisfactory Report	Nothing, Letter of Expectation, Letter of Discipline, Suspension, Termination

## **Make Up Prep Information for Schools & TTOCs**

By: Vanessa Lefebvre

When regularly scheduled preps get cancelled, they need to be made up within the week, according to [Article D.4. in the Collective Agreement](#), on page 89. We are hearing from both schools and TTOCs about confusion around make up prep time and we would like to provide some clarity.

A teacher is not required to prepare for their prep time, so TTOCs can expect that there be no lesson plan for those periods. Teachers may have something to offer, but it shouldn't be expected. There are times when teachers are given little warning that they will be getting make up prep that day. TTOCs need to be prepared for those days and bring their resources.

The other piece of this is communication done by the site. Schools can indicate in SFE that it is a Make Up Prep day, not just a vacancy, and give the locations where prep may be delivered that day, ex: classroom, gym, outside. This can be added in the notes section, much like a teacher adds information, like their specific grade level, when they submit an absence in SFE. Some schools have a great package ready for TTOCs when they arrive to deliver Make Up Prep that includes: a schedule with locations, class lists along with any Employee Safety Plans, site-based Health & Safety information, etc. This information will ensure a successful day for everyone.

Please discuss this at your next VEAES meeting and bring a recommendation through Staff Committee to have this information included in SFE, as well as the TTOC Make Up Prep information package, if that is not already happening at your site. We will be reaching out to senior management to advocate that the message be sent out to admin to add the information into SFE & when they are booking those days.





# Dates to Remember



**Jody Polukoshko**  
President  
[jody@veaes.ca](mailto:jody@veaes.ca)

**Marjorie Dumont**  
Vice President  
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AE President  
[rob@veaes.ca](mailto:rob@veaes.ca)

**Office:**  
604-873-8378

[veaes.ca](http://veaes.ca)

## **Executive Committee Meeting**

November 21, 2023

@ 4 pm

VEAES Office

410 - 2238 Yukon Street

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## **Professional Issues Committee**

November 27 @ 4:00 pm

### **Issue Session on Professional Issues**

#### **Join Zoom Meeting**

[Meeting ID: 823 0170 1736](#)

Passcode: 926145

Dial by your location

+1 778 907 2071 Canada

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## **Social Justice & Solidarity Committee Meeting**

November 28, 2023

4 pm

VEAES Office

410 - 2238 Yukon Street

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## **VEAES**

The Vancouver Elementary and Adult Educators' Society is the union representing elementary teachers and adult educators working in public schools in Vancouver.