



## OSSTF/FEESO Position Speaking Points Ministry Education Consultations

To: Presidents and All Members  
From: Pierre Côté, General Secretary

### For Immediate Action

Follow-up re: D/BU #88 Ministry of Education Consultations.

Please share with your members.

As outlined in D/BU #088/2018-2019 Ministry of Education Consultations, the government has invited education partners to provide input into questions re: Class Size Engagement (including the Kindergarten Classroom) and Ontario School Board Hiring Practices. OSSTF/FEESO will be providing a provincial response to these consultations.

We are encouraging local leaders and members to participate as well. In an effort to coordinate our response as a Union, local leaders and members are encouraged to make their own submissions using the “Sample Responses” (attached as Appendices A and B) as the foundation for their responses. These points can also be used by District and Bargaining Unit spokespeople when fielding calls from the media.

Please take the following steps when completing your submissions:

1. For the purposes of message discipline, we encourage you to remain consistent with OSSTF/FEESO's positions on the issues, as outlined in the speaking points. In particular, re: Hiring Practices, all local responses should align with OSSTF/FEESO's Guiding Principles (Appendix C).
2. On the Government's Consultation Guides you will see:
  - Hiring Practices – 4 focus areas: Providing for Teacher Mobility, Interviewing the Most Qualified Candidates, Determining the Basis for Hiring, and Applying Hiring Practices Across the System.
  - Class Size Engagement – 3 focus areas: Hard Caps and Board-Wide Average Class Sizes, the Kindergarten Classroom, and Overall Class Sizes. Each area has accompanying guiding questions.



3. Please do not answer the separate guiding questions. Instead, use the speaking points to address the issue in its entirety rather than discussing specific components in isolation. The speaking points provided identify OSSTF/FEESO's position on each of the focus areas.
4. Please select any or all of the points and customize them to reflect your individual/local views. It is important to customize your response as multiple responses with the exact same language will likely be less highly regarded.
5. Please refrain from making comments on the Grade 1 & 3 hard caps. We will leave it to ETFO, OECTA, and AEFO to respond to this topic.
6. If you are a front-line educational worker, include examples from your professional experience to illustrate your views.
7. If you are completing this as a local leader, please state your name, job class, and school board at the beginning of the response.

The Consultation documents are attached again for your information. You can participate in the consultation by submitting your feedback by February 22, 2019 to:

**CLASS SIZE ENGAGEMENT & KINDERGARTEN:** [EDULABFINANCE@ontario.ca](mailto:EDULABFINANCE@ontario.ca)

**HIRING PRACTICES:** [PTPSB@ontario.ca](mailto:PTPSB@ontario.ca)

It is important that your feedback is sent to the correct address.

Any questions you may have can be directed to Kerri Ferguson at [kerri.ferguson@osstf.ca](mailto:kerri.ferguson@osstf.ca) or Cathy Renfrew at [cathy.renfrew@osstf.ca](mailto:cathy.renfrew@osstf.ca).

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094 - Speaking Points – Min Ed Consultations  
Attachments:

- Appendix A – Hiring Practices
- Appendix B – Class Size Engagement
- Appendix C – Reg 274 – Guiding Principles
- #088 – Ontario School Board Hiring Practices
- #088 – Class Size Engagement Guide
- With Our Best Future In Mind