

School Council Handbook



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Contents

School Council Timeline	4
On an ongoing basis	5
August/September	5
October/November/December	6
January/February/March	7
April/May/June	7
Running Effective Meetings	8
Role of the Chairperson	8
Establish a Routine	8
Meet in an Appropriate Setting	8
Representative Council Make-Up	8
Invitation to School Community for Specific Items.....	9
Develop a Constitution.....	9
Agenda Setting.....	9
Agenda Items to be added by staff members.....	9
Dealing with Agenda in Council.....	10
Solving Small Agenda Problems.....	10
Keeping Proper Minutes	10
Communicating with Constituents (Colleagues)	11
LOCAL AGREEMENT	12
4-4.00 School Level Participation	12
4-4.01 General Provisions	12
4-4.02 School Council	13
4-4.03 Items for Collaboration and Consultation	14
SAMPLE AGENDA / MINUTES.....	17

School Council Timeline

*to be adjusted according to the needs of the individual school or centre

General information

- Items discussed can generate proposals between the administration and the School Council.
- There are four general types of proposals:
 - Consultative: The administration shall seek advice from the teaching staff and then decide on the final proposal.
 - Collaborative: These proposals are developed by the teaching staff, often together with administration. If an administrator refuses a collaborative proposal, a written explanation shall be provided to the staff prior to the implementation of the decision. A copy of the explanation shall be submitted to both the Regional Director and to PTU.
 - Collaborative with information to Governing Board. These proposals are developed by the teaching staff, often together with administration. Once the proposal is approved, the administrator then informs the Governing Board.
 - Collaborative with Governing Board Approval: These collaborative proposals are jointly recommended to the Governing Board for approval. The administrator shall decide on the final version to be presented to the Governing Board. Should the proposal be rejected by the Governing Board, a new proposal must be requested.
- For additional details on School Council, see clauses 4-4.01, 4-4.02 and 4-4.03 of our local agreement, which are accessible [here](#).
- Please see the information on the following pages regarding items that should be discussed on an ongoing basis and at various stages of the academic year.

On an ongoing basis

The following proposals may arise on an ongoing basis				
	Consultative	Collaborative	Collaborative with information to Governing Board	Collaborative with Governing Board Approval
Educational activities involving changes to students' arrival or departure times requiring students to leave the school premises				✓
Approach for the implementation of popular education (Adult/Vocational)				✓
The establishment and application of a system of invigilation for each examination period	✓			

August/September

	Consultative	Collaborative	Collaborative with information to Governing Board	Collaborative with Governing Board Approval
Procedures for the submission of marks		✓		
The system of reporting late arrivals and absences of students		✓		
The in-school Professional Improvement Committee		✓		

The establishment for the school year of supervision needs and a system of rotation among the teachers to implement the supervision duties required		✓		
The Value Added Remuneration Program		✓		
The use of Director's days	✓			
The establishment of a system of emergency substitution in accordance with clause 5-1.31		✓		

October/November/December

	Consultative	Collaborative	Collaborative with information to Governing Board	Collaborative with Governing Board Approval
The implementation of the guidelines for student-teacher funds		✓		
The school/centre budget	✓			
Approach for the implementation of the Basic School Regulation				✓
Approach for the development of enrichment programs, or the development of local programs to meet specific needs of students				✓
Subject-time allocation				✓
Educational services to be provided by each school or centre	✓			
Educational project of the school or centre				✓

January/February/March

	Consultative	Collaborative	Collaborative with information to Governing Board	Collaborative with Governing Board Approval
Approach for the implementation of student services and special educational services				✓
Implementation of program of studies				✓
Rules governing the placement of students and their promotion from one cycle to another at the elementary level			✓	
Needs of the school in each teaching category for the following school year	✓			
Nominations of teachers for the position of mentor-teacher	✓			

April/May/June

	Consultative	Collaborative	Collaborative with information to Governing Board	Collaborative with Governing Board Approval
Homeroom system	✓			
Placement in the school calendar of in-school pedagogical days and the program of these days	✓			
Rules of conduct and safety				✓
Anti-Bullying and Anti-Violence Plan (ABAV)				✓
Criteria for the introduction of new instructional methods			✓	
Textbooks and instructional materials			✓	

The Value-Added Remuneration (VAR) Program report		✓		
Professional improvement needs of the teaching staff	✓			
Hours allocated for workload-recognized committees	✓			

Running Effective Meetings

Role of the Chairperson

- The chairperson should discuss the agenda in advance with administration and, if necessary, with the PTU Delegate.
- The chairperson should be able to recall previous decisions.
- Time limits should be placed on discussion items.
- Agenda order should be followed – keep on topic.

Establish a Routine

- Meeting dates
- Agenda setting
- Starting and ending on time
- Having appropriate information available, e.g. staffing allocation, monthly budget and printout

Meet in an Appropriate Setting

- Area conducive to meeting
- Tables to write on
- Reasonably formal setting

Representative Council Make-Up

- By team, cycle, department, etc.
- Consider broad aspects of issues – effect on school as a whole

- Council members should support the chairperson's endeavours to run efficient meetings by following the procedures

NOTE: any decision affecting the entire teaching staff should be presented to the teachers for approval. An approval of 75% must be obtained by the teachers directly involved when referring to 8-10.02 of the Provincial Entente. Otherwise, a simple majority suffices. Certain decisions could require a meeting with the entire teaching staff.

Invitation to School Community for Specific Items

- PTU, LBPSB, parents, support staff, etc.
- Consider including parent groups. Informed parents are allies.

Develop a Constitution

- This allows for continuity of school policy re. council
- Can be a good reference guide for the chairperson
- Number of teacher representatives (minimum of 3):
 - Secondary representatives: 1 per department is recommended
 - Elementary representatives: 1 per cycle is recommended
 - Other teachers and staff members may attend but only elected members may vote.

Agenda Setting

Agenda Items to be added by staff members

- Staff should be provided with an opportunity for input to the agenda
- Post agenda in an obvious area, or
- Post agenda in a day book, or
- Circulate agenda among staff
- A person adding an item to the agenda should sign their name so that the chairperson may have prior information regarding the item
- There should be a deadline regarding agenda additions in order to allow the chairperson to prepare

Dealing with Agenda in Council

- The chairperson prioritizes the items
- Items left from a previous meeting should be dealt with on a priority basis at the next meeting
- The chairperson may decide that some items are for information only and can be dealt with via a memorandum
- When appropriate, the chairperson may ask teams or departments to pre-discuss some items

Solving Small Agenda Problems

1. Agenda items should be screened by the chairperson and the administrator. The council members should spend the majority of their time on the major issues that affect school life.
2. Define whether or not an issue is appropriate for council.

If yes, proceed with the item.

If no, redirect in one of the following ways:

- delegate to a committee
 - send to team or department
 - send out response sheet to staff allowing them to make suggestions
 - use day-book to exchange information items
 - deal with items at a staff meeting
3. Use an information sheet attached to the meeting minutes when items are for information only.
 4. Remember: council is not a complaints department!

Keeping Proper Minutes

Establish at the first council meeting what the council's expectations are regarding the minutes.

1. Use a standard form, listing the following:
 - items to be discussed
 - decisions taken

- action to be followed
 - date by which action should occur
2. Submit motions in writing.
 3. Be succinct: minute main points and conclusions.
 4. The chairperson should keep mini notes.
 5. The chairperson and the secretary should compare notes.
 6. Minutes should be proofread.
 7. Send a copy of the minutes to all staff.
 8. Send a copy of the minutes to PTU, to the appropriate sector Director and to the Director of Human Resources.

Be sure to include the name of your school at the top of the page – it is helpful to people outside your school. We really do read them!

Communicating with Constituents (Colleagues)

1. Each council member must be assigned a specific group of constituents.
2. Constituents must know who their council representative is.
3. Each council representative should have a reasonable degree of proximity to their constituents.
4. Representatives should communicate with their constituents via:
 - a bulletin, or
 - a poll, using a tear-off sheet, or
 - portal email
5. Teachers must take ownership of items they ask their representative to bring to council.
6. All teachers must have access to school council minutes which should be clear and in a standardized form.

LOCAL AGREEMENT

4-4.00 School Level Participation

4-4.01 General Provisions

4-4.01 General Provisions: The union and the school board believe in the importance of the school level consultation process in the effective operation of a school or centre and are committed to implementing and supporting meaningful and efficient consultation in each of the school board's schools or centres. To this end, the union and the school board shall agree to work cooperatively on the basis of the following principles:

- a) All policies, regulations, and practices which have an effect on the operation of the school or centre shall be subject to consultation prior to implementation¹.
- b) The school or centre administration and the school council chairperson shall be responsible for setting an appropriate consultation timeline and preparing the agenda for every school council or general teaching staff meetings. Should there be a failure to agree on a consultation timeline, such a dispute would be referred to the procedure outline in e) below.
- c) Information necessary for the effective management of the school or centre which is available to the school or centre administration shall be equally available to the school council and/or to the teaching staff.
- d) Should the school administration make a decision that is contrary to the recommendation of the school council or the teaching staff, a written explanation shall be provided to the school council prior to the implementation of the decision. A copy of the explanation shall be transmitted to the Regional Director, Human Resources, and the union.
- e) The President of the union and the Regional Directors of schools and centres shall be available to assist the school council or the teaching staff and the school

¹ This shall be in accordance with the current "LBPSB/PTU School Council Handbook.

administration in overcoming any concerns with the operation of the consultation process.

4-4.02 School Council 2

- a) There shall be a school council of a minimum of three (3) teachers in each school/centre, elected by the teachers. The school council shall ensure teacher involvement in the development and implementation of pedagogical policies and practices, as well as rules of conduct and safety measures and practices at the school/centre. It shall ensure teacher liaison with the governing board. The teacher involvement can be promoted by meeting with the entire teaching staff instead of or in addition to the school council. In order to avoid the unnecessary duplication of meetings, when legislation obliges other staff to also be involved in the development or implementation of an issue, and where the majority of teachers agree, other staff may be invited to participate in the school council and/or general teaching staff meetings.
- b) The school council shall inform all teachers of the school/centre of its decisions by distributing draft minutes of its meetings to each teacher within seven (7) working days from the date of the meeting and may report to them on its deliberations at staff meetings or at meetings called for this purpose. To this end, the school/centre administration shall provide secretarial assistance in the typing and distribution of minutes. A copy of the official school council minutes shall be provided to the President of the union, the Director of Human Resources, and the appropriate Regional Director.
- c) School council meetings may be held during the school day provided that they do not interrupt the continuity of the students' instructional time.

² See Appendix B for the School Council Timeline.

4-4.03 Items for Collaboration and Consultation

a) Collaboration Items and Approval of Governing Board — The proposals, resulting from the following collaboratively created items, are jointly developed and proposed by the principal to the Governing Board for approval. The principal shall decide on the final version to be submitted to the Governing Board for approval. Should the Governing Board reject the proposal, a new proposal must be requested.

- 1) Rules of conduct and safety.
- 2) Approach for the implementation of the Basic School Regulations.
- 3) Approach for the development of enrichment programs, the adaptation of existing programs, or the development of local programs to meet the specific needs of students.
- 4) Subject-time allocation.
- 5) Educational activities involving changes in student arrival or departure times requiring students to leave the school premises.
- 6) Approach for the implementation of student services and special educational services.
- 7) Approach for the implementation of popular education (refers to Adult and Vocational Training).
- 8) Implementation of programs of studies.
- 9) The Educational Project³.
- 10) The Anti-Bullying and Anti-Violence Plan.

b) Collaboration Items and Information to Governing Board — The proposals stemming from the following items are developed by the teaching staff (often together with the principal). Once the proposal is approved, the principal then informs the

³ This item must be adopted by the Governing Board.

Governing Board. If the principal refuses the proposal, a written explanation shall be provided to the staff prior to the implementation of the decision. A copy of the explanation shall be submitted to the Regional Director, Human Resources, and the union.

11) Specific local programs of studies to meet the special needs of students.

12) Criteria for the introduction of new instructional methods.

13) Textbooks and instructional materials.

14) Standards and procedures for the evaluation of student achievement.

15) Rules governing the placement of students and their promotion from one cycle to another at the elementary level.

c) Collaboration Items — The proposals stemming from the following items are developed by the teaching staff (often together with the principal). If the principal refuses the proposal, a written explanation shall be provided to the staff prior to the implementation of the decision. A copy of the explanation shall be submitted to the Regional Director and to the union.

16) The establishment for the following school year of the supervision needs and a system of rotation among the teachers to implement the supervision duties required.

17) The Value Added Program.

18) The establishment each September of a system of emergency substitution in accordance with clause 5-1.31.

19) The implementation of the Guidelines for Student-Teacher Funds⁴.

20) The in-school Professional Improvement Committee.

21) The system of reporting late arrivals and absences of the students.

⁴ See Appendix C – Student-Teacher Funds

- 22) Procedures for the submission of marks including the length of time between the end of term and the date of mark submission to the principal.
- d) Consultation Items — In addition to items listed in clause 4-4.01 a), the principal shall seek advice from the staff and then decide on the final proposal for the following:
- 23) Needs of the school in each teaching category for the following year.
- 24) Professional improvement needs of the teaching staff.
- 25) Educational services to be provided by each school or centre.
- 26) Use of Director's Days.
- 27) The homeroom system.
- 28) The placement in the school calendar of in-school pedagogical days and the program for these days.
- 29) The establishment and application of a system of invigilation for each examination period.
- 30) The school/centre budget.
- 31) Candidates for the position of mentor-teacher.
- 32) Time assigned for participation in school-based committees in accordance with clause 8-5.01 b) of the provincial entente.

SAMPLE AGENDA / MINUTES

Agenda/Minutes
Name of the School
School Council Minutes
Date of Meeting

Names of those present: *(please indicate first and last names)*

1. Adoption of Agenda
2. Approval of previous School Council minutes
3. Correspondence/Comments/Acknowledgments
4. Reports:
 - a. Administration
 - b. Student Council
 - c. PTU/QPAT
 - d. Professional Improvement Committee
 - e. Governing Board
 - f. Home & School
 - g. Resource / Ad hoc Committee
 - h. New Special Needs Committee (4-4.05)
 - i. Other committees
5. Business Arising
 - a.
 - b.
 - c.
6. New Business
 - a.
 - b.
 - c.
7. Date of Next Meeting
8. Adjournment

c.c. PTU
Sector Director
Direction of Human Resources