



Association of Professional Student Services Personnel

PROVINCIAL NEWSLETTER

April 2006

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Nancy Begin
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This is the second and last newsletter for the school year 05/06. We are very excited about our new logo which we have been working on for a few months now. You will start to see it on other items and stationary as well. I would like to thank all those people who contributed to the newsletter. The response and support has been great as you will see inside. Enjoy!



Provincial Executive

President	Georgia Steinhart
Treasurer	Rick Townshend
Secretary	Linda Booker
VP, Negotiations	Joe O'Connor
VP Public Relations	Nancy Begin
VP Grievance & Constitution	Glenn Webster

APSSP PROVINCIAL CHAPTER MEMBERS

- ▶ Bruce-Grey Catholic District
- ▶ Dufferin-Peel Catholic District
- ▶ Durham Catholic District
- ▶ Halton Catholic District
- ▶ London District Catholic
- ▶ Niagara District
- ▶ St. Clair Catholic District
- ▶ Toronto Catholic District
- ▶ Waterloo Catholic District

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Executive Reports

Provincial President

Georgia Steinhart



After a long Winter term, we are all enjoying the promise that Spring brings. The Spring term means that I will soon be marking my first year as Provincial President.

I would like to express my great appreciation to my colleagues on the Provincial Executive for their constant support and excellent advice as I adjusted to my new role.

At the October Educational weekend, to which Executive and Governing Council members from all Chapters are invited, we focused on "Partnerships". Participants benefited from a comprehensive presentation on the subject by John Wilhelm, Chief Social Worker at TCDSB, Vice-Chair of the Minister's Advisory Council on Special Education and former APSSP member. After John's presentation, Joe O'Connor chaired a panel discussion on the topic. APSSP consultant, Larry Robbins, inspired us with a rousing speech on the value of the services that APSSP members provide and the potential risk posed by Partnerships to the integrity of those services. Stacy How, President of Durham Chapter, and Kathi Page, Immediate Past President of Dufferin-Peel, followed Larry's presentation with a discussion of the practical aspects of dealing with Partnership agreements at their Boards.

Through the Partnership program, the Ministry provides funding for community based mental health agencies to reach partnership agreements with school boards and deliver services in the schools. Partnerships are attractive to school boards, and - if appropriate - can indeed be beneficial to students. However, we must ensure that partnerships do not replace or conflict with the work of APSSP members. As a union, we have both the right and obligation to protect the work of our members. It is equally important to ensure that the services provided by partner agencies are appropriate for our students, and that those services are delivered by properly qualified professionals.

The Saturday morning presentations at the Educational Weekend were followed by portfolio meetings in the afternoon. In the evening, we had the opportunity to relax and chat with members from other Chapters at a reception and excellent buffet dinner. The first Governing Council meeting of the school year took place on Sunday. The Provincial Secretary, Linda Booker, was in charge of arrangements for the Educational weekend, and, as always, she ensured that everything ran smoothly.

In January, Governing Council representatives from all nine Chapters made their way through a snow storm in order to attend the Governing Council meeting in St. Jacob. APSSP is run entirely by volunteers and our "full house" on that wintry day reflects the commitment that members bring to their union responsibilities.

At the moment, APSSP is in the unusual situation of having no Collective Agreements under negotiation. Since the last newsletter, we have achieved new Collective Agreements in six of our Chapters. Some of these agreements were achieved relatively easily while others required long and difficult negotiations and - in one case - a strike vote by members.

Of late, many members have expressed concern about the proposed changes to the governance of OMERS. The Provincial Executive has reviewed Bill 206, and has studied the changes sought by various groups in their submissions to legislative committees. We have concluded that further action is not required by APSSP at this time. We will continue to monitor the potential impact on APSSP members as OMERS functions under the new governance model.

Members were also seeking direction about how to respond to what seemed a likely withdrawal of services by CUPE members in protest against the changes to OMERS. After consultation with Larry Robbins, Provincial Executive provided guidelines for Chapter Presidents to use in advising their members about the CUPE Job Action. Several of our Collective Agreements have language which protects our members from being required to do the work of another Bargaining Unit in the event of a legal strike by that Unit. However, since the proposed CUPE Job Action would not have been legal, our members would have been required to find the balance between supporting the right of our colleagues in another

Vice-President of Negotiations

Joe O'Connor



We have had a busy Fall with Negotiations in six of our Chapters. At this time we can celebrate the completion of Negotiations in all of these Bargaining Units. Presently Bruce-Grey Catholic, Dufferin-Peel Catholic, Durham Catholic, Halton Catholic, London Catholic, Toronto Catholic and Waterloo Catholic have all completed four year Agreements that run from August 2004 through to August 31, 2008. All the Agreements contain the Provincial Framework of a 10.2 % increase. Beyond this, some of the Chapters were able to move salaries closer to the Provincial benchmark and these increments were reflected in percentage increases from 2% to 13%, depending on the Chapter. The Dufferin-Peel Chapter was also able to settle a pay equity adjustment retroactive to 2001 and payable over the next year.

In these rounds of Negotiations we have seen considerable enhancements in salaries, moderate enhancement in benefits, and improvements in contract language in the areas of employee rights, grievances, seniority, and the work of the Bargaining Unit. We also have seen improvements with language in the London Chapter that directs the Board to inform, negotiate and review any new partnerships with outside agencies.

I would like to take this opportunity to thank each of the Bargaining Teams as well as the Chief Negotiators for their patience, persistence and leadership in concluding these Negotiations. I also wish to extend our sincere thanks to Mary Hart and Larry Robbins, who assisted our Chapters in reaching these final settlements.

These four year agreements will bring stability to our Chapters, and will allow the opportunity to pursue other matters such as pay equity, partnership reviews, and public relations with our Boards.

We have also reviewed the new OMERS Legislation and will continue to monitor the implementation of this Bill that will transfer of our Pension funds to a new governance model. It was reported last week in the Toronto Star (March 2, 2006), that OMERS had announced a "banner year" with a 16% investment return with funds worth \$41.1 billion dollars and a shortfall of \$2.8 billion dollars to fund all present and up-coming retirees. It is predicted that this shortfall will be alleviated within the next two years. The impending review of this Legislation which was negotiated by Sid Ryan, President of CUPE, and the Ontario Government, allows for a review of this Legislation in six years. If there is a surplus at that time, it could provide enhanced benefits for more than just the Emergency Workers in the future. Any new enhancements for Emergency Workers need to be negotiated in future contracts. They are not automatic.

We ask our Chapters to be vigilant of impending new partnerships that may come to your School Board. There is a clear directive from the Government for agencies to seek these partnerships with School Boards and other Service Providers in order to access new and additional funding.

I conclude by thanking the Chief Negotiators who gathered in St. Jacobs in February with the Grievance Officers to review Contract information and to receive information from Mary Hart regarding College Expectations for members. The day was productive and very informative. We will get together again in May, 2006.

President's Report cont'd

Union to engage in peaceful protest while abiding by the terms of our own Collective Agreements with our employers.

Please note in your calendars the annual APSSP AGM which will be held on Thursday, May 18th at the Delta Meadowvale, the same location as previous years. Nancy Begin, Vice-President for Public Relations, has been working on arrangements for this important evening since last Fall. You will soon be receiving the first notice of the AGM from Linda Booker. Elections will

take place for three positions: Provincial Vice-President for Public Relations; Provincial Vice-President for Grievance & Constitution; and Provincial Secretary. For the latter two, the incumbents are completing their second terms, and are, therefore, not eligible to run again for those positions. I am looking forward to again seeing many of our members at the AGM.

Provincial Secretary

Linda Booker

I am particularly reflective of all that has taken place during my last close to 4 years as Provincial Secretary these past few months. Come June, my duties will come to an end. As I have held this position for two terms, I will not run again at the spring AGM.



I do encourage any of you who may be thinking of running for these positions to do so!! Working as your Provincial Secretary has been a rewarding and fulfilling learning experience. When I first became involved with APSSP several years ago now, as a Governing Council representative, I had no specific plans to continue at the Executive level. Once nominated, I was initially anxious of what I had taken on and how well I could do the job, but

Spring is a busy time of year in this position as the Membership Directory is just about ready to go to print, to be distributed at the April Governing Council meeting. A big thank you to those local chapter secretaries who had the changes to me but the deadline. All of us have made changes to our "job descriptions" in order to update the varied responsibilities we have taken on. By the end of March, I will have the first reminder in the mail to all APSSP members of the upcoming AGM to be held at the Delta Meadowvale Hotel on Thurs. May 18. This will be followed by the second reminder a few weeks later, with more information on Constitutional changes, and the positions that will be vacated on the Provincial Executive as of the end of this school year.

it is important to know that you are never alone in any position you fill. I would like to take this time to acknowledge and thank several folks who provided unending support to me: firstly Len Modderman, as the previous Secretary, Lilli Jones and Tim Jenkins who are no longer on Provincial, but were a tremendous support while we served our terms together, and the present Provincial Executive, Georgia Steinhart, Glenn Webster, Rick Townshend, Joe O'Connor and Nancy Begin for their professionalism and knowledge about all things to do with unions. We laugh, we discuss, we share and we continue to represent APSSP members as best we can. I thank you for your trust in me to serve as a second term as Secretary. It was an honour and a pleasure to have done so.

Provincial Treasurer

Rick Townshend

The year end figures are in and APSSP has been able to manage its income and expenses in such a way that we find ourselves in a surplus position again for the Budget year 2005.

Although our expenses were up this past year due to increased usage of our Consultants, an increase in revenue (membership dues) offset those expenses and we continue to be on the plus side of the ledger. At the present time, I am gathering up our data to send to the auditor so that a complete run down of our financial



picture can be presented at the Annual General Meeting.

A budget for 2006 has been prepared and will be presented at the AGM in May. It is my intention this year to under go a thorough look at our present rebate system to see if it is meeting the needs of the Chapters. This is an on going process but now that the final figures are in for 2005, this process can begin in earnest. In addition, I will also be looking at our Strike Fund to see if our resources are sufficient.

I look forward to seeing many of you at our AGM this year in May. At that time I will be sharing with the membership a more detailed accounting of our financial picture.

Vice-President of Grievance & Constitution

Glenn Webster



Dear APPSP friends,

This is my last article - finally - as a provincial VP. I have a certain sense of relief because I am feeling a bit overloaded and am looking forward to less duties next year.

We have a sunset clause that provincial executive positions are limited to 2 (consecutive) terms and I have almost completed my second term and am therefore not eligible to run again for the same position without a break. I will certainly offer my successor all my support and remain willing to assist on the constitution committee should my services be required.

We will soon send out our proposed constitutional changes for 2006. Do look at them and always be aware that the membership rule in this organization. Only an AGM makes changes and therefore do come out and express your opinions and vote in some new executive members.

We have had a good year in the grievance department. While we continue to have our disagreements with the managements of our various chapters, we are very sophisticated in our handling of grievances. Our grievance chairs together with chapter chairs show a maturity and wisdom in their handling of the tense and complex situations that arise. Subtlety is required and shown. Our consultants continue to dazzle and impress us with their competence.

Joe O'Conner and myself have continued to met with chief negotiators and grievance officers at St. Jacob's 2x per year and find these meetings informative and entertaining with presentations form Larry Robbins and Mary Hart. The subject for this year has been APSSP and our relationship to the health regulated colleges.

We still have some challenges to address, we are currently examining some of the issues around liability and requirements of our LTD plans. We are looking at APSSP's ability and

responsibility (if any) to our members who might have complaints against them made to their colleges. Pay equity never goes away. As a small organization we do not have the facilities and luxury of studying in sufficient detail such issues as the recent CUPE action over OMERS changes.

Let me end by thanking all the many members for their kindness and understanding they have shown me over the last 4 years. It has been a privilege to serve with a tremendous provincial executive, a wonderful governing council and a charming membership. I look forward to continue to be involved with APSSP and I will see you at AGM's

Please support the new vice-president for Grievance and constitution. I will.

Vice-President Public Relations

Nancy Begin



Time has flown by quickly as I come to the end of my second year on the Provincial Executive. The last few months have been busy but productive. Thanks to the efforts of Rick and Georgia, our website is on its way to being revitalized. We are in the process of updating and developing the website to make it interesting and informative. We are also reviewing our APSSP written material which we use for PR initiatives. Since the October planning weekend, various chapters have made good use of our items for different functions. It is through these events that we continue to promote ourselves and our services.

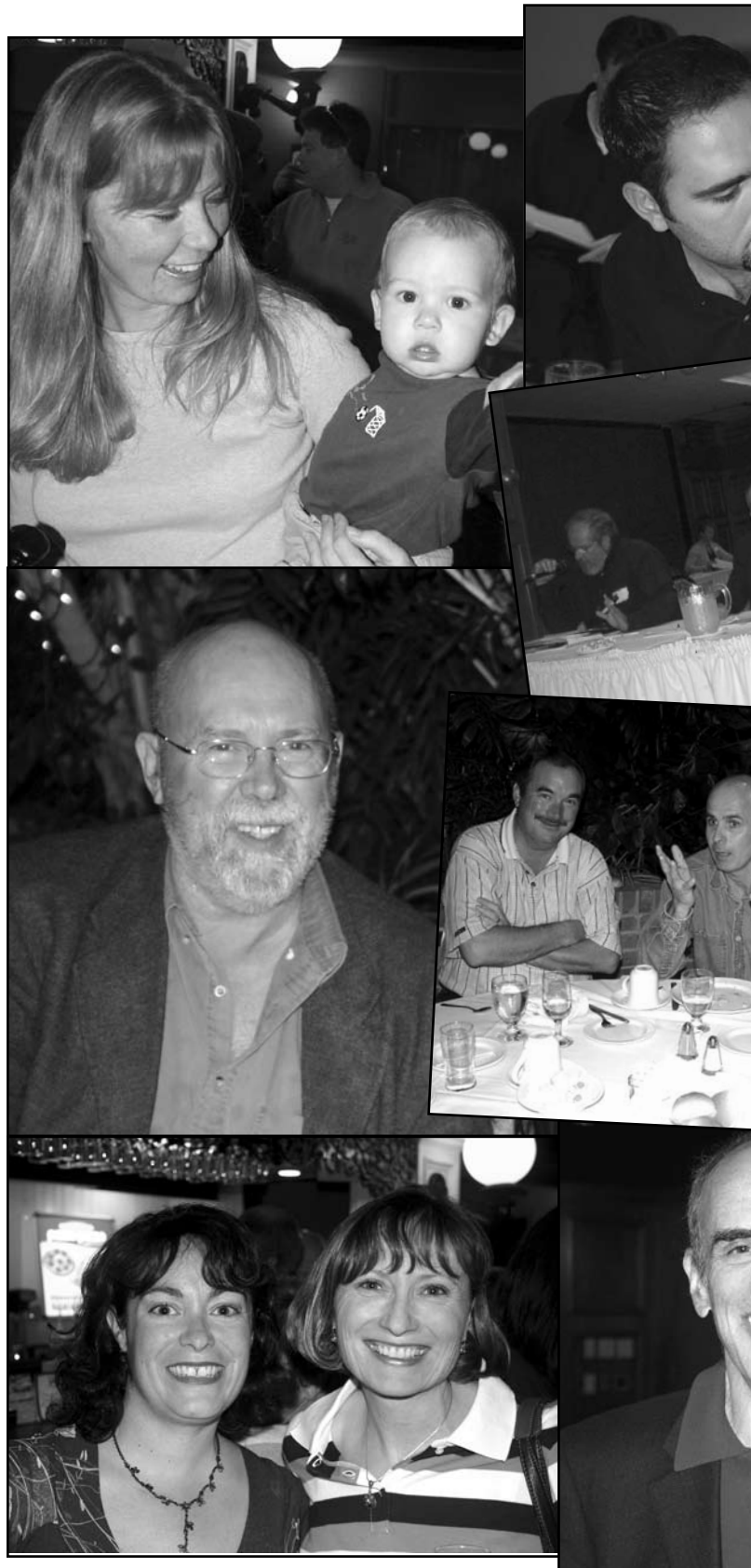
Our next event is the annual AGM coming up on May 18/06 at the Delta Meadowvale Hotel. I look forward to seeing everyone there.

Educational and Planning Weekend,

Once again we had a very successful weekend. Our guest speaker, John Wilhelm, gave an excellent presentation on "Partnerships" between school boards, community resources, ministries and parents of those children and youth that require special support to ensure success in their education and emotional well being. To support the idea of partnerships, we had a panel which consisted of Larry Robbins, Kathi Page, Stacy How, and Joe O'Connor. Each member of the panel spoke on partnerships within their school boards and provided us with interesting, informative and relevant information.

We were able to gather with all the reps from each chapter to discuss, brainstorm and share ideas in regards to our individual portfolios. Our next Educational weekend is planned for Oct. 21 - 22, 2006.

Photos by Jim Steinhart of www.TravelPhotoBase.com



Niagara Falls, Oct. 15 - 16, 2005



The Changing Face of Partnerships between Schools and Community Mental Health Agencies: The Role of School Support Staff

John Wilhelm

It's an immediate and natural reaction to become defensive when feeling threatened. For many, the thought of developing new partnerships with community mental health providers can feel quite ominous. And for many, there is good reason to feel as such because there is quite frequently a lack of clear understanding about the function and value of school support services in education. But who are we to blame for that? Largely ourselves. For some reason, professionals whose primary role is to support others are commonly very poor at promoting themselves. Furthermore, Canadians are world renowned for their diplomacy and sensitivity... but we fall into last place when it comes to self endorsement.

It is o.k. to worry about partnerships moving into your field of expertise and the threat of replacing positions. But do you know how to worry effectively? Worry is like a rocking chair, it keeps your mind moving, but takes you nowhere. Do not be too thin-skinned or too sensitive to criticism. If you are worried about your health, then go to a doctor. It is not the problem, but the attitude toward the problem that makes us what we are. Don't take for granted that others know what you do. Seize occasions to promote your work. Write for journals. Record compliments from parents, teachers and students. Involve yourself in research. Embrace new opportunities.

Addressing social- emotional needs of children and youth is complex. Although, not any one group of professionals or any one employee group can do it on their own, board employed

special service staffs are in an optimal position to provide such services. It is recognized throughout the professional literature that educational social workers, psychologist, speech and language pathologists, child and youth workers, etc. are a specialized field of practice within the broad field of their respective professions.

These support personnel bring unique knowledge and skills to the education system and are instrumental in furthering the purpose of the schools - to provide a setting for teaching, learning and for the attainment of competence.

Effective partnerships between district school boards and children's mental health providers in community settings are not new. Despite many years of effective and collaborative partnerships between educational support staff and community mental health providers, we may be on the dawn of a new horizon and with that new opportunity. With the creation of a new ministry in Ontario, coordination of children's mental health services is changing.

In the United States, the emphasis in the 1990s on funding collaborative based services in human services, and school-linked service programs in particular, has added to a plethora of clinical professionals working in schools including clinical social workers. Larson and colleagues define school-linked services as: part of a larger movement for more integration of education, health and social services for children. In the school-linked approach to integrating services for children, a) services are provided to children and their families through a collaboration among schools, health



John Wilhelm, Chief Social Worker TCDSB, speaking at APSSP's Annual Educational Weekend

care providers, and social services agencies; b) the schools are among the central participants in the planning and governing of the collaborative effort and c) the services are provided at, or are coordinated by personnel located at the school or a site near the school.

Proponents of school-linked services exist across service systems and often refer to the school as a central hub for the delivery of human services because it is a place where the services can converge that also has the maximum access for children.

Franklin discusses the possibility that the changes in mental health delivery ushered in by the increasing use of school-linked services and school-based mental health services are redefining the roles and practices of board employed support service providers. In the United States, increasing competition in service delivery is requiring school social workers and other support personnel to find better ways to work with outside mental health professionals who are delivering services on school campuses. In some cases it has also become important for school based support staff to define the importance of their job roles more explicitly.

One of the important contributions that school support staff may make to school-linked mental health services is to take more active roles in balancing the educational needs of the child with their mental health services needs. School support staffs that participate in many school-linked mental health services may find it necessary to expand their roles in case management, resource management and coordination, community liaison and community organization. If the school becomes a hub for the delivery of human services, then it becomes necessary for school social workers and other special services staff to take responsibility in coordinating those services in the best interest of the students and the school.

However, it is important to note that the increase in mental health service is not always viewed as an effect means of educating children from the viewpoint of educators. For example, a satirical cartoon, which appeared in the educational journal Phi Delta Kappan, communicates scepticism about the expanding services approach in education. The cartoon's heading was "The School of the Future" and depicted a building with many wings labelled Detox Center, Day Care Center, Child Development Center, etc. One small addition in the back was labelled "Education Wing". It is important for school support staff to identify strongly with public school interests and to focus on the mission of the school, which is education. It is equally important to assure that the diverse services

delivery does not detract from children's learning and to assure that each and every child receives a quality education.

The ability to cope with change and stress will separate the winners from the walking wounded. In *Man's Search for Meaning*, Victor Frankl wrote, we can't promise that life will be better next day, but there will be a new dawn each day. But let's remember what Will Rogers said; Even if you are on the right track, you'll get run over if you just sit there.

You have options - leadership in your professional organization, professional development planning, active co-ordination of services. When a person puts a limit on what he will do, then he puts a limit on what he can do. Dream no small dreams; make no small plans. If you don't know where you're going, any road will get you there but you'll never know when you've arrived. For certain, if you aim for the stars, you will never shoot your foot off.

Thoughts . . .

I Make a Difference

I make a difference every day. I have an impact on the world right here in my own life. I know people like to be smiled at or complimented because it feels good to me too. It's a reminder that the little things are really important. I can do these things for other people and I know that even little things make a difference. Little things lead to big things and I'm going to make a difference any way that I can.

Diversity in Education . . . and

The following is a letter written to the editor of the Toronto Star, dated Jan. 13/06. The letter was written by Robert Brandstetter who is a secondary school teacher in Dufferin Peel. Robert is the current chair for the Coalition On Diversity in Education, a diverse collection of Educators, Child and Youth Workers, Social Workers etc.

He describes the group as being comprised of education activists. Their focus is to raise awareness and knowledge of equity issues in our schools while developing plans of action and sound practices to better address these issues.

His response is directed towards an article written by Royson James on youth violence. Robert feels that our approach to youth violence in the GTA is missing out on a core area-education. Children need love and care, no matter who they are or where they come from. Schools need to play a more vital role in providing hope, care

and access to encourage the potential of individual students. This proactive approach is in contrast to assisting in the criminalization process which is what we do when we force them out of the educational system (expulsions).

It means that schools may have to join in a larger call for more CYW's, social workers and mandatory peacebuilding programs. Whatever it is we do, we need the ministry to support schools for the children and youth that need us (educators) the most.

Robert's response raises some crucial points and reinforces the importance of having support staff in our schools. The child and youth worker mentioned in the article is Sandra Williams, one of our own valued members of APSSP.

Here is the letter . . .

Schools are family to youth in need

Re Reverend's tough talk on crime leaves out no one
Jan. 11

When Royson James says, "This battle is going to need input and help from everyone," he's underscoring the great test of human courage and compassion that now faces the GTA. The elimination of bias against the poor and the fact that we seem to have forgotten that racism is alive and well in Canada are still in the way of making safe communities.

Statistics Canada told us last year that one in six people of colour are subjected to racism on a daily basis. Toronto may champion its multiculturalism but it still has not stopped racial and class divides. We need to connect Paris burning to our own future.

Politicians, clergy, and police need to do more than just embrace each other; they need to understand how it is that so many young people can lose hope and turn to violence. In Moira Welsh's article on the same page (Pastor hopes to save Toronto), a Toronto District School Board trustee correctly

identified that teachers are on the front lines of violence and youth.

Educators are a central part of the solution and we, as teachers, need to recognize that we may be the most significant resource in stemming the tide of youth crime. While schools have always borne society's ills, we need to understand the unique role educators play. The abused kids, the ones ignored and the ones who live in families that do not have time for them are still looking for the same love, care and guidance that all kids need to grow and succeed.

Schools are substitutes families for these kids, as the child youth worker at my school often reminds me. Over the years, I have observed her relationship with disengaged youth, particularly black youth. She cares for them like they were her own children and when they make bad choices she is there to sternly set them straight and care for them still. We need to look more closely at the role bias plays in education, move away from a judgmental approach to youth and start considering a more compassionate way.

Robert Brandstetter, Guelph

Chapter News . . .

Toronto Chapter Supports Local Fundraising Event

Anne Seniw-Martelli, Public Relations Officer

Toronto Chapter.

Several APSSP members were on hand to support the Metropolitan Toronto Catholic Education Foundation (MTCEF) as it held its first Evening to Feed the Soul Dinner Fundraising Event. The Event was held on October 28, 2005, with proceeds going to the numerous student nutrition programs that serve breakfast, lunch and snacks to our students at both the elementary and secondary schools. MTCEF assists school communities in serving needy children and their families by providing access to educational programs, after school activities, summer camps, eyeglasses and hearing aids. Emergency funds are also made accessible to staff, when all other resources have been exhausted.

APSSP members were happy to support a great cause, benefiting the families and students that we work with. On this occasion, the APSSP Executive elected to sponsor a corporate table, accommodating our attending Executive Members with spouses also on hand. With sponsorship, our APPSP logo was featured prominently in the evening's program. A table was of course reserved for our group, displaying once again the APPSP logo.

The efforts of our own APSSP member, Diana Riopel, past MTCEF president were recognized and applauded as were all the Contributors that made this evening a success.



The evening also provided an opportunity not only for great cuisine, enjoyed at a leisurely pace with calories danced away to the sounds of a great beat, but old acquaintances were renewed, along with opportunity to network with Trustees, Board Officials and other union representatives, while truly honouring a most worthy organization and fundraising endeavour. Some of us even walked away with items from the Silent Auction and Raffle! Next year's plans for this event will only be grander, given the great success of this year's event and we look forward to attending again and renewing our support. The Toronto Chapter would like to extend our many thanks to Karen Gilmour-Barrett, APSSP rep to the Foundation who initiated our interest and participation and remained our contact with Event Planners.

Photos by Jim Steinhart of www.TravelPhotoBase.com



Dufferin Peel Notes:

Dufferin Peel Chapter has scheduled a series of PD workshops. The first one took place on Wednesday, February 22. The topic was "Tax Strategies." The session was well attended and a number of points were addressed including some related to the use of our vehicles as well as mileage.

The next session is scheduled for April 26. At that session Mary Hart will talk about the Privacy Act as well as Notetaking. All Dufferin Peel members are invited to attend.

Congratulations to . . .



Karen Givlin, CYC of the Halton Chapter, was married to Stewart Drummond on Oct. 15/05 at St. Andrews Church in Oakville. May they have many happy years together!



Wassim Moussa (Speech Language Pathologist, Dufferin Peel) and his wife, Shilo are the proud parents of Aidan Michael John Moussa. Aidan was born on Sept. 8 2005 weighing 5lbs 5 ounces. Best wishes from all your friends in APSSP.

The Origins of APSSP at the St. Clair Catholic District School Board

Stephanie Orrange

In 1998 during the process of amalgamation between the Lambton County Catholic Board and the Kent County Catholic Board, The Student Services Department was also attempting to come together as one unit. The professional services personnel employed by the predecessor Kent County Board were represented by CUPE. The former Lambton County professional services personnel were non-union, but the board recognized a non-union bargaining committee.

In September 1998, the professional services personnel employed by the now amalgamated St. Clair Catholic District School board, voted to extinguish the representational rights of CUPE. The APSSP union filed an application for certification as bargaining agent for the student services personnel employed by SCCDSB on December 1998.

Currently our association consists of Speech Language Pathologists (2 full time and 3 part time = 4 full time equivalent), Social Workers (4 full time), Child and Youth Workers (6.5 full time equivalent) and Interpreter (3 full time)

UP-COMING MEETING DATES

Governing Council Meetings

Saturday April 8/06

Location: Stone Crock Inn, St. Jacob's

Annual General Meeting

Thursday May 18, 2006
Delta Meadowvale Hotel
6750 Mississauga Road
Mississauga, Ont.

Provincial Executive Meetings

April 4/06

May 2/06

June 6/06

Dufferin Peel Board Office

Chief Negotiators and Grievance Officers Meeting

Saturday May 6/06

Stone Crock Inn, St. Jacobs

Educational Planning Weekend

October 21-22/06

Niagara Falls