

ANNUAL REPORT 2017 | 2018

The national bilingual GO TO VOICE for publicly funded public education



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MOVING FORWARD WITH RESOLVE AND HOPE

We live and work in an extremely dynamic sector that is under constant scrutiny. Countless individuals value and have opinions regarding public education and there are many who claim a stake in it including students, parents, the community at large, business, government and teachers. As such, public education is a magnet for myths and misconceptions.

One of my key priorities as President of the Canadian Teachers' Federation (CTF) is to support the CTF's views on publicly funded public education through strategic planning and appropriate actions through the lens of the president. I conduct

my work on behalf of the CTF through Member organization AGMs, panel discussions, conventions, roundtable discussions and individual lobbying efforts. As president I have spoken with Senators, MP's and others regarding key issues such as Section 43 of the *Criminal Code*, the *Copyright Act* and poverty issues, focussing on the impact they have on Canadian classrooms and teachers.

Much time and consideration has been devoted to Section 43 at both the CTF Board and Executive Committee because of its complex nature and the potential impact on teachers if this section is revoked and replacement language is not accepted by the government as an alternative.

Potential changes to the "Fair Dealing" clause of the *Copyright Act* regarding education continue to rear their head. Working with the Education Coalition, I made a presentation to the House of Commons Standing Committee on Industry, Science and Technology. The CTF stands firm on the position, with the support of the Supreme Court ruling, that the Fair Dealing clause be left as is.

The CTF and our Member organizations will continue to monitor the progress of these two issues and intervene as appropriate.

The CTF continues to forge relationships with teacher federations and unions around the globe. The CTF's partnerships with many Education International (EI) affiliates, through Project Overseas and other development cooperation initiatives, continue to strengthen public education systems at home and abroad. In February, I had the honour of leading a delegation of CTF representatives to the EI North America-Caribbean Regional Conference. Together with colleagues from the Region, we discussed regional priorities, potential resolutions to the EI World Congress (Bangkok, 2019) and improvements to regional communications protocols. The CTF is proud to be a leading contributor to regional restructuring.

At the Caribbean Union of Teachers' Board meeting, I was overwhelmed by the appreciation our colleagues expressed for the solidarity and support they receive from Canadian teachers, both in the aftermath of natural disasters and through ongoing support for teacher professional learning and development.

At every opportunity I reinforce the message: The future is not something that will simply happen to us (teachers), it is something we must and will create together!

PRESIDENT'S MESSAGE

When others attempt to undermine or marginalize teachers and the profession, I remind these individuals that Canadian teachers are citizens first, members of our communities and builders of the future. We are proud Canadian teachers whose realities are based in the day-to-day rigours of the classroom. We are engaged citizens and therefore, are committed to co-creating the future of our country.

Dr. Margaret Wheatley once said: "There is no power for change greater than the community discovering what it cares about." I know Canadian teachers care about their students and the quality of education they can or cannot provide. A great source of stress and frustration for teachers comes from knowing they cannot teach the way they need to teach, due to the lack of support and resources available to meet the needs of their students.

Myths and/or perceptions viewed through the lens of governments must be continually challenged, explained and sometimes substituted for the realities as seen through the lens of the profession. This is the ongoing work of the CTF. I am reminded of another Margaret Wheatley quote: "No one is coming to save us, we are the ones we've been waiting for." We demonstrate who we are as a profession through the research we conduct, the partnerships we develop, and the actions we take. As teachers and school leaders, we reach out to maintain meaningful networks of support to advance our agenda for public education in Canada.

Many hurdles stand in the way of the advancement of this agenda. The neoliberal education agenda remains a particular concern. This mentality proves to be a challenge worldwide for teachers and their organizations. The CTF is no different in this battle. And it is indeed a battle! The CTF continues to work on promoting our values of equity, professional autonomy and community partnerships in a well-rounded publicly funded public education system. The neoliberal philosophy of underfunding public education, de-professionalizing teachers and their professional organizations by fragmenting teacher unions and removing professional obligations, narrowing the curriculum and the promotion of assessment-driven accountability is alive and well in our country.

Are we witnessing watershed moments across this country as we see the outcomes of provincial and territorial elections? I believe we are as increasingly governments are implementing education plans that starve public education of funding and resources, refuse to bargain in good faith and simply legislate the outcome they choose.



PRESIDENT'S MESSAGE

As I observe the changes and actions taking place around us, I am often reminded of these opening remarks many years ago at a conference for the World Council on Curriculum and Instruction: "Politics and education do not mix! The fundamental agendas do not allow for compatibility!" These remarks have had a lasting impact on my work throughout my career. When discussing the future of public education and educational change across Canada, we are reminded that politics influences all aspects of our lives. The political climate impacts us as educators, parents and citizens. All of us are "in" and play an important role in shaping our future.



As I have travelled to AGMs across this country, I have heard the voices of teachers on issues they face daily in their classrooms, from TB outbreaks in northern communities to the incidences of violence being reported by teachers as they continue to work to meet the needs of children. Increasingly complex classrooms are becoming the norm, teacher workload and the resulting inability of the teachers to meet the needs of children are creating huge stressors for our teacher colleagues across the country.

I have observed a tension between government and the profession as to who should be the drivers on policy, curricula, and educational initiatives. Should such decisions solely be the purview of Ministries of Education or should the profession have a voice in setting the educational agenda?

Do we have the capacity and the will to engage in meaningful collaboration in order to maximize the opportunities ahead of us and create the educational future all Canadians can continue to be proud of? If we want to have a say, we must act. Action and activity can and must occur in a variety of settings throughout the country. While the CTF continues to lobby at a national level, I encourage Member organizations to create space for public discourse in a variety of forms that can be developed and supported both provincially and locally.

As a profession we must continue to exercise our professional agency. We all have a role to play. I ask each of you to consider what role you can play in creating spaces for public discourse as it relates to the future of public education.

All the best on the road ahead!

A handwritten signature in black ink, appearing to read "H. Mark Ramsankar".

H. Mark Ramsankar

SECRETARY GENERAL'S MESSAGE



Dear delegates to the 2018 Canadian Teachers' Federation Annual General Meeting,

It is my pleasure to provide this overview of the major initiatives and work of the Canadian Teachers' Federation (CTF) on behalf of all Member organizations (MOs) during the current fiscal year (September 1, 2017–August 31, 2018). Under the political leadership of the CTF President, Executive Committee, and Board of Directors and with the contributions of the talented staff team, this year has been marked by the significant strengthening of the foundation of our Federation. We remain forward looking, building on the strong base that is our pan-Canadian federation of MOs while charting a course for the CTF centennial anniversary in 2020, and well beyond.

As the CTF Vision 2020¹ articulates, our federation aims to be the national bilingual GO TO voice for publicly funded public education. In this report,

I provide a synopsis from my perspective as Secretary General on behalf of the entire staff team regarding operational progress made during this fiscal year to achieve the vision developed by the Board of Directors.

Based upon input from delegates to the 2017 CTF Annual General Meeting (AGM), the goals for the current fiscal year were developed and approved by the Executive Committee in September 2017.

The strategic goals guide many of the decisions of the CTF Board of Directors and the work of the CTF staff. Progress towards the goals has continued steadily throughout this year. The formidable combination of political and strategic guidance from the Board along with the dedication and excellence of the staff team has led to the achievement of each goal set. For ease of reference, this update is organized according to the strategic goals under each category (as determined by the CTF Board): membership, partnership, visibility, and governance.

MEMBERSHIP

M1: Highlight the benefits of membership in the CTF within CTF MOs

- The complementary roles of the CTF and its MOs are regularly reaffirmed through programs, services, and advocacy work.
- This year, we have also introduced or enhanced the following to better serve CTF MOs:
 - » Advocacy
 - › The CTF President, members of the Executive Committee and senior staff have participated in over 30 meetings or presentations with Members of Parliament and Government Committees. The Executive Committee spent the better part of Hill Day in October 2017, meeting with MPs regarding copyright; mental health and the well-being of children and youth; and ending child poverty. In February, the Executive Committee met with Senator Murray Sinclair regarding Bill S-206/Section 43 of the *Criminal Code* and also had more meetings related to copyright and mental health. More recently, the CTF President appeared before the House of Commons Standing Committee on Industry, Science and Technology (May 2018). Throughout the spring, close to a dozen meetings have been held with Ministers, MPs, or their senior staff related to the Youth for Gender Equality project, through CTF's partnership with Plan International Canada. The CTF has also supported several MOs who have met with Senators regarding Bill S-206.

¹ Affirmed by the CTF Board of Directors, November 2014

SECRETARY GENERAL'S MESSAGE

- › A process to determine the advocacy priorities of the Federation has been developed. Earlier this year, the Executive Committee considered potential priorities. Then, at the April meeting of the CTF Board of Directors, the Board considered and expanded the list of advocacy priorities. During this AGM, with input from delegates, priorities for 2018-2019 will be confirmed.
- › A template for briefing notes has been developed to create “leave behind” documents presenting the CTF’s position on specific topics, that may be distributed in meetings. Thus far, briefing notes have been developed on Section 43 of the *Criminal Code* of Canada, large scale assessment, and violence in schools. Further briefing notes are in draft form regarding copyright; student and teacher mental health and well-being; child and family poverty and public education; public private partnerships and social impact bonds, and will be circulated very soon.
- Communication and dissemination of information
 - › *Board Highlights* – an overview of Board meetings for MOs use
 - › *Correspondence bundle* – monthly email to the Board, featuring high level out-going and incoming communication, mostly related to CTF advocacy
 - › MO and CTF booklets – customized for each CTF Member organization
 - › *On the Hill & In the News* – daily electronic publication for subscribers to the CTF service
 - › *Research and Professional Learning Digest* – monthly electronic publication for the CTF Board of Directors, the National Teacher Research Network, and the Professional Learning and Development Network
- Events
 - › The Canadian Forum on Public Education, July 2018, “Safe and Caring Schools”
 - › Francophone Symposium, February 2018, hosted by the Manitoba Teachers’ Society
 - › Institut d’été de la PELF, in collaboration, for teachers and MO colleagues interested in the PELF program (Pédagogie à l’école de langue française)
 - › National Staff Meeting, November 2017, with additional options and greater input from MOs in program design
 - › Women’s Symposium – building upon strengths and feedback from past years, this year’s symposium, hosted by the PEITF (May 2018) was a sold out event that women from across CTF MOs continue to draw from to support their organizations, colleagues, and students in schools across the country

Other than the Forum, which is open to the public, all events are exclusively for CTF members.

- Networks
 - › The CTF continues to coordinate and support initiatives with MO Communications staff through our pan-Canadian Communications Network. Wherever possible, linkages are made to the EI Communications Network where the Director of Communications represents the CTF.
 - › A Professional Learning and Development Network for staff of MOs has been formed and is coordinated by the CTF.
 - › CTF researchers continue to work with the National Teacher Research Network to coordinate knowledge sharing in the most effective ways.
 - › The CTF Director of Research and Professional Learning has been appointed to the EI Research Board and also sits on the EI Research Network.
 - › Staff in the CTF’s International and Social Justice department actively participate in the EI Development Cooperation group.
 - › The CTF participates in and hosts the Network of Translators in Education.

SECRETARY GENERAL'S MESSAGE

- Programs
 - » The production of short videos for the Pédagogie à l'école de langue française (PELF) at the elementary level was completed in June 2018.
 - » Continued improvements to Project Overseas are being made, namely the preparation of participants and sustainability of impact with partners.
- Research with and for Member organizations
 - » In the spring of 2018, the CTF supported the development, implementation, and analysis of a PD survey for the NTA. The first of its kind, the survey was disseminated in Inuktitut, French, and English.
 - » In June, the CTF released *Educator Gender Statistics* report in English and French. This original CTF research report examines elementary and secondary educator data in Canada by gender. Data examined is based on Statistics Canada information at the national level, as well as by province. The data in this report presents short- and long-term trends with respect to the gender distribution of elementary and secondary school educators. Among other interesting findings, the data reveals clear gender distribution trends over time reflected by significant historical change in the share of male and female elementary-secondary school educators. This data will, we hope, be of interest to Member organizations, particularly as you reflect on historical changes in your organizations, and the future needs and composition of the teaching population in your jurisdictions.
 - » The CTF assisted QPAT with its survey related to violence in schools, with attention to teacher reporting of violent incidents.
 - » At the 2018 Canadian Forum on Public Education, the CTF will launch its flagship *Safe and Caring Schools Research Review* which involves a pan-Canadian research review on the state of knowledge on the topic of violence in schools. Our Research and Professional Learning department has produced this review, including a multi-thematic literature review and a meta-analysis of findings from each of the current (2016-2018) member surveys on this topic.
 - » Research regarding teacher retention, financed by Heritage Canada, is underway in collaboration with the University of Ottawa.

M2: Continue to explore new and renewed memberships

- Throughout the year, the Board of Directors has continued to invite organizations that had previously withdrawn from the CTF to renew membership, and staff has supported these efforts through briefs, meetings, presentations, and resources.
- Building upon the work of previous CTF Presidents, and following unanimous recommendations from the CTF Executive Committee and the CTF Board of Directors, we are delighted that the first order of business at this CTF AGM will be consideration of a membership application from the Ontario Secondary School Teachers' Federation (OSSTF). Thanks to all at the CTF and the OSSTF who have contributed to this.
- The CTF President, H. Mark Ramsankar, members of the Executive Committee, and I have also taken opportunities to keep the lines of communication open with the AEFNB, particularly when we meet at meetings of the Council of Atlantic Provinces and Territory Teachers' Organizations.

PARTNERSHIPS

P1: Enhance collaboration in up to three specific partnerships

- The CTF continues to receive multiple requests to partner. In the months of May and June 2018 alone, we have been approached by CANWaCH, CODE, Let's Talk Science, Western University, the Red Cross, and the RCMP regarding potential partnerships.
- Existing partnerships and alliances have been reviewed and will continue to be on an annual basis. Please see pages 16-17 of this report for a complete listing of current CTF Partnerships and Collaborations.
- Development cooperation projects in partnership with affiliates of Education International (EI) in Africa, Asia, the Caribbean, and Latin America wherein teachers are taking action for quality teaching, strong teacher organizations, and gender equity continue to be a mainstay of the CTF.
- Project Overseas 2018 – 53 Canadian teachers participating on 12 teams, working with 12 partner organizations, with thanks to CTF Member organizations.
- The CTF is actively engaged in the Comité syndical francophone de l'éducation et de la formation (CSFEF) where Brigitte Bergeron fulfills the role of treasurer and the CTF supports the development cooperation work of the CSFEF.
- The CTF's role as lead-developer of the programme for this year's EI North America-Caribbean EI Regional Conference (February 2018) as well as the strong delegation we had in attendance was deeply appreciated by Caribbean and other North American EI affiliates as well as by EI. The Conference was also an excellent opportunity to further strengthen partnerships in the Caribbean region.
- The CTF's Research and Professional Learning department collaborates regularly with the Canadian Centre for Policy Alternatives (CCPA). Additionally, along with the CCPA, the CTF is working with CUPE, the BCTF, the University of British Columbia, and the Institute for Public Education (IPE) to explore research on privatization and private fundraising in public schools along with a pan-Canadian funding formula review.
- The CTF continues work with the e-Quality research team at the University of Ottawa on their multi-year project on digital and social media use and youth across Canada, funded by the Social Sciences and Humanities Research Council (SSHRC).
- The CTF is a confirmed research partner on a \$1.4 million SSHRC-supported study regarding Healthy and Productive Workers project led by principal investigators at the University of Ottawa and the Nipissing University.

In addition to collaborations and partnerships noted above as well as with MediaSmarts, the University of Ottawa, and Right to Play, the CTF's partnerships with the following organizations have expanded significantly during the course of this year, more than achieving the goal as set forth by the Board:

- » Aga Khan Foundation of Canada (AKFC) supports the preparation of MO representatives participating in



SECRETARY GENERAL'S MESSAGE

the CTF's Project Overseas specifically in regards to intercultural awareness and, in turn, the AKFC relies on our network of teachers to provide valuable feedback on their resources.

- » Together with the Canadian International Education Policy Working Group, the CTF has effectively lobbied the federal government for increased funding for the education of girls in crises affected areas as announced at the recent G7 meetings in Charlevoix, Quebec.
- » The possibilities for partnership and collaboration with CODE are plentiful. At the present time we are collaborating on the Burt Award for First Nation, Métis, and Inuit young adults. CODE and the CTF are also exploring potentially significant collaboration to enhance each organization's development cooperation partnerships.
- » Plan International Canada invited the CTF to be their partner as well as the lead in francophone Canada on the major pan-Canadian initiative Youth for Gender Equality. This initiative seeks to engage youth from across Canada as both leaders and participants in dialogue among themselves and with elected officials about gender equality.
- » Women Deliver has sought the CTF out to co-lead the mobilization of Canadian NGOs in the run up to their major international conference (taking place in Vancouver, June 3-6, 2019). Together with the BC Women's Hospital + Health Centre Foundation, the CTF is at the forefront of a pan-Canadian group of civil society organizations interested in equity, across all sectors, and in particular in the fields of education and health.

P2: Continue to seek funders for programs and initiatives

- Building upon the significant strides made in 2017-2018 to re-engage with the Government of Canada (GoC) and specifically Global Affairs Canada (GAC), the CTF was pleased to be eligible to apply for GAC funding for the first time since such funding for CTF development cooperation work ceased (in 2011). With input from CTF partner, the Uganda National Teachers' Union (UNATU), the CTF has proposed the Simameni project, focussed on improving adolescent girls' education in Uganda. At the time of writing this report, we have received notice that our preliminary proposal has passed the initial step and is being assessed in detail. Hundreds of small to medium sized organizations applied for this funding aimed at supporting the GoC fulfill the mandate of its Feminist International Assistance Policy. GAC has not indicated a timeline for their review and response. We therefore, continue to seek and seize opportunities to increase CTF visibility at Government of Canada (GoC) and GAC events as well as at events where officials of GoC and GAC are in attendance. Such opportunities have included engagement with Plan International Canada on their Youth for Gender Equality (YGE) initiative (mentioned in the partnerships section of this report) and multiple meetings with Members of Parliament or their staff; a G7 lobby breakfast (February 6) attended by senior GAC staff as well as a few MP; engagement with Women Deliver, and more.
- Several of the partnerships noted earlier in this section bring with them both the possibility of funding and an enhanced profile for the CTF, both of which are helpful in our bid for GAC funding.
- CTF received funding from Heritage Canada for research into the retention of French language teachers.



VISIBILITY

V1: Continue to increase CTF visibility through the Federation's advocacy efforts and programs

- In each example of advocacy work cited in the first section of this report, CTF visibility gets a boost both during the event and through social media thereafter.
- The CTF continues its active presence on social media with Facebook and Twitter accounts for the organization, the President, the Secretary General and many Staff Directors. Building upon success in the past two years, the staff leadership team again selected several national/international days with strong resonance for the work of the CTF to celebrate while promoting the CTF at the same time. Social media messages and graphics were developed and shared for World Teachers' Day, October 5; Media Literacy Week, first week of November; National Child Day in Canada, November 20; International Day for the Elimination of Violence Against Women, November 25; National Day of Remembrance and Action on Violence against Women, December 6; Black History Month, February; World Day of Social Justice, February 8; International Women's Day, March 8; Journée internationale de la francophonie, March 20; World Book and Copyright Day, April 23; World Day for Safety and Health at Work, April 28; and National Indigenous Day, June 21.
- The CTF co-hosted a World Teachers' Day (WTD) event with the Global Partnership for Education on October 5 at the CTF. Representatives of the Government of Canada and many Ottawa based non-governmental organizations were in attendance along with a few international guests. We were also proud to announce the recipients of the 2017 CTF Norm Goble WTD Award to Union Nationale des Normaliens/Normaliennes et Éducateurs/Éducatrices d'Haïti along with honourable mentions to the Fédération des Syndicats de l'Éducation Nationale in Togo and the National Teachers' Association of Liberia.
- The CTF participated in the Canadian delegation to the International Summit on the Teaching Profession, March 2018, Portugal, alongside representatives from the CSQ and the CMEC and had strong engagement on the issues.
- Sales of CTF publications have been strong again, with several large purchases of the Student Voice booklets and other resources.
- Staff have continued to develop and distribute *Board Highlights* following November and April meetings of the Board, and we are grateful to those organizations that forward this within their organization.
- In addition to ensuring political and often both staff and Project Overseas alumni representation at the annual meetings of CTF MOs, the CTF continues to be an active participant at events held by various partner organizations as well as at public events aimed at supporting publicly funded public education; addressing issues of social justice and specific CTF priorities (such as eradicating poverty, increased support for mental health and well-being; and more).
- Plans are underway for revamping the CTF website, with particular attention to advocacy and programs.
- The CTF continues to represent the voice of teachers in French language schools in minority settings through our active participation in multiple committees, meetings, and events with other leaders of the Canadian Francophonie.

GOVERNANCE

G1: Continue efforts to enhance delegate engagement and participation in the AGM

- Representatives of the CTF Executive Committee have continued to work with staff and CTF legal counsel to improve CTF governance. The Board has received regular updates on process and we are targeting the 2019 AGM to present revisions to the *CTF Handbook*. All revisions are aimed at improving the clarity, ease of use, and effectiveness of the document and, therefore, CTF governance overall. Complementary operational procedures are also being developed.
- An emphasis on sustainability and growth continues to permeate all aspects of CTF governance. This is evident in the budget planning process; aspects of the budget proposal to the AGM; continued attention to the stabilization fund for the CTF Employee Pension Plan, and work recently begun by the CTF Finance Committee and senior staff on a 5-year budget forecast.
- The AGM Work Group actively engaged in a review of feedback from prior year's annual meetings and gave thoughtful consideration to improvements. At this AGM, delegates will experience the following enhancements:
 - » 2nd annual orientation for new delegates
 - » Presentation of rationale and/or context for each resolution
 - » Grouping of resolutions thematically wherever possible
 - » Choice of discussion sessions in which to engage
 - » Opportunity to set the advocacy priorities of the CTF
 - » Highlighting the host Member organization

OPERATIONS

As noted at previous annual meetings (2015 through 2017), at the operational level, re-organization of the CTF staff has been necessary in order to achieve the strategic vision and goals set forth by the Board of Directors. As opportunity allows, largely through retirements, we continue to work to eliminate the proverbial silos of disconnected departments and to ensure that all staff roles are responsive to the needs of CTF MOs and, therefore, the Federation. Directors of CTF Programs and Services work as a staff leadership team with the Secretary General and Deputy Secretary General (DSG), Sylvain Cléroux, and there is a high degree of collaboration in our work. In September, when several new staff are in place, a new staff list will be circulated to all MOs.

This year, CTF MOs have continued to receive exemplary service from CTF Program and Service areas despite a large number of retirements and internal transfers or promotions. The current staff leadership team includes:

- » Administrator, Facility and Document Management Services – Ian Wright
- » Chief Financial Officer – Samantha Perrin
- » Director, Communications – Francine Fillion
- » Director, International and Social Justice Program – Dan Martin (since April 2018)
- » Director, Francophonie Program – Brigitte Bergeron (since April 2018, having transferred from the role of Director, International and Social Justice Program)
- » Director, Research and Professional Learning – Sherri Brown (since March 2018)
- » Head, Linguistic Services – Marie-Hélène Larrue

SECRETARY GENERAL'S MESSAGE

We remain a somewhat small staff team (with a total of 29 positions inclusive of the Secretary General and Deputy Secretary General), and further refinement of the new staff structure will be desirable going forward. As noted previously, this will become possible as staff turnover and budget allow and, as ever, the Board of Directors will be involved in all significant decisions regarding the structure of our federation.

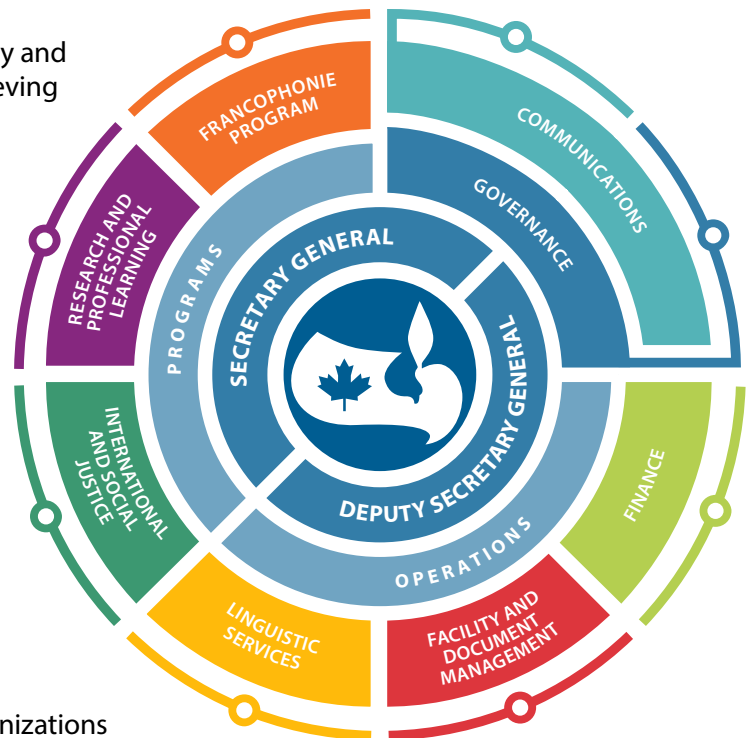
I deeply appreciate the increasing spirit of collegiality and team work among the CTF staff as we focus on achieving strategic goals, building on the strengths of our organization. This will be the last CTF AGM for both Ian Wright and Francine Fillion as both retire in the coming months. Athina Lavoie, Bernie Froese-Germain, Lynne Richard, and Ronald Boudreau retired earlier this year. Each left or will leave big shoes to fill, but as good leaders do, they have paved the way very well for their successors. Please join me in thanking them for their tremendous service to the CTF over many years!

With thanks to the excellence of the staff team, I am confident the CTF will realize Vision 2020 and I welcome the continued thoughtful collaboration, engagement, and leadership of delegates to this AGM, and of the Board of Directors and Executive Committee between annual meetings.

As we go forward as a federation, CTF Member organizations can expect a similar breadth and depth of programming and service along with a particular focus on research-based advocacy for quality, inclusive, publicly funded public education and the teaching profession; programming for French language schools in minority settings; and social justice. As always, your input is central to the success of the CTF.

My sincere thanks to the staff team in Ottawa, the entire Board of Directors, and, especially the members of the Executive Committee, and CTF President H. Mark Ramsankar for all you do to support the mission and work of the Federation. United as a federation we have the political and operational capacity to promote the teaching profession, to uphold labour rights for all education workers, and to ensure quality learning environments for all children and youth. I look forward to continuing to lead the CTF staff team to do all we can to achieve the decisions set forth by the governing bodies of the CTF. Thank you.

Cassandra Hallett



FINANCIAL SUMMARY

Each teacher pays \$29.30 per year. Where does it go? [Budgeted for 2017-2018]

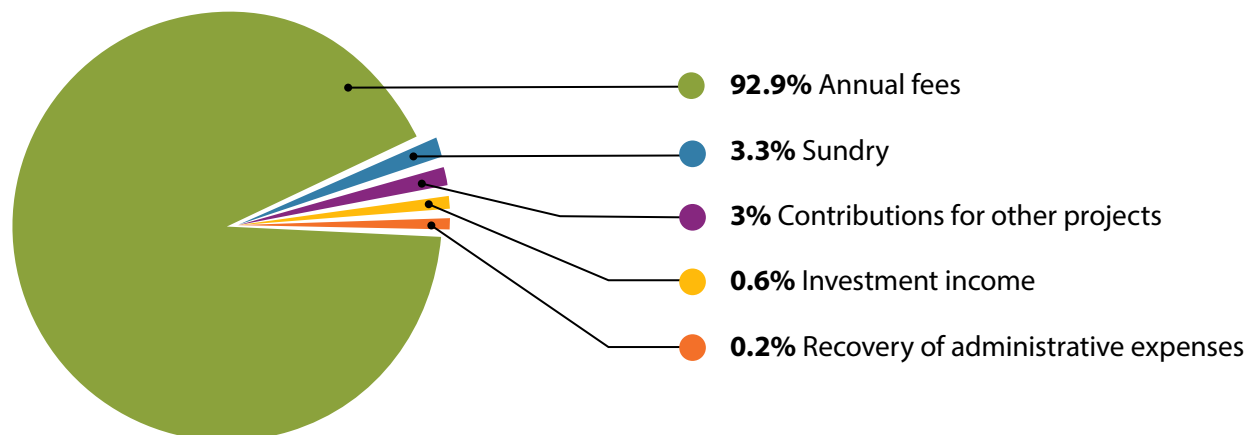
- **\$1.35** Internally restricted funds
- **\$1.76** Other employee salaries and benefits
- **\$2.25** Memberships
- **\$6.66** Governance
- **\$8.08** Programs and services
- **\$9.21** Operations and cross-departmental

CTF Budget, September 1, 2017 – August 31, 2018 [As approved by the 2017 AGM]

REVENUE	APPROVED BUDGET
Fees from Member organizations	\$6,112,400
Investment income	60,000
Externally funded projects	125,000
Canadian Teachers' Defence Fund	-
CTF event fees	100,000
Sundry	80,000
Office recovery	15,000
TOTAL REVENUE	6,492,400
EXPENSES	
Governance	1,475,000
Programs and services	1,789,500
Operations and cross-departmental	2,041,100
Memberships	497,500
Canadian Teachers' Defence Fund	-
Other employee salaries and benefits	389,300
Internally restricted funds	300,000
TOTAL EXPENSES	6,492,400
Excess (deficiency) of revenue over expenses	\$(0)

FINANCIAL SUMMARY

Sources of Revenue [Per 2017-2018 Budget]



CTF Statement of Revenue and Expenses [For the year ended August 31, 2017]

REVENUE	2017	2016*
Annual fees	\$5,960,377	\$5,537,629
Investment income	36,014	40,629
Recovery of administrative expenses	15,000	35,000
Contributions for other projects	189,901	118,753
Canadian Teachers' Defence Fund	-	18,106
Sundry	211,345	201,233
TOTAL REVENUE	6,412,637	5,951,350
EXPENSES		
Governance	1,411,399	1,314,651
Program and services	1,568,021	1,592,806
Operations and cross-departmental	1,899,966	1,971,412
Memberships	486,301	465,844
Amortization of capital assets	113,560	118,364
Canadian Teachers' Defence Fund	-	18,106
Other employee salaries and benefits	160,679	89,014
TOTAL EXPENSES	5,639,926	5,570,197
Excess (deficiency) of revenue over expenses	\$772,711	\$381,153

* The 2016 figures have been restated to reflect a change in accounting policy. Please refer to the Canadian Teachers' Federation Audited Financial Statements as of August 31, 2017, for more detail.

OFFICERS AND DIRECTORS

OFFICERS

H. Mark Ramsankar, President
Bethany MacLeod, Vice-President
Clint Johnston, Vice-President
Francine LeBlanc-Lebel, Vice-President
James Dinn, Vice-President
Sam Hammond, Vice-President
Cassandra Hallett, Secretary General

DIRECTORS AND MEMBERS



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

Rémi Sabourin, President
Pierre Léonard, Executive Director



British Columbia Teachers' Federation (BCTF)

Teri Mooring, First Vice-President
Moira Mackenzie, Executive Director



Elementary Teachers' Federation of Ontario (ETFO)

Karen Campbell, First Vice-President
Sharon O'Halloran, General Secretary



New Brunswick Teachers' Association (NBTA)

George Daley, President
Larry Jamieson, Executive Director



Newfoundland and Labrador Teachers' Association (NLTA)

Dean Ingram, Vice-President
Steve Brooks, Executive Director



Northwest Territories Teachers' Association (NWTTA)

Fraser Oliver, President
Adrien Amirault, Executive Director



Nova Scotia Teachers Union (NSTU)

Liette Doucet, President
Joan Ling, Executive Director



Nunavut Teachers' Association (NTA)

John Fanjoy, President
Emile Hatch, Executive Director



Ontario English Catholic Teachers' Association (OECTA)

Liz Stuart, President
Marshall Jarvis, General Secretary



Prince Edward Island Teachers' Federation (PEITF)

Aldene Smallman, Vice-President
Shaun MacCormac, General Secretary



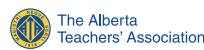
Quebec Provincial Association of Teachers (QPAT)

Sébastien Joly, President
Alan Lombard, Executive Director



Saskatchewan Teachers' Federation (STF)

Patrick Maze, President
Randy Schmaltz, Executive Director



The Alberta Teachers' Association (ATA)

Greg Jeffery, President
Dr. Gordon Thomas, Executive Secretary



The Manitoba Teachers' Society (MTS)

Norm Gould, President
Bobbi Taillefer, General Secretary



Yukon Teachers' Association (YTA)

Katherine Mackwood, President
Ethan Emery, Executive Director



Ontario Teachers' Federation (OTF)

Chris Cowley, President
Rhonda Kimberley-Young, Secretary-Treasurer



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

Linda Thériault, President



Education International Board Member

Dianne Woloschuk

CTF COMMITTEES

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 Annual General Meeting (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 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 Indigenous 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.

The **Advisory Committee on the Teaching Profession** provides advice on important issues and concerns that impact the identity and reputation of public education teachers, ways to enhance professionalism through the work of CTF, and relevant specific questions of practice and policy, documents, dialogue and/or events.



PARTNERSHIPS AND COLLABORATIONS

SEPTEMBER 2017 – SEPTEMBER 2018

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

COALITIONS/NETWORKS

- Canadian International Education Policy Work Group
- Conférence des associations francophones d'éducation
- Education Copyright Coalition
- National Round Table on Education
- Network of Translators in Education
- 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
- Canadian Parents for French
- Centrale des syndicats du Québec
- Centre for Education Statistics – Statistics Canada
- Centre franco-ontarien des ressources pédagogiques
- CODE
- Council of Ministers of Education, Canada
- Department of Education and Early Childhood Development of Newfoundland and Labrador
- Department of Education and Early Childhood Development of Nova Scotia
- Department of Education of Nunavut
- Department of Education of Yukon
- Department of Education, Culture and Employment of Northwest Territories
- Department of Education, Early Learning and Culture of Prince Edward Island
- Direction des ressources éducatives françaises (Manitoba)
- Fédération canadienne des directions d'école francophone
- Fédération du personnel professionnel des universités et de la recherche
- Fédération nationale des conseils scolaires francophones
- Forum for Young Canadians CIVIX
- Institute for Public Education
- Manitoba Education
- Ministry of Education and Early Childhood Development of New Brunswick
- Ministry of Education of British Columbia
- Ministry of Education of Ontario
- Ministry of Education of Saskatchewan
- Nipissing University
- Teachers Institute on Canadian Parliamentary Democracy
- University of British Columbia
- University of Ottawa

INTERNATIONAL ORGANIZATIONS

- Comité syndical francophone de l'éducation et de la formation
- Education International and its networks
- Global Centre for Pluralism
- France Embassy
- International Trade Union Confederation
- Pan African Teachers' Centre
- Public Services International
- Robert F. Kennedy Human Rights
- UN Girls' Education Initiative

PARTNERSHIPS AND COLLABORATIONS

OTHER ORGANIZATIONS

- Aga Khan Foundation Canada
- Assembly of First Nations
- Association de la presse francophone
- Association des théâtres francophones du Canada
- Association québécoise pour l'avancement des Nations Unies
- BC Women's Hospital + Health Centre Foundation
- Canada Without Poverty
- Canadian Association for the Practical Study of Law in Education
- Canadian Bureau for International Education
- Canadian Centre for Policy Alternatives
- Canadian Commission for UNESCO
- Canadian Counselling and Psychotherapy Association
- Canadian Foundation for Labour Rights
- Canadian Institute for Research on Linguistic Minorities
- Canadian Labour Congress
- Canadian Mental Health Association
- Canadian Museum for Human Rights
- Canadian Public Health Association
- Centre de la francophonie des Amériques
- Centre de leadership et d'évaluation
- Commission nationale des parents francophones
- Egale Canada
- Equal Voice
- Facebook Canada
- FairTrade Canada
- Fédération culturelle canadienne-française
- Fédération de la jeunesse canadienne-française
- Fédération des associations de juristes d'expression française de common law inc.
- Fédération des communautés francophones et acadienne du Canada
- Heritage Canada
- Humanitarian Coalition
- Inuit Tapiriit Kanatami
- Johnson Inc.
- Language Rights Support Program
- MediaSmarts
- Mental Health Commission of Canada
- National Centre for Truth and Reconciliation
- Native Women's Association of Canada
- Plan International Canada
- PREVNet
- Prime Minister's Awards for Teaching Excellence
- Regroupement national des directions générales de l'éducation
- Right to Play
- Status of Women Canada
- The Conference Board of Canada
- United Food and Commercial Workers Canada
- United Nations Association of Canada
- Women Deliver
- YWCA

OTHER MINISTRIES/DEPARTMENTS AND GOVERNMENT AGENCIES

- Canadian Heritage
- Global Affairs Canada
- Elections Canada
- Employment and Social Development Canada



SOCIAL MEDIA ACTIVITY

CTF Social Media activity between July 2017 and June 2018



TWITTER [[@CanTeachersFed](#)]

- 1,317 tweets
- 1,330 new subscribers
- 49,406 profile visits
- 3,758 mentions on Twitter
- 15,600 followers

Top tweets of the year include:

- #CTFAGM delegates unanimously adopt resolution urging prov/terr to withdraw from #PISA #TIMS #PIRLS #unite4ed #wetheeducators (12,387 impressions)
- In a 2015 survey of nearly 5,000 teachers across the country, 95% told us that mental health of children and youth should be the CTF's top advocacy priority during the last federal election. We need resources to support our students. (10,610 impressions)
- Attention teachers! Dec. 10 is #HumanRightsDay Why not bring human rights education to life with Speak Truth to Power Canada. #STTP Your students could learn from 12 Cdn #humanrights defenders. Free lesson plans and activities. [sttpcanada.ctf-fce.ca/project/](#) [pic.twitter.com/qwkUcYbHPJ](#) (10,471 impressions)
- #CTFAGM delegates unanimously adopt resolution urging fedgvt 2 fulfill all obligations flowing from Caring Society's successful case at #CHRT (8,858 impressions)
- Masi cho, Miigwetch, Nakurmiik, Wela'lin, and more! Thank you to #Indigenous Cultures for all your teachings! #NADCanada [pic.twitter.com/pOe2StMKsK](#) (8,741 impressions)
- Great resource: It's Our Time - A First Nations Tool Kit @AFN_Updates #AFNToolkit #ItsOurTime #TeacherResource [education.afn.ca/toolkit/](#) [pic.twitter.com/p3v0bTpxKY](#) (7,268 impressions)



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

- 2,255 followers

Highest organic reach on April 20, 2018

- Reaching 11,890 people: Don't miss out on the opening plenary: Addressing Violence Against Teachers: What Does the Research Tell Us? This plenary session will showcase CTF flagship Violence in Schools Research Review. Member organizations of the CTF - FCE—the BC Teachers' Federation (BCTF), the Elementary Educators, The Manitoba Teachers' Society, the OECTA - Ontario English Catholic Teachers Association, and the QPAT/APEQ—have conducted standalone dedicated surveys and research on the topic of violence in schools. The plenary will open with a presentation of the CTF Review, and the presidents from each of these Member organizations will participate in a moderated discussion to explore the research findings and ways forward for education policy, practice and more research.

Among the most liked posts of the year were:

- Reaching 8,479 people: Visit the Publications website to find Mental Health Stigma: Challenging it together! - A discussion booklet for the classroom.
- Reaching 7,669 people: Canadian teachers: learn more about copyright and fair dealing — know your rights!



*We'd love to hear
your stories!*

In preparation for the 100th anniversary of the Canadian Teachers' Federation (CTF), we would like to feature stories of former CTF teacher leaders via videos, podcasts and articles in a history project. The project will be shared at the 2020 CTF AGM and posted on the website. It is important to acknowledge and honour your contributions which have helped to pave the road to our present and to the future of our professional organization.

For more information:
100@ctf-fce.ca



Canadian Teachers' Federation
Fédération canadienne des enseignantes et des enseignants

www.ctf-fce.ca

