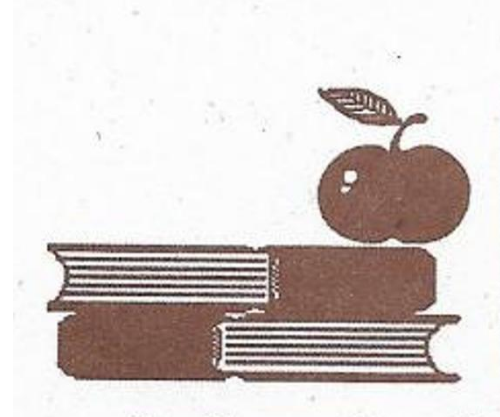


CCTA Executive Committee

December 2021 Meeting Highlighter

President & Vice President Reports

Our reports focused on issues we were involved in the month of November, including the lockdown at the Columneetza Campus of LCSS and Nesika Elementary schools, instances of aggressive student behaviors in a couple of our elementary sites, and the on-going issues related to insufficient numbers of TTOCs available on a daily basis to provide necessary coverage. While there is no question the impact of these events has been experienced by our members in many different ways, they have provided the impetus for the district to respond and refine current practices.



The lockdown incident has given rise to a review of existing policies and procedures, most of which contributed to a successful and uneventful end to the event. Administration debriefed with staff and senior management debriefed with administration to see where the response could be refined and strengthened. Emerging from these discussions and coupled with observing the climate related emergencies in other areas of the province, the district is embarking on Emergency Preparedness Planning. As well, the district will be establishing the Incident Command System to ensure a consistent and coordinated response at the site, district, and community levels, with training to be provided in the new year.

The district is also developing a cohesive plan for responding to violent student behaviors to ensure safe working conditions for employees. Risk assessments, functional behavioral assessments, and de-escalation training will all be part of an extensive intervention protocol being developed in concert with the District Health and Safety Committee.

There is no doubt that TTOC unavailability is taking a toll on morale in the district, with members losing prep time to provide coverage or non-enrolling teachers being forced out of their roles to cover for colleagues. The fact that the problem is widespread across northern districts makes finding solutions even more problematic. In recent weeks the district has interviewed and hired three additional TTOCs in Williams Lake, and is close to filling the contract TTOC positions posted in the south end. UVic teacher candidates finishing their practicums in this district have offers of employment here, and the Assistant Superintendent is about to embark on some strategic recruitment campaigns to attract teachers to the district.

The upgraded Atrieve system rollout continues, and the district will be moving toward automated dispatch later this month. Uptake on the leave aspect of the system has been quite well received, and the dispatch piece will work hand-in-hand with leave requests. All TTOCs are required to register with the system if they want to be called, and all teachers are asked to register their names so the callout refers to a name rather than an employee number. If TTOCs turn down an opportunity for a callout to a particular absence, they re-enter the system and are potentially called to another absence in the rotation.

New Teacher Support

The supports for new teachers have never been as structured and well defined as they are now. Nine first-year teachers, 12 second-year teachers, and 10 third-year teachers are in the mentorship program and are paired with an established teacher. Each new teacher in their first and second year has access to release days to visit other classes, and all members on the list receive \$500 for resources or additional Pro D. The district-sponsored dinner kicking off the program this year was well-attended and provided opportunities to collaborate in a social setting.

