



President's Message

Dear Colleagues,

As some of you may have experienced, our district's post and fill process has, in the past, not always recognized the service of our members when they wish to apply for a new position. Too often, external applicants have been selected when there were qualified internal applicants. Our conversations with HR on this topic have led to some changes which we hope will benefit members applying for new positions. **Our understanding of these changes is as follows:**

The first change is that continuing teachers will be able to apply to transfer to a new position without going through the post and fill process. As much as possible, the employer will accommodate these requests.

Once all continuing teachers have been placed, postings will come out in one of 5 categories:

1. Secondary and Middle School postings;
2. Elementary School postings
3. Specialty teacher postings such as Music, French, Shop, Mechanics, Drama, Band, Dance, Digital Arts, etc.
4. Inclusion and non-enrolling teacher postings

5. TTOC postings

When applying for a position, an applicant will apply to one (or more) of the five categories just listed, and specify their preferred schools or family of schools.

Interviews will happen centrally and applicants will be considered for all postings for which they are qualified in the category for which they applied. For example, if there are 20 postings for elementary school positions within the Nelson family of schools, the applicant would be considered for all those positions with just one application and interview rather than 20 separate applications and interviews.

Through the interview process, the district will create an eligibility list. This will happen twice a year (in May and October). All positions that come up between those times will be filled by those who are on the eligibility list. The position will be offered based on: qualifications; school(s) identified by applicant; ranking; and previous service in SD8.

Teachers on the eligibility list will be used as a TTOC until they are hired for a full-time position.

If a term position becomes vacant during the year and the

eligibility list has been exhausted, then that position would be posted and external candidates would be able to apply.

All vacancies for positions that start in September shall be posted and filled based on: Article E.21.3.a; qualifications; continuing teachers based on seniority who wish to transfer; previous service in SD8 (teachers who have previously had term contracts within the district).

The district will offer teachers who agree to work in Crawford Bay or Jewett full-time continuing positions based on a three year rotational schedule (meaning that you must agree to work there for three years before transferring out).

To minimize potential bias, interviews will be conducted using a panel of three representatives from management. In most cases, this will be two school based principals and one district principal.

As this is a new process, there may be some difficulties that we have not anticipated and the process may need to be adjusted, however, our hope is that this process is one that will be seen as more fair and equitable and one that values members.



New Covid Safety Measures

Fortunately, SD8 has gotten through the year thus far without any school based COVID outbreaks in stark contrast to some other districts. We recognize the roll that everyone in SD8 has played to keep us all safe. The numbers in our community also remain low. We are aware, however, that the landscape is changing, the new variants are much more transmissible and provincially we are seeing a dramatic up-tick in the number of positive cases.

In response, and also due to BCTF lobbying, the Provincial Health Officer has added new restrictions that went into effect midnight March 30, 2021. Those restrictions include a mask mandate for grades

4-12 and a strong encouragement for those in kindergarten through grade 3 to also wear masks.

There was some initial confusion about the specifics of these orders which have since been clarified by Minister Whiteside in the publication released by the Ministry of Education March 31, 2021. These new measures are in effect until April 19, 2021.

Antiracist Workshop

In order to continue our professional development to shatter racism in the classroom, we will be offering another workshop: Antiracist Strategies for Educators. This workshop will be offered April 6, 2021 from 3:30-5:00pm via zoom. This interactive workshop equips teachers with a better understanding of antiracism and how it can be incorporated into daily teaching practices. Participants will consider key skills students and teachers need to discuss and implement antiracism and will have the opportunity to explore teaching strategies and resources to integrate this ap-



proach into their classrooms. As this workshop touches on issues that may personally impact some of the workshop participants and facilitators, the workshop participants will be asked to keep their cameras on at all times to help create a safe space.

Our first workshop series was well attended and received. We believe this one will be equally successful and hope to see you there. To register for, please complete the registration form by following this link <https://bit.ly/3wqmv8h>

BCTF AGM

The BCTF Annual General Meeting took place over spring break from March 20-23. The NDTA delegation attended all 4 days of meetings and participated in discussions about Health & Safety for teachers during the pandemic. Many BIPOC issues were raised and many actionable items were approved by the AGM delegates. Union dues and SIP fees were discussed and ratified. The budget was revealed and accepted. The Executive Committee positions were elected as follows: President: Teri Moor-ing, First Vice President Clint Johnson, 2nd Vice president Carole Gordon and 3 members at large. There was much democratic union work accomplished in the first ever completely online BCTF AGM. Thank you to those members who provided feedback on the recommendations in the AGM booklet before we attended.



French Immersion Workshops

UVic, in collaboration with the Ministry of Education is offering a series of free workshops specifically designed for French Immersion teachers. Workshop descriptions are as follows:

[Session 1 - Educational Resources for French Immersion Teachers](#) - Thursday April 8th from 4:00 - 5:30 pm

How can we continue to perfect our French immersion pedagogy in a virtual environment and equip ourselves to better teach on an ongoing basis? This workshop aims to help immersion teachers improve their pedagogy and French immersion teaching skills. Learn about new resources available in the ACPI Education Zone, CASLT Learning Center and other national associations. Learn to navigate the goldmines of professional development tools. Get introduced to a number of educational sites, relevant podcasts, webinars with immersion experts, cultural favorites and a multitude of other resources. Take time to explore the tools that support teachers on a daily basis to meet professional development needs, provide access to a host of reliable and specific immersion resources and much more!

[Session 2 - CEFR and the Action-Oriented Approach](#) - Thursday, April 22nd from 4:00 - 5:30 pm

Over the past 15 years, the Common European Framework of reference (CEFR) has become an important part of teaching and learning in all FSL and Immersion programs across the country. This workshop will provide teachers with an overview of the evolution of CEFR adoption and its action-oriented approach in Canada. What are the benefits? What are the challenges? Discover creative solutions for improving learner confidence and skills in line with the CEFR and the resources aligned with the CEFR. Explore differentiation, authentic learning, backward planning, the place of grammar and other key elements of the action-oriented approach.

All participants in these workshops will also receive a one-year membership to the ACPT (Association canadienne des professionnels de l'immersion) a \$90 value. Click on links above to register.

NDTA Elections 2021-22

The NDTA Elections are quickly approaching. Please watch your emails for nomination information and election communications from our nominating committee. Our Presidential election, according to our by-laws, takes place 2 weeks prior to the AGM where the rest of Executive Committee will be elected.

The nomination committee will be responsible for all communications. All positions are a one year term. Positions are: president; vice-president; treasurer; secretary; local representative; bargaining chair; health and safety rep; pro-d chair; ab-ed chair; education committee rep; tech committee rep; French rep; Political action chair; social justice chair and TTOC rep.

Key Dates

Date Time	Event
April 6	Workshop: Anti-racist strategies for educators
April 6	Board Meeting
April 12	EC Meeting (all welcome)
April 15 - 16	Zone Meetings
April 19	District Pro-D
	Staff rep training - stay tuned