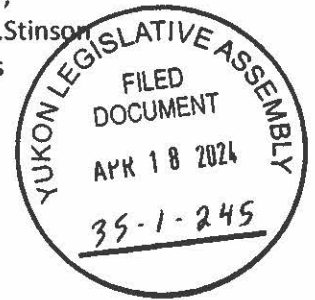


From: President-YAEP <pres@yaep.ca>
Sent: Wednesday, April 17, 2024 10:18 AM
To: Shanna.Epp <Shanna.Epp@yukon.ca>
Cc: Mary.Cameron <Mary.Cameron@yukon.ca>; Kate.White <Kate.White@yla.gov.yk.ca>; Scott.Kent <Scott.Kent@yla.gov.yk.ca>; Stephanie Hammond <ed@ldayukon.com>; kate.swales@gmail.com;
Rebecca Fenton <executive@autismyukon.org>; ExecDir-YAEP <execdir@yaep.ca>; melanie.bennett <melanie.bennett@yfned.ca>; Sandra Journeaux Henderson <journeas@northwestel.net>;
heather.tipton@yesnet.yk.ca; Kristine.Carruthers <Kristine.Carruthers@yukon.ca>; Emma.Stinson <Emma.Stinson@yukon.ca>; Leslie.Peters <Margaret.Peters@yukon.ca>; Candace.Parsons <Candace.Parsons@yukon.ca>; Tanya.Lewis <Tanya.Lewis@yukon.ca>
Subject: EA / TOC Training, Working Group



Good afternoon Shanna,

I am concerned that the Department has not provided any meaningful or considered response to YAEP's feedback, questions and concerns outlined in our correspondence of Thursday, January 11, 2024.

Yukon Education has an obligation under the CASA to **work in collaboration and consultation** with the Yukon Association of Educational Professionals, Learning Disabilities Association of Yukon and Autism Yukon to provide a one-year training plan program for Educational Assistants and Teachers on Call **by 2024**. It is April 2024: Yukon Education has failed to meet its timeline commitments.

We see no action response or engagement on the issue of the Moodle course delivery and training methodology as being totally ineffective, not to mention the content being seriously irrelevant and outdated. We all acknowledged this reality more than a year ago, yet nothing has been done by Yukon Education to address YAEP, member's and stakeholder concerns.

Your response again ignores the operational reality that the YAEP PD fund is fully exhausted and drastically underfunded, and that the YAEP PD fund is not equipped or funded at a rate which can meaningfully fund system wide EA training initiatives. As a comparator, the NWT provides its teachers with nine times (9x) more PD funding at a rate of 3.5% of gross wages. YAEP member PD is currently funded at a rate of approximately 0.4% of gross wages.

From the "plan" you have outlined below it appear Yukon Education has unilaterally decided it will not meet the delivery timelines and commitments made in the CASA Agreement. So we are clear, YAEP does not agree to the Department unilaterally ignoring the CASA timeline commitments. For more than year YAEP has been pressing Yukon Education to do the work and take the action necessary to meet the delivery timelines and commitments made under the CASA. Urgent action and leadership is required, and I challenge you to demonstrate both.

Much to my personal annoyance, it also appears that Yukon Education has entirely overlooked its obligation to provide a one-year training plan program for Teachers on Call by 2024.

These issues, and Yukon Education's rudimentary unilaterally developed and latent "plan" outlined in your email of April 15, 2024, all demonstrating that Yukon Education is failing to work in collaboration and consultation with stakeholders to meet its commitments pursuant to the most recent CASA.

YAEP is asking for an urgent, meaningful and clear plan which will demonstrate how Yukon Education intends to **work in collaboration and consultation** with the Yukon Association of Educational Professionals, Learning Disabilities Association of Yukon and Autism Yukon provide a one-year training plan program for Educational Assistants and Teachers on Call as soon as operationally practicable.

I look forward to your timely response, I hope you enjoyed your month in France.

Sincerely

Ted

Ted Hupé

President

867 668 6777 ext 3

867-333-2467

www.yaep.ca



I respectfully acknowledge that I work within the traditional territory of the people of Kwanlin Dün First Nation and the Ta'an Kwäch'än Council.

C'est avec reconnaissance et respect que nous tenons à souligner que nous vivons et travaillons sur le territoire traditionnel de la Première nation des Kwanlin Dün et du Conseil des Ta'an Kwäch'än.

From: Shanna.Epp <Shanna.Epp@yukon.ca>

Date: Monday, April 15, 2024 at 10:21 AM

To: President-YAEP <pres@yaep.ca>, ExecDir-YAEP <execdir@yaep.ca>, LDAY Centre for Learning <ed@ldayukon.com>, kate.swales@gmail.com <kate.swales@gmail.com>, executive@autismyukon.org <executive@autismyukon.org>, melanie.bennett <melanie.bennett@yfned.ca>, Heather Tipton <Heather.Tipton@yesnet.yk.ca>, journeas@northwestel.net <journeas@northwestel.net>

Cc: Mary.Cameron <Mary.Cameron@yukon.ca>, Kristine.Carruthers <Kristine.Carruthers@yukon.ca>, Meaghan.O'Connor <Meaghan.O'Connor@yukon.ca>, Emma.Stinson <Emma.Stinson@yukon.ca>, Leslie.Peters <Margaret.Peters@yukon.ca>, Candace.Parsons <Candace.Parsons@yukon.ca>, Tanya.Lewis <Tanya.Lewis@yukon.ca>

Subject: RE: EA / TOC Training, Working Group

Hello All,

Thank you for your email. I do apologize that I have not responded sooner. I had been away, and things have been quite busy. We agree that EAs and TOCs should be well trained.

At our last meeting we had agreed that before we could develop a training plan for EAs we needed to define the role first. We had started down that path to define the role and unfortunately, I have run into capacity issues. Like many jurisdictions in Canada, I have been experiencing some challenges in finding someone to lead this work. We are committed to get this work done and have updated our estimated timelines and next steps:

<u>Action</u>	<u>Estimated Timeline</u>
Continue to offer specific training for EAs (SSS has several ongoing trainings online and in person)	Ongoing
Defining the EA role	Summer/Fall 2024
Review/update and Align the EA Moodle course with YGLearn	Summer/Fall 2024
Research PD training opportunities across Canada (preference online and in-territory in-person sessions)	Fall 2024
Continue the conversations with Yukon University to explore partnership opportunities	Ongoing
Develop EA Training	Fall/Winter 2024

I will look to organize a meeting of the committee in the next month to discuss in further detail.

Shanna

From: President-YAEP <pres@yaep.ca>
Sent: Tuesday, April 9, 2024 6:38 AM
To: Shanna.Epp <Shanna.Epp@yukon.ca>; Mary.Cameron <Mary.Cameron@yukon.ca>
Cc: ExecDir-YAEP <execdir@yaep.ca>; Stephanie Hammond <ed@ldayukon.com>; kate.swales@gmail.com; Rebecca Fenton <executive@autismyukon.org>; melanie.bennett <melanie.bennett@yfned.ca>; heather.tipton@yesnet.yk.ca; Leslie.Peters <Margaret.Peters@yukon.ca>; Candace.Parsons <Candace.Parsons@yukon.ca>; Tanya.Lewis <Tanya.Lewis@yukon.ca>; Meaghan.O'Connor <Meaghan.O'Connor@yukon.ca>; Sandra Journeaux Henderson <journeas@northwestel.net>
Subject: EA / TOC Training, Working Group

Good Morning Shanna and Mary,

As you can see from my correspondence on March 27th, the intention to create a training program for Educational Assistants and Teachers on Call is part of an official agreement and government plan.

The window to create/unveil such a plan is quickly closing if we are to have a program that can be implemented before the 2024/25 school year.

When will the Department of Education make this finalized consultation plan and training program information available to stakeholders?

Please confirm reception of this email and our correspondence of March 27th. (see below)

Sincerely

Ted

Ted Hupé

President
867 668 6777 ext 3
867-333-2467
www.yaep.ca



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From: President-YAEP <pres@yaep.ca>

Date: Wednesday, March 27, 2024 at 9:01 AM

To: Shanna.Epp@yukon.ca <Shanna.Epp@yukon.ca>

Cc: Stephanie Hammond <ed@ldayukon.com>, kate.swales@gmail.com <kate.swales@gmail.com>, Rebecca Fenton <executive@autismyukon.org>, heather.tipton@yesnet.yk.ca <heather.tipton@yesnet.yk.ca>, melanie.bennett@yfned.ca <melanie.bennett@yfned.ca>, Leslie.Peters <Margaret.Peters@yukon.ca>, Candace.Parsons <Candace.Parsons@yukon.ca>, Tanya.Lewis@yukon.ca <Tanya.Lewis@yukon.ca>, Meaghan.O'Connor <Meaghan.O'Connor@yukon.ca>, PD-YAEP <pd@yaep.ca>, ExecDir-YAEP <execdir@yaep.ca>, Mary.Cameron@yukon.ca <Mary.Cameron@yukon.ca>

Subject: EA / TOC Training, Working Group

Good Morning Shanna.

As indicated in the email chain below, YAEP has been asking questions and participating in a months long conversation about the creation of an Education Assistant and TOC training program.

The CASA agreement established in the summer of 2023 is very clear that there is to be a **one year training program for Education Assistants and TOCs**. With the intention of it to be created by 2024.

An excerpt from the 2023 Confidence and Supply Agreement between the Yukon Liberal Caucus and the Yukon NDP Caucus

2c. provide a one-year training plan program for Educational Assistants and Teachers on Call by 2024 in collaboration and consultation with the Yukon Association of Educational Professionals, Learning Disabilities Association of Yukon and Autism Yukon.

As you can see, there has not been a response from Student Support Services since January 11th, 2024.

Having a well-trained cadre of Educational Assistants is actually more important than just having another adult in a classroom. As a former principal I have seen first-hand how a well-trained educational assistant can provide valuable support for vulnerable students and assist the teacher in the overall support of the class.

We have been very patient up to this point and very willing to offer suggestions to get this initiative off of the ground.

With the close of the current school year quickly approaching and planning for the new school year in play, it is reasonable to know what the plans are for this important 2024 training initiative. The two one-day, superficial attempts at training this school year fall far short of any real meaningful training. Expectations of a program that leads to EA certification has been front and center to all of our conversations over the past year.

The YAEP and stakeholders deserve to see a meaningful training plan shortly and expect a response to this correspondence by April 5th, 2024.

Looking forward to hearing from you.

Ted

Ted Hupé

President

867 668 6777 ext 3

867-333-2467

www.yaep.ca



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From: President-YAEP <pres@yaep.ca>

Sent: Thursday, January 11, 2024 3:42 PM

To: Shanna.Epp <Shanna.Epp@yukon.ca>; Jordan.Stevens <Jordan.Stevens@yukon.ca>

Cc: ExecDir-YAEP <execdir@yaep.ca>; Heather Tipton <Heather.Tipton@yesnet.yk.ca>; LDAY Centre for Learning <ed@ldayukon.com>; melanie.bennett <melanie.bennett@yfned.ca>;

executive@autismyukon.org; Leslie.Peters <Margaret.Peters@yukon.ca>; katieayukon@gmail.com;
Candace.Parsons <Candace.Parsons@yukon.ca>; Ashley.Salé <Ashley.Sale@yukon.ca>; Tanya.Lewis
<Tanya.Lewis@yukon.ca>; Meaghan.O'Connor <Meaghan.O'Connor@yukon.ca>; PD-YAEP
<pd@yaep.ca>

Subject: EA / TOC Training, Working Group

Hi Shanna,

Moodle Course Feedback

I didn't realize we are all still looking at the Moodle course material as some sort of relevant document. I spoke to Steve Fergusson, YAEP PD Chair who attended the November PD session at which a number of EAs provided feedback on the Moodle material. A number of EAs and Steve gave feedback to Jordan at the workshop that that the material was inaccessible and irrelevant, that they did not utilize the teachings in day to day practice, and they did not feel like they had learnt anything from the material. I have CC'd Steve so he is in the loop as YAEP's PD Co-Ordinator. When we left the meeting in October, I understood you also had reviewed the Moodle course material, and that you held very much the same views.

Defining role of EA

Since the November workshop, I would really like to hear more about what actions have been taken by Yukon Education to define the role and competencies of the EA and what those outcomes are looking like.

Demographic and salary

I think it is important for everyone to acknowledge that EAs are by far the lowest paid education staff in Yukon schools, and in many cases admin support staff and janitors are remunerated at a higher rate than EAs. Many EAs have a second job just to make ends meet and to be able to pay their bills. Yukon Education pay scales also confirm that at least 1/3 of EA's are high school graduates with no further or additional training. This means there is substantial training required to make sure these staff members have the skills they need to do their work safely and effectively. It is not realistic to expect that EA's will really engage in any great degree in Yukon Education training which is not properly funded or supported during working hours. This is particularly the case in economically challenging times and if the additional training does not translate to any form of monetary benefit.

Training delivery

I would like to understand the scope of Yukon Education's commitment to ensuring the delivery of needed and contemporary training to EA's. Can you let us know if the two days of PD delivered by the employer each year is the full extent of Yukon Education's commitment and support of EA training initiatives? I think this is a critical piece of information. Practically, we all need to know if YE's proposed EA training window and opportunity is no more than 2 school days per year, as this will inform what can realistically be delivered in that timeframe.

You will know that the YAEP PD fund is fully exhausted and drastically underfunded. As a comparator, NWT provides its teachers with nine times (9x) more PD funding at a rate of 3.5% of gross wages. YAEP member PD is currently funded at a rate of approximately 0.4% of gross wages. The YAEP PD fund is not equipped or funded at a rate which can meaningfully fund system wide EA training initiatives.

I would also like to note that YAEP does not support YE directing Administrators to hijack staff meetings to deliver system wide EA training initiatives. In any event, I understand that YE have already directed Administrators to hold extraordinary staff meetings to ensure the delivery of the Student Protection Policy training. Ad hoc and extraordinary staff meetings are not a sustainable way to ensure the delivery of system wide EA training initiatives.

I really look forward to your responses and hearing YE's proposal on next steps.

Thanks

Ted

From: Shanna.Epp <Shanna.Epp@yukon.ca>
Date: Thursday, January 11, 2024 at 1:36 PM
To: President-YAEP <pres@yaep.ca>, Jordan.Stevens <Jordan.Stevens@yukon.ca>
Cc: ExecDir-YAEP <execdir@yaep.ca>, Heather Tipton <Heather.Tipton@yesnet.yk.ca>, LDAY Centre for Learning <ed@ldayukon.com>, melanie.bennett <melanie.bennett@yfned.ca>, executive@autismyukon.org <executive@autismyukon.org>, Leslie.Peters <Margaret.Peters@yukon.ca>, katieayukon@gmail.com <katieayukon@gmail.com>, Candace.Parsons <Candace.Parsons@yukon.ca>, Ashley.Sal  <Ashley.Sale@yukon.ca>, Tanya.Lewis <Tanya.Lewis@yukon.ca>, Meaghan.O'Connor <Meaghan.O'Connor@yukon.ca>
Subject: RE: [EXT] FW: EA / TOC Training, Working Group

Thank you, Ted, for your email. For the training committee we are working on a proposal on next steps and will share with the group for review and feedback.

Did anyone from the committee have comments about the Moodle training course that was shared in October? I know it needs to be updated so would be great if we could get some feedback.

You can see the training being offered in the attached document for January 19th.

For everyone's awareness I have removed Stephanie Boyle from this email as she is no longer with YG and have added Candace Parsons and Ashley Sale from Human Resources. Candace Parsons is the new HR Director.

Any questions please do not hesitate to ask.

Shanna

From: President-YAEP <pres@yaep.ca>
Sent: Thursday, January 11, 2024 11:30 AM
To: Jordan.Stevens <Jordan.Stevens@yukon.ca>
Cc: Shanna.Epp <Shanna.Epp@yukon.ca>; President-YAEP <pres@yaep.ca>; ExecDir-YAEP <execdir@yaep.ca>; Heather Tipton <Heather.Tipton@yesnet.yk.ca>; LDAY Centre for Learning <ed@ldayukon.com>; melanie.bennett <melanie.bennett@yfned.ca>; Stephanie.Boyle <Stephanie.Boyle@yukon.ca>; executive@autismyukon.org; Leslie.Peters <Margaret.Peters@yukon.ca>; katieayukon@gmail.com
Subject: [EXT] FW: EA / TOC Training, Working Group

Good morning Jordan,

It's been three months since we have heard news about any developments on the EA training front. We have not seen any tangible outcomes and there seems to be a lack of communicated goals and deliverables. Can you at least tell me what has been achieved to date? What timelines are being created? What is happening on January 19th?

Looking forward to hearing more.

Ted

From: Jordan.Stevens <Jordan.Stevens@yukon.ca>
Sent: Tuesday, October 10, 2023 2:14 PM
To: Shanna.Epp <Shanna.Epp@yukon.ca>; President-YAEP <pres@yaep.ca>; ExecDir-YAEP <execdir@yaep.ca>; Heather Tipton <Heather.Tipton@yesnet.yk.ca>; LDAY Centre for Learning <ed@ldayukon.com>; Melanie Bennett <melanie.bennett@yfned.ca>; Stephanie.Boyle <Stephanie.Boyle@yukon.ca>; executive@autismyukon.org; Leslie.Peters <Margaret.Peters@yukon.ca>; katieayukon@gmail.com
Subject: EA / TOC Training, Working Group

Good day everyone,

This message is to update you about next week's "mud mapping" Working Group meeting to discuss when potential EA and T.O.C. PD training opportunities could take place. We plan to meet on Thursday October 19th at the Department of Education Building in meeting room #1 from 1:00pm - 3:30 pm.

Please find attached a digital copy of the current "EA Moodle Course" in it's entirety as an example of what we currently have as training for EA's .

Following this "mud mapping" session, we hope to meet again in early November or early December. For this meeting we will be inviting Teachers and EAs alongside a hired facilitator, to help better define the "Role" of the EA.

Once we have this established, we will be able to create a training plan for EAs. To this end, if you have any teachers or EAs in mind that you think might be possible participants in this group, make note of that so we can contact administrators and they can be invited.

If you have any further questions or clarifications please do not hesitate to get in touch,
Kind regards,

Jordan Stevens (pronouns: he, him, his) [Why does this matter?](#)

PROJECT MANAGER For R.I.S.E. [Reimagining Inclusive and Special Education] Dept. of Ed.

CELL: 867-332-9547

OFFICE: 867-667-8000

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