



From the President

Fall 2014

Editor: Donna Howey President

Grand Erie Elementary Teachers' Federation

GEETF Meetings and Events are listed on our website

www.geetf.ca

Facebook:

www.facebook.com/GEETF

Twitter: @geetfo

Please take a moment to "LIKE" us on Facebook and follow us on Twitter

GEETF

We are teachers supporting teachers.

Together we are GEETF.

Staying in the Green

If someone called you green, you might think they were saying you are an environmentalist, or that you are new to the job, or even that you were feeling nauseated. Recently, I have been thinking of green as it relates to the Mental Health Continuum Model. This is a handy tool that was developed by the Department of National Defense. It identifies stages along the continuum between good mental health (green) and mental illness (red).

Teachers do experience stress in the workplace. That is normal and unavoidable. We can control the risks of developing a full blown illness by the way we manage our stress, care for ourselves and care for our colleagues.

Our employer has a responsibility as well. The decisions made and approaches used by administrators do matter. When the psychosocial factors known to create a psychologically safe workplace are not supported, the risk of a mental injury is increased. I am concerned that teachers may be at increased risk if they are experiencing; student aggression, especially challenging class compositions, student numbers that are bigger than the physical space the class is assigned to, intimidation in relation to performance appraisal, a challenging managerial style, and/or struggles learning the new report card platform.

Take a look at the Mental Health Continuum Model which I have attached.

I challenge teachers to help each other stay in the green. We have supports available.

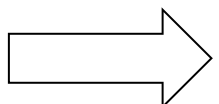
<http://geetf.ca/wellness>

[PosAction Plus](#) ~ Up to 12 hours of face-to-face confidential counselling per year. Call 1-800-668-0193.

[Feeling Better Now](#) ~ a Web-based mental health care program designed to assist in the prevention, early diagnosis and ongoing management of common emotional and mental health issues

Coming to Your School Soon....

GEETF Collective Agreement Officer, Dave Peters, and myself will be visiting your school soon. Our role is to support and serve GEETF members (around 1100 teachers). We need to have a clear understanding of your work environment to serve you well. At our visit we will note the positive outcomes from our collective opposition to Bill 115, clarify the new bargaining process and hear your input related to the approved local priorities. Looking forward to seeing you! We will bring treats.





Our Office

You will find us at our office at 49 Dalkeith Drive, Units 1 & 2, Brantford. Our phone number for local calls is 519 753-9291 and toll free at 888 753-9291. The office is open each day from 8:30 am to 4:30 pm. Many evenings the office is open much later due to meetings and workshops. We also endeavour to leave Fridays at 3:30 pm.

Concerns about:

Performance Appraisal,
Discipline for teacher conduct,
Professional Relations

Please contact your GEETF/
ETFO Local President, Donna
Howey, at the GEETF office.

OTF and OCT To be clear...

As Ontario teachers who work in the public education system, we are required to be members of both OTF and OCT.

OTF has the role of **teacher advocacy**. We are part of OTF through ETFO.

OCT has the role of **teacher discipline and licensing**.

OCT has a duty to serve and protect the **public interest, not teachers' interest**.

Our GEETF Committees are Working For You!

I am so impressed with the opportunities provided and outcomes achieved by our GEETF Committees. I thought I would share a few things:

French—Forty French Teachers showed up to discuss ways to support each other in implementing the new French Curriculum. Future meetings are planned. Contact geraldine.turkoski@granderie.ca or nancy.daurora@granderie.ca to find out more.

Dance—The Social Justice Committee is providing Hannah Beach's, "I Can Dance" resource kits. These kits will be draw prizes for GEETF members attending the February 25th GEDSB Equity Speaker Series event, "Exploring Equity Through the Arts". Hannah Beach will be presenting this workshop which will be of interest to all teachers with responsibilities for dance curriculum. Register through e-centre (#10191).

Music—The Professional Development Committee is hosting a series of workshops of interest to teachers with responsibilities for music. November 5th is a ukulele workshop. November 19th Primary Music as Prep, and December 3rd Junior/Intermediate Music. Participants will learn the basics of planning, teaching and assessing music. Flyers are distributed through stewards. Registration is through registrations@geetf.ca.

Report Released—22 Recommendations Made

The June 2013 ETFO Memorandum of Understanding provided for a Task Force on Health and Safety to be established. This task force was comprised of representatives from ETFO, the Ontario Public Supervisory Officers' Association, the Ministry of Education and the Ministry of Labour. The task force's report was released in late September. In the report there are recommendations made in relation to the following 6 topics; 1. health and safety training, 2. workplace violence and serious student incidents, 3. lockdown procedures, 4. environmental concerns in school communities, 5. Joint Health and Safety Committee effectiveness, and 6. a provincial structure for working with education partners. For more see—<http://etfohealthandsafety.ca/etfo-mou-task-force-on-health-and-safety-report-and-recommendations-september-2014/>

Are OTs and DECEs part of GEETF?

Grand Erie OTs and DECEs are ETFO members. They are not GEETF members. For support specific to their own contracts, OTs should contact Kevin Utley (GEEOT President) at gedsbot@bell.net.

DECEs should contact their Local President, Patricia Hammond at granderiecece@gmail.com.

Of course, we are all members of ETFO Provincial and can access provincial conferences and workshops together.

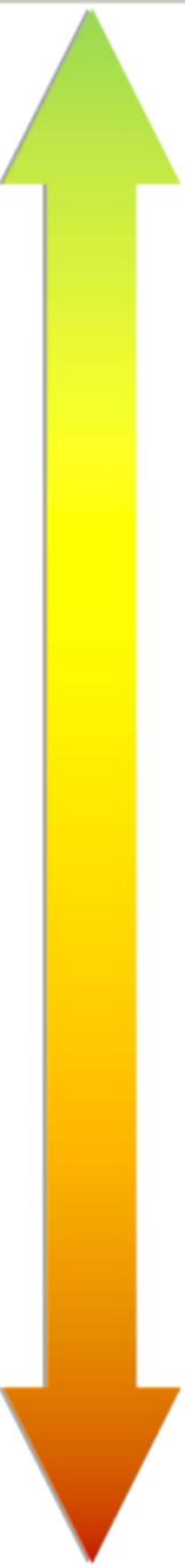
Mental Health Continuum Model

HEALTHY

REACTING

INJURED

ILL



<ul style="list-style-type: none"> • Normal mood fluctuations • Calm & takes things in stride • Good sense of humour • Performing well • In control mentally • Normal sleep patterns • Few sleep difficulties • Physically well • Good energy level • Physically and socially active • No or limited alcohol use/ gambling 	<ul style="list-style-type: none"> • Irritable / impatient • Nervous • Sadness / overwhelmed • Displaced sarcasm • Procrastination • Forgetfulness • Trouble sleeping • Intrusive thoughts • Nightmares • Muscle tension / headaches • Low energy • Decreased activity/ socializing • Regular but controlled alcohol use / gambling 	<ul style="list-style-type: none"> • Anger • Anxiety • Pervasively sad / hopeless • Negative attitude • Poor performance / workaholic • Poor concentration / decisions • Restless disturbed sleep • Recurrent images / nightmares • Increased aches and pains • Increased fatigue • Avoidance • Withdrawal • Increased alcohol use / gambling is hard to control 	<ul style="list-style-type: none"> • Angry outbursts / aggression • Excessive anxiety / panic attacks • Depressed / suicidal thoughts • Over insubordination • Can't perform duties, control behaviour or concentrate • Can't fall asleep or stay asleep • Sleeping too much or too little • Physical illnesses • Constant fatigue • Not going out or answering phone • Alcohol or gambling addiction • Other addictions
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