



MUNICIPAL AND TRUSTEE ELECTIONS MANUAL 2022

Building, engaging, and
mobilizing communities



Ontario Secondary School Teachers' Federation
Fédération des enseignantes-enseignants
des écoles secondaires de l'Ontario
60 Mobile Drive, Toronto, Ontario M4A 2P3

TEL 416.751.8300
TEL 1.800.267.7867
FAX 416.751.3394
www.ossf.on.ca



INTRODUCTION

MESSAGE FROM THE PRESIDENT

As we turn our attention to the municipal and trustee elections scheduled for October 24, 2022, I am pleased to introduce OSSTF/FEESO's Municipal and Trustee Election manual 2022—Building, engaging, and mobilizing communities.

Our goal is to build on our work from the recent Provincial Election and help elect municipal councilors and school trustees whose policies and intentions align most closely with the principles laid out in the OSSTF/FEESO education platform, Strengthen Public Education—Rebuild Ontario. The documents and resources contained in this booklet will provide you and your local team with valuable information and ideas to use in pursuit of that goal. This material will help you to ensure that OSSTF/FEESO members in your Districts and Bargaining Units understand why these elections matter, and become politically engaged as the vote approaches. It outlines resources available from Provincial Office and provides a framework for action and mobilization.

As teachers and education workers, we are frequently reminded that the kind of government and councils Ontario elects has a direct impact on our daily working lives. With the recent re-election of the Ford government and the ongoing COVID-19 pandemic, our challenges increase particularly as we embark on negotiating a new collective agreement. If OSSTF/FEESO leaders and members fail to engage in the democratic process and participate in the election of those councilors and trustees, we resign ourselves to letting others decide our future.

We must do what we can to ensure that our members are aware of, and understand the importance of, the issues we've identified in our education platform. And we must make every effort to make those issues a part of the broader public discourse as the municipal and trustee elections approach.

We have a right and a duty to defend the interests of public education through our participation in the political process. This manual will be a valuable resource as we exercise that right.

A handwritten signature in black ink, reading "K Littlewood". The signature is fluid and cursive, with the first letter "K" being large and prominent.

Karen Littlewood, she/her
OSSTF/FEESO President

Building, engaging, and
mobilizing communities

MUNICIPAL AND TRUSTEE ELECTIONS MANUAL 2022

TABLE OF CONTENTS

INTRODUCTION	1
MUNICIPAL POLITICAL FINANCING LAWS	4
Campaign finance	4
Contribution limit	4
Third party advertising	4
Spending limits	5
Advertising campaign financial statement	5
GET STARTED CHECKLIST	6
Become involved	6
Begin early	7
Create a Strategic Plan	8
A FRAMEWORK FOR ACTION – ELECTION READINESS	9
Engage members	9
Develop partnerships	11
Connect with Trustees	13
Discuss the issues	15
RESOURCE DOCUMENTS AND TEMPLATES	17
Think strategically—factors to consider	17
Election awareness sample poster/flyer	19
Offer choices to members	20
Sample sign-up sheet for campaign involvement	21
Candidate evaluation resources	22
Template for candidate evaluation	26



MUNICIPAL POLITICAL FINANCING LAWS

CAMPAIGN FINANCE

Laws in Ontario have changed significantly with respect to election financing.

Corporations and trade unions are not eligible to contribute to municipal election campaigns. This includes all council and school board elections. Corporations and trade unions can be third party advertisers and make contributions to third party advertisers.

CONTRIBUTION LIMIT

You may contribute a maximum of \$1,200 to a single candidate (\$2,500 to a mayoral candidate in the City of Toronto). This amount includes the value of any goods or services donated to the campaign. You may not contribute more than \$5,000 in total to candidates running for offices on the same council or school board.

Contributions greater than \$25 may not be made in cash. All contributions above \$25 must be made by cheque, money order, or by a method that clearly shows where the funds came from.

THIRD PARTY ADVERTISING

The *Municipal Elections Act* now includes a framework for third party advertising. The framework will come into effect on May 1, 2022 until October 24, 2022, so that the rules will be in place for the municipal election.

What is a third party advertisement?

A third party advertisement is a message in any medium (billboard, newspaper, radio, etc.) that supports or opposes a candidate or a “yes” or “no” vote on a question on the ballot. Third party advertising does not include issues-based advertising so groups that do public outreach can continue their issued-based advocacy work throughout the municipal election period.

Advertising that does not cost money to post or broadcast, such as comments made on social media, will not be considered to be third party advertising.

Who can register as a third party advertiser?

Individuals, corporations and unions can register as third party advertisers and can also make contributions to third party advertisers. Third party advertisers will need to register with the municipality where they want to advertise. If they want to advertise in more than one municipality, they have to register in each municipality.

Registration allows a third party advertiser to promote or oppose any candidate that the electors in the municipality can vote for (local council, school board trustee positions and regional or county council offices).

Third party advertising must be done independently of candidates, who are not able to direct a third party advertiser. Candidates are not able to register as third party advertisers.

How do campaign finance rules apply to third party advertisers?

Most campaign finance rules that apply to candidates will also apply to third party advertisers. Third party advertisers will have spending limits and there will be contribution limits for those wishing to contribute to a third party advertiser. Corporations and unions will be permitted to make contributions to third party advertisers, but will not be permitted to make contributions to candidates.

Rules for determining whether two corporations should be considered as a single corporation are simplified, so that it should be easier for corporations and candidates to determine whether the contributions from two corporations should count towards the same contribution limit to third party advertisers.

SPENDING LIMITS

The general spending limit for a third party's advertising campaign is calculated based on the number of electors who are eligible to vote in the municipality where the third party is registered. The formula to calculate the limit is \$5,000 plus \$0.05 per eligible elector, to a maximum of \$25,000.

Examples:

- A third party advertiser registered in a municipality with 50,000 electors would have a spending limit of \$7,500.
- A third party advertiser registered in a municipality with 500,000 electors would have a spending limit of \$25,000. \$5000 plus \$0.05 per elector is \$30,000, so the maximum \$25,000 applies.
- There is a separate spending limit for expenses related to holding parties and other expressions of appreciation after the close of voting. This spending limit is calculated as 10% of the amount of the general spending limit.

ADVERTISING CAMPAIGN FINANCIAL STATEMENT

- Every registered third party advertiser must file a complete and accurate financial statement on time.
- The filing deadline is 2 p.m. on March 31, 2023.
- Third party advertisers must use Form 8.
(Do not use Form 4, as that is the financial statement for candidates.)

For more information on third-party advertising please refer to the 2018 Guide for third party advertisers:

<https://www.ontario.ca/files/2022-03/mmah-2022-third-party-advertisers-guide-en-2022-03-31.pdf>

GET STARTED CHECKLIST



BECOME INVOLVED

The 2022 municipal and school board elections matter. The people we elect will make important decisions affecting our communities and publicly funded education for the next four years.

Trustees are responsible for overseeing education at the local level. They play a key role in decisions such as:

- Budget and staffing
- Collective bargaining
- Mandated provincial initiatives
- School operations
- Curriculum implementation

Municipal leaders also make decisions that shape our communities and impact our daily lives. These decisions include roads, water and sewage, garbage removal, police and fire protection, social services, and parks and recreation.

The growing emphasis on schools as “community hubs” means the relationship between municipal governments and school boards will become even more important and affect how schools are run, money is spent and programs are staffed.

Local elections also serve as a stepping stone for provincial politics. They can:

1. Provide an opportunity to raise awareness about education and other issues
2. Engage members
3. Builds coalitions with other labour, education, and community allies

Many municipal, provincial and federal politicians began their political careers as public school board trustees.

OSSTF/FEESO strongly supports local District and member involvement in the upcoming 2022 trustee and municipal elections. As education workers and community members, we all have a vital interest in the decisions made by these locally elected representatives. Our participation in this fall's elections can make an important difference in what our communities and publicly funded education look like in the future.

Regional CLC training sessions are a good way to learn the ropes and connect with other election activists.

2

BEGIN EARLY

It is never too early to start getting organized for the municipal and trustee elections. Remember that a well-run operation with strong candidates, effective outreach and clear issues is more likely to result in victory at the local level because there is a lower voter turnout and political parties are rarely involved.

But you can't wait until the last minute. Prepare the foundation for effective involvement in your District/Bargaining Unit by deciding on your strategy and goals, creating a campaign, and making a plan well ahead of time.

Take early steps to:

- Connect with your Election Organizer
- Re-energize your Political Action Committee
- Evaluate your resources and budget
- Talk with other education affiliates, labour and community groups
- Inform and engage your members
- Engage and train your local activists
- Identify and contact candidates

The coming months offer an important opportunity to meet with incumbents as well as aspiring candidates to find out their views and share ours. There is work to be done at Labour Councils and with community groups to build an understanding of education concerns and the importance of trustee elections. Local media can be an effective way to profile issues, as well as promote publicly funded education, for the voters.

Candidates need to start planning a campaign and building a network as soon as possible. In many communities, candidates have already announced their intentions while others are actively considering their options. New recruits will face an uphill battle if they aren't approached soon.

Nominations open: **May 1, 2022**

Nominations close: **August 19, 2022**
(2 p.m.)

3

CREATE A STRATEGIC PLAN

Your District/Bargaining Unit's goals and strategy for the municipal and trustee elections must be grounded in your local reality. What may be a reasonable goal in one District/Bargaining Unit may not be right for another.

Begin by deciding what you can realistically aim to achieve in your area this time:

- Identify your resources – Time, People, and Money
- Plan to engage small but effective teams to do work in your District or Bargaining Unit
- Assign responsibility: make it clear who is responsible for what by providing parameters for the actions
- Make sure you choose issues that resonate with voters
- Build on past actions and mobilization events that have worked with other elections
- Candidates – Vote, Volunteer and Donate



References

- Strengthen Public Education Platform (OSSTF/FEESO)
- Connect with your local Labour Council
- Connect with Local Community Organizations

1

ENGAGE MEMBERS

Our members can play a critical role in the outcome of local municipal and trustee elections both as voters and as campaign workers. The more members who get involved, the better our chances of reaching our goal.

OSSTF/FEESO member interest and involvement is not a given. To get attention, it is important to reach out early and often. Don't wait until there are only a few weeks before Election Day.

Your outreach plan should consider how to:

- Focus on what works with your District/Bargaining Unit
- Communicate with members about the upcoming elections
- Encourage Political Action Committee and activists to take the lead on meet and greet opportunities with candidates
- Identify and recruit OSSTF/FEESO members to work on supporting candidates
- Survey Candidates and publicize the information to members
- Encourage donations to progressive and education friendly candidates
- GOTV–get out the vote

Focus on what works with your District/Bargaining Unit.

Reach out to your Election Organizer to assist

Communicate with members about the upcoming elections.

- Social media posts
- Website posts
- Campaign graphic or logo
- Posters on federation bulletin boards
- Weekly member emails
- Federation events and meetings
- Meet people face-to-face, make phone calls, or visit worksites to speak to members
- Put the election on the agenda of all District and Bargaining Unit meetings

Identify and recruit OSSTF/FEESO members to work on supporting candidates.

- Members that helped in Provincial Elections
- Members active in local organizations, community groups, riding associations
- Power of personal networks – family, neighbours, friends, other colleagues
- Members active in Labour Council
- Encourage Political Action Committee and member activists to take the lead in meet and greet opportunities with candidates

Survey Candidates and publicize the information to members.

Put information in weekly member email, newsletter, Federation bulletin board, and/or website

Encourage donations to progressive and education friendly candidates.

- Organize worksite canvasses – all donations are help
- Arrange a social event. It could be a “meet and greet” at the District/ Bargaining Unit or worksite, or an informal get-together after work with refreshments and food

GOTV – get out the vote

- Make members aware of election day by social media, flyers/posters, website, weekly emails
- Election Day – get worksite representatives to talk too or contact members
- Avoid District/Bargaining unit meetins on Election Day. Also, work with your Board to ensure there are no after-school meetings or workshops on Election Day

On October 24, 2022 – ELECTION DAY

- Remind members about voting via email, phone calls, social media, all member email
- Get worksite reps to put up TODAY signs on Federation bulletin boards
- Set up car-polls to voting centres
- Organize an Election Day breakfast or after school/after voting event

2

DEVELOP PARTNERSHIPS

Your local campaign will be stronger if you work with others and build a network. Remember school board elections often do not have the profile of municipal elections. Voters are not always aware of the important role trustees play.

Effective partnerships will make it easier to get public attention for key issues, broaden voter support, and influence election results both for trustee and municipal candidates. Don't be afraid to reach out to new organizations and people, but start with natural allies such as:

- Education partners
- Labour Councils
- Community allies

Education Partners

Make connections with public education partners in your local area.

- Engagement with School Councils can be an important link to a large parent/guardian network
- Seek out community groups and/or public education activists
- Coordinate with other local education affiliates – look for common themes and candidates you can support

Labour Council

Organize with labour groups.

- Speak up at meetings – make sure other affiliates understand current public education issues
- Share OSSTF/FEESO public education platform
- Submit an article for other labour newsletter
- Identify issues of common concern, and look for situations where the municipal and school board campaigns intersect or candidates might run on a joint slate

It's not just about us.

- Share list of preferred candidates with allied groups
- Approach local service organizations for support
- Connect with other Districts in your geographic area

Community Allies

Civic, social justice, equity, service, social agencies, local coalitions, youth groups, and faith groups.

- Find out where your members are involved and work with members to distribute information through their networks
- Attend community events/meetings
- Gather and keep updated information on organizations in your region; think about social agencies, advocacy groups, local coalitions, youth groups, service organizations
- Create a priority list for outreach; start with groups that have a direct interest in education or social justice issues



Many groups will sponsor an all candidates debate or include speakers on community issues as part of their meeting agenda. Approach local service organizations, including the Lions and Rotary, as well as groups such as Community Living, Senior Citizens, Conservation/Heritage Associations, Youth Coalitions, or Parent Advocacy groups.

3

CONNECT WITH TRUSTEES

Recruiting good candidates is the first step to building a local board that is progressive, strong and caring. Maintaining connections with local Labour Councils can provide an avenue for identifying and recommending progressive candidates. But this is just the beginning. We also need to provide concrete support to help those candidates get elected. This means people, money and votes. It also involves raising the candidate's profile and support in the community and among our members.

The four years after Election Day are just as important. Continue to talk, meet and work with those elected. Follow what happens at board meetings. Be aware of what trustees are saying in the news media or at public events. And stay in touch with defeated candidates who are strong on education issues—it may be their turn next time.

We need to know what current and potential trustees are doing and they need to remain aware of our concerns and be well-informed about the issues.

Connecting with trustees means we need to:

- Identify candidates
- Provide support
- Raise public and member awareness

Reminder: Building relationships are essential and take time to establish. When one election is over, another one begins!

Identify candidates

Identify candidates who will stand for publicly funded education and public services.

- Look at viable incumbents and consider their level of involvement, views on public education and voting record
- Approach possible new candidates early – for example retired members, parents/guardians, social justice activists, community leaders
- Do your homework before making endorsement for a candidate

Provide support

- Volunteer for a candidate – canvass, phone calling, put up signs, pull the vote on Election Day
- Have members just talk to friends/neighbours/community members about candidates
- Social media – Post a link to candidate websites and provide contact information
- Donate money to the campaign
- Reminder: Vote, Volunteer and Donate

Raise public and member awareness

Inform members about education friendly and progressive candidates.

- Use newsletters, meetings, posters for Federation Boards, worksite visits and social media
- Hold a member event – townhall, social event for members to get to know the issues and candidates
- Work with community groups, other education locals and labour groups for an opportunity to host an event together
- Reach out to allies - local education affiliates, community organizations, labour allies, youth organizations

Endorsements can play an important role in some communities. It can clearly identify to members and others which candidates have OSSTF/FEESO support. Please see your Election Organizer for support with the matter of endorsements.

4

DISCUSS THE ISSUES

Elections are also about issues. The municipal and school board campaign is a good time to raise awareness of education concerns among members and the voting public. In developing your campaign plan, look at ways to:

- Draw attention to local education issues
- Link education to community interests
- Establish a provincial perspective
- Build for the future

Draw attention to local education issues

People care about what is happening to them, their families and their communities. You will have the best chance of getting attention for school board elections and your candidates if you are able to identify and draw attention to local issues that matter to our members, parents and local residents. Some suggestions for issues that may be relevant in your area:

- Effects of the provincial funding formula, including cuts to school options, facilities and support services
- Proposed school closures
- Creating safer, healthier and accessible schools
- Mental health and well-being
- Violence in schools
- EQAO testing and its effects on students and different communities
- Concerns over student busing, school cafeterias, or other services
- Equity policies addressing racism and oppression
- In-person learning and smaller class sizes
- Corporate branding/privatization
- Reach out to allies – local education affiliates, community organizations, labour allies, youth organizations

See the Strengthen Public Education platform
www.osstf.on.ca/public-education/it-s-for-everyone.aspx

Link education to community interests

You don't have to be an education worker or a parent to realize that education and schools are significant public assets and play an important role in defining communities. Engage a wider audience by showing how education is linked to other community issues and goals.

- **Look for the hook.** Economic crisis? Poverty? Arts and culture? Recreational facilities? Health? You name it, there's a connection to be made with education.
- **Communities come in many forms.** Communities are not just names or legal entities. Geography, neighbourhood affinity, cultural/ethnic background, social identity, and language are just a few of the ways to identify "community" and create a sense of collective interest. Schools can act as community hubs.
- **Highlight the positives.** Speak up about what is going well, not just about what is wrong. Our goal is to build, not undermine confidence in publicly funded education. Education Week provides a good starting point before the campaign really gets rolling.
- **Work with others.** Seek out education, community and labour allies to build a united trustee and municipal campaign where possible.

Build for the future

Keep in mind that the future of publicly funded education depends on maintaining a strong public consensus that education is not only worthwhile but also worth paying for.

Political change is similar. Both take time and consistent effort to shift the policies of communities, political parties, and elected officials. The goal is to keep education on the priority list, and win seats for progressive representatives. The ongoing work we do with government and the public between elections, as well as the relationships we build, is just as important to achieving this as our work in the campaigns themselves.

We already know the dates for municipal/trustee elections well into the future. Let's build our political action strategies with this four-year timeline in mind.

Some common themes that link education to community interests include:

- Opportunities for local youth
- Public access to facilities and programs
- Community identity and values
- Availability of services
- Economic protection and development
- Social equality and justice
- Safer and healthier neighbourhoods

THINK STRATEGICALLY—FACTORS TO CONSIDER

Each of OSSTF/FEESO's thirty-seven (37) Districts faces different challenges. It is important to develop goals that fit local circumstances and will help move your situation forward. Some factors to consider in determining your goals are:

Nature of district

- How big is the district?
- Which areas/communities offer the best opportunities to elect progressive candidates?
- What is the nature of the community?

Number and size of school boards and municipalities involved

- How many school boards does your district cover?
- Where/how does the school board overlap with municipal boundaries/positions?
- What opportunities exist to link school board and municipal campaigns?

Where members live and work

- How many members live and vote where they work?
- How easy is it for members to travel to/reach out to local school communities?

History of involvement in municipal/trustee elections

- Has your district been involved in municipal/trustee elections in the past? How? How much?
- How engaged have members been? How can you build on that?
- Will members listen to OSSTF/FEESO views on candidates? What is the best method to reach them?

Potential local allies, including Labour Council, education partners and community allies

- Is there a history of working with other allies in labour, community or education?
- How can these relationships be improved?
- What new possibilities are there?

Local issues

- Are there important local issues that will motivate members? Voters?
- What openings exist to raise awareness of these issues? Media? Meetings? Community groups?

Current school board/composition and record

- Who is on the school board and what is their record?
- Are current progressive trustees likely to keep their positions or do they need extra support?
- What openings for change exist? Who is not running again? Who can be defeated?
- Are there particular trustees who can/should be targeted?

Financial/human resources

- What resources do you have to support your campaign objectives/plan?
- What resources can you draw on from allies?



ELECTION AWARENESS SAMPLE POSTER/FLYER

MUNICIPAL AND TRUSTEE ELECTIONS **2022**

October 24

Advance Polls will be

[provide information here]

Wards/Constituencies in
our District are: *[list here]*

For information about supporting a
candidate's campaign, please contact:
[provide PAC contact info here]

Join our District for a *[Wine and Cheese, etc.]*
Campaign Kick-off! *[date/time/location]*



OFFER CHOICES TO MEMBERS

Some will prefer to work in their local school or community. Others will make a decision based on how much time is involved or their level of comfort. The following chart is one way to present options and it can be readily adapted for local use.

BY TIME	BY LOCATION
<p>Five minutes or less</p> <ul style="list-style-type: none"> ■ Write a personal cheque ■ Put up posters on OSSTF/FEESO bulletin board ■ Put on district election button/sticker to wear ■ Call candidate's campaign to ask for a sign 	<p>Home</p> <ul style="list-style-type: none"> ■ Talk with family and friends ■ Email family and friends ■ Take a sign
<p>Thirty minutes or less</p> <ul style="list-style-type: none"> ■ Send an email to colleagues, family or friends asking them to support Candidate X ■ Phone 5 members/voters to tell them about Candidate X ■ Stuff and stamp envelopes ■ Photocopy materials ■ Write a letter to the editor ■ Speak at a worksite meeting asking for support/donations ■ Talk with others in the staff/lunch room ■ Put OSSTF/FEESO materials in worksite mailboxes ■ Call president of local club to ask for speaking time and/or support ■ Read summary of candidate positions provided by District 	<p>Worksite</p> <ul style="list-style-type: none"> ■ Provide information on election day/poll locations/list of candidates ■ Canvass worksite members for donations/support for preferred candidates ■ Organize group to canvass for candidate/follow up social event ■ Hold worksite breakfast/after school meeting on election campaign ■ Invite candidate(s) to speak to members/community meeting/assembly ■ Put up posters/distribute campaign information and newsletters to raise member awareness ■ Arrange carpool for election day voting ■ Speak with members in staff/lunch room on informal basis
<p>Two hours or less</p> <ul style="list-style-type: none"> ■ Attend local all-candidates meeting ■ Ask question at all-candidates meeting ■ Hand out materials/introduce candidate as people go into local event ■ Join or organize one (1) District phone or door-to-door canvass for candidate ■ Volunteer to set up chairs/meeting room 	<p>Community</p> <ul style="list-style-type: none"> ■ Attend all-candidates meeting ■ Invite candidate to community/meetings of organization you belong to ■ Cover candidate events for local media ■ Speak at Labour Council, parent and other meetings about ideas/issues in OSSTF/FEESO education platform Public Education: It's For Everyone
<p>Variable</p> <ul style="list-style-type: none"> ■ Canvassing ■ Writing ■ Website ■ Research ■ Co-ordinating ■ Organizing events ■ Social Media Post 	<p>District/Candidate Campaign</p> <ul style="list-style-type: none"> ■ Join OSSTF/FEESO Political Action Committee/Election Planning Committee ■ Volunteer on candidate's campaign ■ Support the District's plan to reach members and get out the vote by helping with campaign events, communication strategy, and contact with members

SAMPLE SIGN-UP SHEET FOR CAMPAIGN INVOLVEMENT

OSSTF/FEESO [*Insert District/Bargaining Unit name*] INVITES YOU to get involved with the Municipal Election Campaign

Please indicate which of the following would be of interest to you—an estimated time commitment is indicated:

- Share a message over social media (less than 1 min online)
- Display a sign on my lawn (5 min to order online)
- Make a donation to a candidate's campaign (5 min to donate online)
- Write a Letter to the Editor (15 min + 5 min to submit)
- Write an article for [District/Bargaining Unit Newsletter] (20 min +)
- Deliver OSSTF/FEESO election awareness materials in my school/workplace (20 min +)
- Deliver pamphlets/signs/campaign materials in my community (60 min +)
- Attend a single event, e.g. meet and greet social (60 min +)
- Ask a question at an all-candidates' meeting (60 min +)
- Stuff envelopes (great way to involve the kids) (open)
- Canvass (door-to-door or by phone) (open)
- Organize an E-Day social event (open)
- Participate in the District/Bargaining Unit Political Action Committee (# meetings)
- Talk with friends, family and neighbours about the election and/or candidate (any chance you get!)
- Attend Labour Council Strong Communities Together Workshop (60 min)
- Other: _____

Provide contact information so we can follow-up with more information:

Name: _____

School/Worksite: _____

Home address: _____

Telephone: _____ Email: _____

Submit this form electronically at [*provide District web or email address*], or as a hard copy to your Branch/Workplace PAC representative [*insert name*]

Want more information???
Call [*provide District/Bargaining Unit/PAC chair name & contact info*]

CANDIDATE EVALUATION RESOURCES

ELIGIBILITY AND CRITERIA

Eligibility a candidate for a school board must, upon nomination, be a qualified municipal elector and fulfill all of the following requirements:

- a resident within the jurisdiction of the board;
- a supporter of the board;
- a Canadian citizen;
- at least 18 years old;
- Roman Catholic (if running for a separate school board);
- not legally prohibited from voting; and
- not disqualified by any legislation from holding school board office.

General criteria a trustee candidate should:

- be aware of the duties of a trustee under the Education Act;
- be dedicated to the concept of quality publicly funded education;
- be sensitive to the educational needs of students and community;
- be aware of key issues affecting education; for example, educational funding, curricular reform;
- be willing/able to make the commitment needed to contribute effectively to board meetings/committee work; and
- be ready to work with parents, teachers and education workers in the best interests of publicly funded education.

Issues a suitable candidate is one who will maintain a focus which is progressive, caring and responsive.

Those whom we should look at closely:

- people with an open-minded approach to educational issues;
- candidates who reflect the needs and make-up of the community;
- people who have a commitment to community/education needs, including parent leaders;
- community residents dedicated to lifelong learning and publicly funded education;
- union or labour oriented individuals;
- persons with a record of progressive involvement in community or social justice causes;
- members of volunteer organizations, community groups, or political parties; and
- OSSTF/FEESO retirees, or those about to retire, who are committed to quality publicly funded education.

CANDIDATE EVALUATION RESOURCES

Those whom we should avoid:

- indiscriminate tax cutters;
- people who want simplistic, expedient, quick solutions;
- anti-labour individuals;
- upwardly mobile politicians;
- people who will try to follow the cheapest route to gain support;
- people with a negative focus;
- incumbents who have demonstrated poor performance or attitude;
- one-issue candidates; and
- individuals who openly support contracting-out/ privatization/charter schools/merit pay.

The Municipal Elections Guide 2022 is available on the Ontario government website at www.ontario.ca/page/municipal-elections

SAMPLE QUESTIONS FOR TRUSTEE CANDIDATES

Choose/adapt questions from each category as applicable in your district/school board. Aim for a full picture of where a candidate stands, but don't go overboard. Very lengthy questionnaires requesting a lot of detail are less likely to get a response.

General

- What do you believe is the value and importance of publicly funded education in Ontario?
- What strategies would you use to ensure publicly funded education remains a priority?
- What do you think are the key characteristics/components of high quality education?
- If elected as school trustee, identify your top three priorities and explain their importance.
- Do you see yourself primarily responsible to the community/electorate or the school board?
- What would you do if you believed the provincial government's policies and actions were negatively affecting education in your community?
- What role do you see for school councils and/or parents in the education of children?

- What role do you see for school councils and/or parents in the education of children?
- Our current system of public funding for public and Catholic schools in Ontario has been criticized as expensive to operate and biased toward the one religion. What is your view on the current model of education funding in Ontario?
- Do you support the school board paying a living wage to all employees?
- Do you support the school board adopting procurement policies that respect prevailing wages for infrastructure?
- Do you support any new buildings of the board being subject to community benefits agreements?

Funding

- What impact has the provincial Funding Formula and government control of education funding and initiatives had for education in your area? The following are some areas to consider:
 - Closures
 - Maintenance
 - Early Learning Program
 - Staffing levels
 - Transportation
 - Programs and services

Candidate Evaluation Resources

- What programs and services would you be prepared to stop delivering in order to operate within the Funding Formula?
- What are your views on fundraising/partnerships/corporate branding as a way to meet the needs of the students in your board?
- Do you support the purchase of Canadian, union-made products and services?
- How do you propose to address pay equity/employment equity issues?

Programs and Services

- What kinds of support staff and programs do you feel are essential to meet the needs of children with special needs? What steps would you take to ensure these supports are provided?
- What are your views regarding:
 - School libraries
 - Safe school policies/programs
 - Safe workplaces
 - Arts/physical education
 - Technical studies
 - Standardized testing/EQAO
 - Credit recovery/Student Success initiatives
 - At-risk students
 - Professional development opportunities
 - Student achievement/graduation rates
 - Adult education programs/ESL
 - Early learning and care
 - Mental health supports
 - In person learning
 - Smaller classes
 - Support for specialized, culturally-appropriate programming for all students
 - Addressing and confronting Anti-Black racism and Anti-Indigenous racism and other forms of oppression
 - De-streaming
 - Early learning and care
 - Add local issue

Be sure to add questions related to current issues in your district/school board. These may include specific questions tied to local education or community issues, including school closures, equity concerns, school cafeterias/food services, busing/bus passes, violence/safe schools, bullying, schools as community hubs, fundraising, corporate partnerships/P3 models, and early learning/full day kindergarten.

You may include a difficult or sensitive hypothetical question such as, “How would you act in response to a work-to-rule or strike?”

Education Workers

- What does the “educational team” mean to you?
- What steps are you prepared to take to promote/ensure adequate levels of teaching and support staff?
- Would you support contracting-out/privatization of services?
- What relationship do you want with employees/their unions?

TEMPLATE FOR CANDIDATE EVALUATION

Use this outline to help you evaluate whether a candidate could win. Modify as needed since not all the information may be applicable in your area.

Name of Candidate: _____

Last election results and comments:

Changes: Consider demographics/candidates etc. which could affect the relevance of the last election's results.

Current local issues which may affect the candidate's chances of success:

Summary: Consider platform, name recognition, speaking ability, drive, experience, degree of support and OSSTF/FEESO contacts with candidate.

STRENGTHS	WEAKNESSES

Conclusion:

Name of person completing this form: _____ Position: _____



