

ANNUAL REPORT 2014 | 2015

Conducting research | Expanding knowledge | Fostering understanding



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Over the course of the past year, the experiences of teacher organizations and teachers in Canada reflect a variety of very different, concurrent narratives in the debate about public education at the provincial/territorial, national, and international levels.

The first narrative, which was much in evidence at the International Summit on the Teaching Profession, is that of the importance of collaborative school cultures, of respecting and trusting the teaching profession, and of a mutually respectful and collaborative working relationship among government, teacher organizations, school boards, and other partners in publicly-funded public education. Unfortunately, in Canada, collective bargaining, policy development and other processes relating to public education have tended not to reflect this encouraging and hopeful narrative. Rather, a second narrative concerns the importance of “reforming education” in such a way that teachers’ perspectives are largely disregarded. Recent provincial task forces intended to develop and propose sweeping changes to the teaching profession and/or the public education system have done their

work while purposely excluding the voice of teacher organizations. Collective bargaining has been similarly difficult, largely due to government austerity measures that recognize neither the importance of publicly-funded public education nor the critical role teachers play in carrying out that work. A third narrative heralds the primacy of technology in the evolution of the “21st century school” to deliver the needed “21st century skills,” so that students will be able to find work and be productive in the new millennium. This narrative tends to view existing schools as relics of the past, undervalue the work of teachers, and prioritize technology as the new pedagogy. These narratives ebb and flow in our broader society, which, unfortunately, is increasingly characterized by a widening gap between the rich and the poor, and increasing inequity.

Working in this broad political, economic and social context, at CTF, we have worked to make the voice of teachers heard, in every arena and by every possible means. The following paragraphs contain a few highlights from this year.

Advocacy for social justice continues to be at the heart of CTF’s work. Last fall, when CTF asked Canadian teachers which federal issues were the most important to them as teachers, 93% of the 5,000 teachers who responded to the survey identified two priorities: child poverty and child and youth mental health. These two issues are the focus of the VOX 3.0, or Hear my Voice, campaign – a non-partisan CTF advocacy campaign intended to influence decision-makers in government to take action to address the concerns of Canadian teachers. Following a renewed format, the leadership of teacher organizations across the country held meetings with Members of Parliament on CTF’s Hill Day, April 21st, 2015, advocating for specific measures to address child poverty and to support initiatives to address the mental health needs of children and youth.

Partnerships have been very important in this context. One key partnership over the course of the past year and a half has been with Keep the Promise, which focused on advocacy to eliminate child poverty in Canada. A National Student Summit on Child Poverty was held in November, 2014, in Ottawa. Some 60 students from every province and territory, along with their teachers, discussed the realities of and reasons for child poverty, and identified possible strategies for eliminating it. It was a most inspiring event and has led to further action in the teachers’ and children’s local communities to bring attention to child poverty.

PRESIDENT'S MESSAGE

Over the course of the year, we have endeavoured to share timely information and analysis with our Member organizations with respect to the Global Education Reform Movement and its impact on the Canadian publicly-funded public education system. CTF is also engaged in supporting the advocacy work of Education International through the Unite for Quality Education and Global Response campaigns. The Global Response campaign, in particular, is intended to challenge the encroachment of private interests into publicly-funded public education throughout the world and here at home.

Internationally, during 2014-2015, Canada has been the place to be. First, in May, 2014, Education International held its Unite for Quality Education conference in Montreal. Then, in March, 2015, the International Summit on the Teaching Profession was held in Banff, Alberta. CTF is one of six EI Member organizations who are hosting the Education International 7th World Congress in Ottawa, at which more than 1,900 teacher union leaders from throughout the world will gather from July 19th to the 26th, 2015, to set a plan of action in uniting for quality education worldwide. CTF has been heavily engaged in providing support and assisting with the latter two of these events. It has been a demanding year in that regard, but also a rewarding one.

As the school year closes, I would like to thank teachers across the country for their deep commitment to the wellbeing of their students and for the wonderful work they do in their classrooms every day. I would also like to thank the Board of Directors of the Canadian Teachers' Federation for their vision and commitment throughout the year. Many thanks also to the teacher leaders who have given of their time and expertise to CTF Advisory Committees, Project Overseas, and other CTF activities. The networking and solidarity that occur at the Board of Directors and throughout CTF Member organizations are inspiring. To the CTF staff, who put their heart and soul into the work of CTF every day, many thanks.

Let us continue to stand together and work collectively to advance the cause of the teaching profession, public education, our teacher organizations, and the truly democratic Canadian society we cherish.





In this message, my first as CTF Secretary General, I want to begin by thanking all previous CTF Secretary Generals and, specifically, Dr. Calvin Fraser, CTF Secretary General from 2007-2014. Calvin held the position during particularly difficult times for our federation, yet, alongside the Board of Directors, he managed to ensure that CTF would continue to be a viable organization, able to serve our Member organizations as a national voice. In the fall of 2014, when I was Secretary General Designate, Calvin provided me with ample opportunity to observe him in the role. He was transparent and generous, making it clear he knew, and even hoped, I would make the role my own. I am grateful to him.

Together with the Board of Directors and CTF Staff, we are casting our eyes forward, building on the strong foundation that is CTF and charting a course for our centennial anniversary in 2020, and beyond. Mindful of the climate in which we work, with austerity measures and on-going threats to publicly funded public education and the teaching profession, the CTF Board of Directors has embarked on a regular

Strategic Planning process and the CTF staff is implementing the Board's vision. In November 2014, the CTF Board of Directors endorsed a vision for CTF by 2020 that sees the organization as follows:

By 2020, the centenary of CTF, we expect our organization to be the national bilingual GO TO VOICE for publicly funded public education with:

- strong membership;
- formal and informal national and international partnerships; and
- a mutually respectful working relationship with the Federal government.

We further plan that CTF will be:

- seen or referenced regularly by Canadian teachers and others;
- recognized and respected at the grassroots and internationally;
- integrated in the plans and activities of every CTF Member organization and of Education International;
- focused on the Teaching Profession and Advocacy and Labour Rights through actions and initiatives rooted in analysis and research;
- a driver for change in publicly funded public education;
- highly effective in collaborating and sharing resources and strengths with and among Member organizations and partners; and
- a learning, growing organization, on solid financial footing, independent and non-partisan.

SECRETARY GENERAL'S MESSAGE

On an annual basis deliberate goals are being set. The goals for 2016 have been framed in terms of membership, partnership, visibility and governance. They are:

GOALS FOR JANUARY 2016



MEMBERSHIP

To develop processes for growing CTF membership, including reviewing CTF membership categories

To initiate discussions with potential CTF members regarding new or renewed membership

To reaffirm complementary roles of CTF and its MOs

PARTNERSHIPS

To develop guidelines for CTF national and international partnerships and alliances

To review existing partnerships and alliances

To explore new partnerships and alliances

GOVERNANCE

To develop a funding plan for supporting programs and projects

VISIBILITY

To raise public awareness regarding CTF

To facilitate the sharing of PR/Media/PSAs across CTF and its MOs

In order to achieve the strategic vision and goals set forth by the CTF Board of Directors, the small but capable CTF staff has been re-organized in some significant ways. The proverbial silos are coming down and the Program and Service area directors are working as a true leadership team with the Secretary General, Deputy Secretary General, and Director of Communications.

Member organizations can expect the same exemplary service you have come to rely on from CTF, but now from the following Program and Service areas designed to better align with the strategic direction for CTF:

- Advocacy and Labour Rights
- Research and Analysis
- Services to Francophones
- Services to the Profession (including the International Program and Imagineaction, with professional development and social justice foci)

The work carried out in these program areas as well as by the Governance and Communications team is ably supported by teams working diligently in:

- Building and Print Operations
- Finance
- Information Technology
- Linguistic Services

We continue to be a lean staff team and refinement to the new staff structure will be necessary as staff turnover and budget allow. For example, only two of the four Program and Service Areas (Research and Analysis and Services to the Profession) have a team of professional staff collaborating on initiatives that respond to Member organization needs and those teams are small (with two researchers or program officers and one support staff); the Deputy Secretary General also serves as Director of Research and Analysis; the Director of Advocacy and Labour Rights is also the Director of Information Technology; and one staff member currently provides assistance to both Linguistic Services and Advocacy and Labour Rights.

Especially given the demands on our small team, I deeply appreciate the spirit of collegiality and team work developing among the CTF staff as we focus on achieving strategic goals, building on the strengths of our organization. Together, I am confident in our ability to realize the vision set forth for the CTF of 2020 and welcome the thoughtful collaboration, engagement, and leadership of the Board of Directors.

Key programs and initiatives that have been realized this year include:

- Advocacy work on C-377
- CTF Collective Bargaining Conference, hosted by MTS
- Development cooperation projects in partnership with teacher organizations in Africa, Asia, the Caribbean, and Latin America wherein teachers are taking action for teaching, teacher organizations and gender equity
- National Staff Officers meeting
- Francophone Symposium, hosted with ATA
- Hill Day, April 2015, with a revised format and regional meetings
- Participation in the International Summit on the Teaching Profession (ISTP), Banff, March 2015 and on the international planning committee for the Summit
- National Student Summit on Child Poverty, along with Keep the Promise, as part of Imagineaction
- Pédagogie à l'école de langue française (PELF) (pedagogy in French-language schools), including the beginning of PELF at the elementary level
- Preparations for hosting the Education International 7th World Congress, Ottawa, July 2015
- Project Overseas, with a significant increase in Canadian teacher participation thanks to CTF Member organizations
- Speak Truth to Power Canada, as part of Imagineaction, to be launched at the CTF AGM
- VOX 3.0 / Hear my Voice advocacy campaign, including an extensive survey of priority issues for teachers at the federal level and “boot camp” for Member organizations organized with the Broadbent Institute

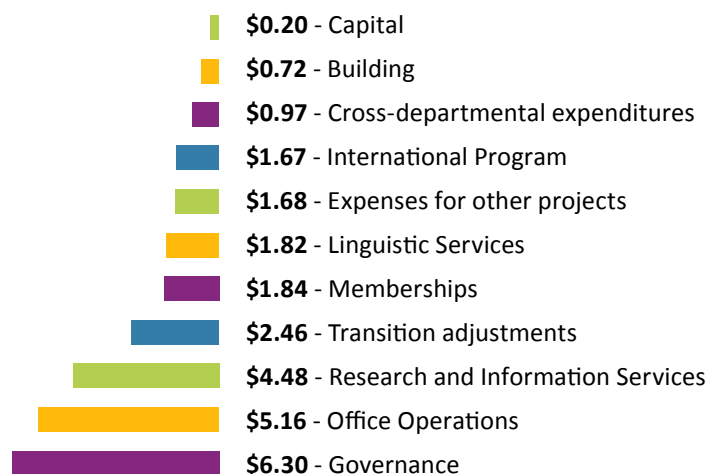
In the coming months and year, CTF Member organizations can anticipate a similar breadth and depth of programming and service along with a particular focus on advocating for publicly funded public education, the teaching profession, and teachers' labour rights; pan-Canadian research on the privatisation of public education and participation in the EI global response to this threat; and social justice. As always, your input is invited.

I began with an expression of thanks and I need to end this message by thanking President Dianne Woloschuk. Dianne has been an exemplary leader for the CTF and a tremendous leadership partner, and mentor, for me. The responsibilities of a President and Secretary General are necessarily different, but need always be complementary. Dianne and I share deep beliefs about the value of CTF and the direction our federation, and the Member organizations we comprise, can and needs to go in. She has left an indelible stamp on CTF and supported my transition to the role of Secretary General more than I could have hoped; I am grateful.

There is tremendous work to be done to protect publicly funded inclusive public education in Canada and halt the de-professionalization of teaching and erosion of labour rights. I look forward to continuing to lead the CTF staff team to do all we can to ensure public education remains a public good in Canada, and around the globe.

FINANCIAL SUMMARY

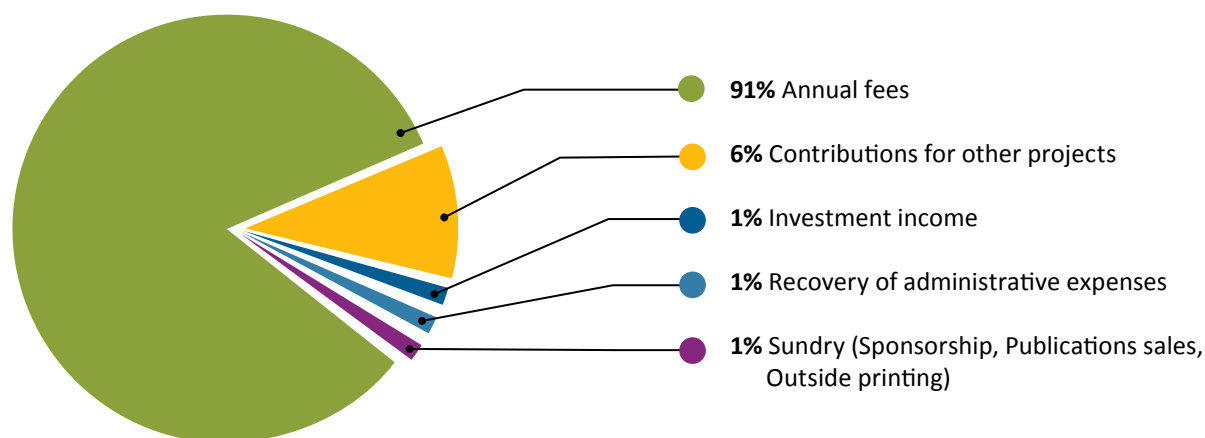
Each teacher pays \$27.30 per year. Where does it go?



CTF Budget September 1, 2014 - August 31, 2015 [As approved by the 2014 AGM]

REVENUE	APPROVED BUDGET
Annual fees	\$5,351,500
Investment income	60,000
Recovery of administrative expenses	75,000
Contributions for other projects	350,000
Sundry	62,000
TOTAL REVENUE	5,898,500
EXPENSES	
Governance	1,384,150
Research and Information Services	984,300
International Program	368,100
Linguistic Services	399,300
Office Operations	1,134,200
Memberships	405,000
Cross-departmental expenditures	214,200
Building	158,200
Capital	45,000
Expenses of other projects	370,000
Transition adjustments	540,000
TOTAL EXPENSES	6,002,450
Excess (deficiency) of revenue over expenses	\$(103,950)

Sources of Revenue — Per 2014-2015 Budget



CTF Statement of Revenue and Expenses [For the year ended August 31, 2014]

REVENUE	2014	2013
Annual fees	\$5,516,583	\$5,438,506
Investment income	157,427	92,012
Recovery of administrative expenses	15,000	15,000
Contributions for other projects	367,750	497,543
Canadian Teachers Defence Fund	40,900	18,279
Sundry	108,376	160,458
TOTAL REVENUE	6,206,036	6,221,798
EXPENSES		
Governance	1,377,066	1,336,075
Research and Information Services	964,514	1,047,047
International Program	395,625	385,379
Linguistic Services	410,693	401,214
Office Operations	1,194,492	974,576
Memberships	453,484	378,577
Cross-departmental expenditures	204,930	210,964
Building	144,182	135,897
Amortization of capital assets	111,874	103,584
Expenses of other projects	329,091	437,723
Canadian Teachers Defence Fund	40,900	18,279
Transitional adjustment	306,737	449,070
TOTAL EXPENSES	5,933,588	5,878,385
Excess (deficiency) of revenue over expenses	\$272,448	\$343,413

OFFICERS AND DIRECTORS

OFFICERS

Dianne Woloschuk, President
Heather Smith, President-Designate
Norm Gould, Vice-President
Shelley Morse, Vice-President
H. Mark Ramsankar, Vice-President
Maureen Weinberger, Vice-President
Dr. Calvin Fraser, Secretary General (*retired Dec. 2014*)
Cassandra Hallett DaSilva, Secretary General

DIRECTORS AND MEMBERS



Association des enseignantes et des enseignants franco-ontariens (AEFO)

Carol Jolin, President
Pierre Léonard, Executive Director



Elementary Teachers' Federation of Ontario (ETFO)

Sam Hammond, President
Victoria Reaume, General Secretary



New Brunswick Teachers' Association (NBTA)

Peter Fulleton, President
Larry Jamieson, Executive Director



Newfoundland and Labrador Teachers' Association (NLTA)

James Dinn, President
Don Ash, Executive Director



Northwest Territories Teachers' Association (NWTTA)

Gayla Meredith, President
Dave Roebuck, Executive Director



Nova Scotia Teachers Union (NSTU)

Alison MacPherson, First Vice-President
Joan Ling, Executive Director



Nunavut Teachers' Association (NTA)

Terry Young, President
Emile Hatch, Executive Director



Ontario English Catholic Teachers' Association (OECTA)

James Ryan, President
Marshall Jarvis, General Secretary



Prince Edward Island Teachers' Federation (PEITF)

Gilles Arsenault, President
Shaun MacCormac, General Secretary



Quebec Provincial Association of Teachers (QPAT)

Richard Goldfinch, President
Alan Lombard, Executive Director



Saskatchewan Teachers' Federation (STF)

Colin Keess, President
Gwen Dueck, Executive Director



The Alberta Teachers' Association (ATA)

Carol Henderson, Past-President
Dr. Gordon Thomas, Executive Secretary



The Manitoba Teachers' Society (MTS)

Paul Olson, President
Ken Pearce, General Secretary



Yukon Teachers' Association (YTA)

Katherine Mackwood, President
Doug Rody, General Secretary



Ontario Teachers' Federation (OTF)

Rian McLaughlin, President
Rhonda Kimberley-Young, Secretary-Treasurer



Syndicat des enseignantes et des enseignants du programme francophone de la Colombie-Britannique (SEPF)

Sylvie Liechtele, President



Education International Board Member

Emily Noble

BOARD AND AGM COMMITTEES

The **Executive Committee** conducts CTF business between meetings of the Board of Directors.

The **Finance Committee** serves in an advisory capacity to the AGM, Board and Secretary General in matters of finance and financial policy.

Trustees ensure that funds, grants and monies received by CTF Trust are properly administered and accounted for.

The **Nominations Committee** oversees the nominations process of candidates seeking election as CTF officers.

The **Resolutions Committee** examines, assesses and makes recommendations related to motions submitted for debate at the Annual General Meeting (AGM).

The **AGM Steering Committee** oversees the scheduling of new items of business during the AGM.

The **Constitution and By-laws Committee** has no formal terms of reference. However, topics for study are referred by the Board of Directors.

The **Board Negotiating Committee** represents the Board's interests in the negotiation of collective agreements with CTF employees.

The **Retirement Committee** oversees the administration of the CTF Employees' Pension Plan.

ADVISORY COMMITTEES

The **Advisory Committee on French as a First Language** provides advice to address Members' needs and concerns in the area of French-language services and educational development related to French as a first language.

The **Advisory Committee on Aboriginal Education** provides advice on long-term directions and strategies with respect to Aboriginal education in Canada.

The **Advisory Committee on Diversity and Human Rights** provides advice on long-term directions, strategies and policy related to diversity and human rights issues.

The **Advisory Committee on the Status of Women** provides advice on long-term directions, strategies, policies and regulations that relate to the status of women in education.



September 2014 - September 2015

CTF actively raises the profile of the teaching profession through participation and work with a variety of groups and coalitions.

COALITIONS/NETWORKS

- ACORN Canada
- Campaign 2000
- Canadian Mental Health Association
- Canadian Public Health Association
- Coalition on Community Safety, Health and Well-being
- Conférence des associations francophones d'éducation
- Education Copyright Coalition
- Groupe Média TFO
- Keep the Promise
- Mental Health Commission of Canada
- National Round Table on Education
- Network of Translators in Education
- Partners for Mental Health
- Public Education Network

EDUCATIONAL ORGANIZATIONS

- Alberta Education
- Association canadienne d'éducation de langue française
- Canadian Association of Immersion Teachers
- Canadian Association of Media Education Organizations
- Canadian Association of Principals
- Canadian Association of Retired Teachers
- Canadian Association of School System Administrators
- Canadian Association of Second Language Teachers
- Canadian Association of University Teachers
- Canadian Education Association
- Canadian Educational Press Association
- Centrale des syndicats du Québec
- Centre for Education Statistics – Statistics Canada
- Centre franco-ontarien des ressources pédagogiques
- Council of Ministers of Education, Canada
- Department of Education and Early Childhood Development of Nova Scotia
- Department of Education and Early Childhood Development of Newfoundland and Labrador
- Department of Education of Nunavut
- Department of Education of Yukon
- Department of Education, Culture and Employment of Northwest Territories
- Direction des ressources éducatives françaises (Manitoba)
- Fédération canadienne des directions d'école francophone
- Fédération nationale des conseils scolaires francophones
- Manitoba Education
- Ministry of Education and Early Childhood Development of New Brunswick
- Department of Education, Early Learning and Culture of Prince Edward Island
- Ministry of Education of British Columbia
- Ministry of Education of Ontario
- Ministry of Education of Saskatchewan
- Teachers Institute on Canadian Parliamentary Democracy
- Fédération du personnel professionnel des universités et de la recherche
- Fédération nationale des enseignantes et des enseignants du Québec, Confédération des syndicats nationaux
- Fédération québécoise des professeures et professeurs d'université

INTERNATIONAL ORGANIZATIONS

- Canadian Commission for UNESCO
- Caribbean Union of Teachers
- Comité syndical francophone de l'éducation et de la formation
- Education International
- EI Affiliate Members
- EI Communications Network
- EI regional offices in Africa, Asia and Latin America
- EI Research Network
- France Embassy
- International Trade Union Confederation
- Pan African Teachers' Centre
- Public Services International
- Robert F. Kennedy Human Rights

- UN Girls' Education Initiative
- UNI Global Union
- UNICEF

- United Nations Association of Canada
- United Nations High Commissioner for Refugees

OTHER ORGANIZATIONS

- Assembly of First Nations
- Association de la presse francophone
- Association des théâtres francophones du Canada
- Association québécoise pour l'avancement des Nations Unies
- Broadbent Institute
- Canada Without Poverty
- Canadian Association for the Practical Study of Law in Education
- Canadian Centre for Policy Alternatives
- Canadian Foundation for Labour Rights
- Canadian Institute for Research on Linguistic Minorities
- Canadian Labour Congress
- Canadian Museum for Human Rights
- Canadian Women's Foundation
- Centre de la francophonie des Amériques
- Commission nationale des parents francophones
- Éducatrices et éducateurs francophones du Manitoba
- Egale Canada
- Elections Canada
- Employment and Social Development Canada

- Facebook Canada
- Fédération culturelle canadienne-française
- Fédération de la jeunesse canadienne-française
- Fédération des communautés francophones et acadienne du Canada
- Informed Opinions
- Inuit Tapiriit Kanatami
- Johnson Inc.
- MediaSmarts
- National Union of Public and General Employees
- Native Women's Association of Canada
- PREVNet
- Prime Minister's Awards for Teaching Excellence
- Regroupement national des directions générales de l'éducation
- Statistics Canada
- Status of Women Canada
- The Conference Board of Canada
- United Food and Commercial Workers Canada
- Canadian Counselling and Psychotherapy Association
- Equal Voice
- YWCA

REGIONAL WOMEN'S NETWORKS

- African Women in Education Network
- Caribbean Union of Teachers Status of Women's Committee
- El Latin America Women's Network
- South Asia Women's Network



SOCIAL MEDIA ACTIVITY

CTF Social Media activity between September 2014 and June 2015



TWITTER [[@CanTeachersFed](#) and [@EnseigneCanada](#)]

- 966 tweets
- 1,471 new subscribers
- 11,462 profile visits
- 1289 mentions on Twitter
- Combined total of over 11,300 followers

Top tweets of the year include:

- Kudos to Canada's teachers for making a difference! Happy [#WorldTeachersDay](#) [#WTD2014](#) [#TeachersRock](#) [pic.twitter.com/wJyIrbT4GC](#)
- Le personnel enseignant dispose d'une nouvelle trousse en ligne sur les droits de la personne! [ctf-fce.ca/fr/news/Pages/...](#)
- Our children deserve better [#GetLoud](#) [#MentalHealth](#) [#CTFVOX](#) [pic.twitter.com/Jaqwkz5fhz](#)
- Lancement de la Semaine éducation médias [#mediassociaux](#) [#edcan](#) Pour en savoir plus: [ctf-fce.ca/fr/news/Pages/...](#) [pic.twitter.com/ylo2s5QiGz](#)
- CTF's Pauline Theoret and [@Bbergeron](#) at [#TRC2015](#) Education Day with AFN Chief [@perrybellegarde](#) and Justice [@Sincmurr](#) [pic.twitter.com/ebVUnUhgPw](#)
- [#JoyeuseFêteedesMères](#) à chaque enseignante qui appuie l'épanouissement de ses propres enfants et de ses élèves. [#j'aimeenseigner](#) [#VOXFCE](#)



FACEBOOK [[facebook.com/pages/CTF-FCE/147721021992584](#)]

- 1, 619 total likes
- Highest organic reach on Nov. 4, 2014: 2,146 on launch of Media Literacy Week

Among the most liked posts of the year were:



Reaching 12,412 people - Canada needs a strategy ensuring children and youth have mental health services they need when they need them. [#mentalheath](#) [#CTFVOX](#) [#GetLoud](#)



Reaching 4,808 People - Work-life balance: teachers identify four key areas... More than 8,000 teachers participated in the CTF voluntary survey which set out to inquire about their work-life balance as well as potential sources of stress, both inside and outside the classroom. ([perspectives.ctf-fce.ca](#))



YOUTUBE

- 15,213 views of the 56 CTF videos since 2008