



Special points of interest:

- Learn about how to review a presentation for our next newsletter on page 9
- Alberta Bound—what is it really like living and working in Alberta for an ESL teacher? Find out on page 3
- Learn about excellent volunteer opportunities in Hamilton on pages 2 and 6

We are looking for articles for our next newsletter.

The deadline is Friday, May 22, 2009. Send your submissions to the [newsletter editor](#).

- Write a review of the upcoming conference
- Write a review of good resources
- Share your experiences teaching and learning in your location
- What did your site do for Valentine's Day/ International Women's Day/ Victoria Day /

3rd Annual LINC / TESL Conference

We are very excited to present to you our 3rd annual LINC / TESL Hamilton-Wentworth Conference. The TESL Hamilton-Wentworth Committee, SISO and the Brant-Haldimand-Norfolk Catholic District School Board have joined together to seek out a variety of speakers and presents for LINC teachers, ESL teachers, childminders, elementary and secondary school teachers, and college and university professors. We

have read your comments and suggestions for improvement from our last conference,



Our theme this year is Peace and Diversity through ESL

and we feel confident that this year, it will be another success. We have extended our

guests to include community partners, local cultural vendors with beautiful crafts, publishers displays, refreshments and lunch (including vegetarian and gluten free food), belly dancing and Tai Chi sessions.

Registration is starting now. For the conference program and on-line registration, click [here](#). One fee includes [both](#) days.

We hope you enjoy it!

All Women. One Family Law Multi-Lingual Family Law Resource

Minister Responsible for Women's Issues Deb Matthews and Attorney General Chris Bentley with members of the Family Law Education for Women Management Committee. For Immediate Release December 10, 2008

All Women. One Family Law.

On December 10, 2008, International Human Rights Day, Family Law Education for Women (FLEW) will unveil a public education campaign called "All Women. One Family

Law" to ensure that Ontario women know their legal rights under Ontario family law. FLEW is a public legal education project funded by the Ontario government to develop materials that will inform women's decisions about

We all have a stake in the future and it's only through cooperation that we can achieve greatness.

President's Message

Once again, like the earth, we have come full circle. Another year has passed and we are heading into our annual conference. This year our conference promises to be bigger and better. Not an easy task considering how well our conference was received last year. Still your executive has been working very hard on improving it.

We have had a few new members join our committee recently and I would like to take this opportunity to publicly welcome Nina Devolder, Sandie Gregoire, and Kevin Short to our executive. I know that they will be great assets to our committee. As well, I

would like to invite others to join our committee so that there is greater representation from all the ESL/LINC educators, childminders, and administrators in the city.

Together we can make this the best place for newcomers and their families to be. With greater access to the resources available, their lives will enrich our multi-cultural city. And really isn't that why we do what we do? Helping others achieve their goals and making a difference is why we became educators, childminders, or administrators.

The theme for our conference this year is peace and diversity, and it is my hope that we have achieved this through the integration of the elementary and secondary panels, as well as, the childminders into our conference. We all have a stake in the future and it's only through cooperation that we can achieve greatness. Embracing our diversities, and appreciating each other's uniqueness allows us to further our cause. So please join me on February 13th and 14th for our conference as we celebrate our diversity.

Rick Born

Volunteer at SISO

Settlement and Integration Services Organization, SISO, is asking you to volunteer to assist newcomers to our community. Here are two ways you could help:

- Host Volunteers assist a newcomer or newcomer family by providing social support two hours a week. Gain new

friends and new cross cultural understanding while being a part of a newcomer's introduction to Canadian culture, language learning and assisting them in meeting new friends.

- Group Facilitators assist with groups where newcomer's come together to make friends and

practice their English language speaking skills in a supportive and safe environment. Crafts, cooking, teaching, multi-lingual or caring skills are all assets.

Please contact Susan Cheeseman , 905-667-7496

Alberta Bound! Read a letter from an ESL instructor who moved to Alberta—what is it really like?



Hi [friend]:

I'm sure you'll understand the nature of the new job from the length of time it takes me to get back to you. I hope things will change so that I can have some real time for myself.

I really miss Hamilton. Here I have no time for a proper bath, a proper meal, a proper rest.. It is a rush rush all the way. Not that I am complaining but life here is quite different.

You must travel long distances to get from place to place. It takes me between one and two hours to get from home to work and back again. On Saturdays and Sundays travel on public transport will take

much longer. So now I drive myself around and am arriving at work within 25 to 30 minutes. Compare this to 5 to 10 minutes in Hamilton. A leisurely walk to work in Hamilton takes me 25 minutes.

On the other hand, the staff with whom I work is amazing. Nothing that I expected. I was really apprehensive about how I would fit in but the folks are "colourless". I feel like I am amongst the family I create in my mind: caring, loving, concerned, sensitive, not waiting to be asked to help, ready to assist, to answer to my every beck and call: in two words, super supportive. Awesome, isn't it! Everyone including the four principals are supportive and caring not just with school matters but also with my personal affairs, especially my concerns with travel. The support is great.

The weather is of no great concern so far. In fact the snow and ice that is usual at this time of year is not yet showing up. I guess the Chinook is being gracious to everyone for my sake. This makes me happy especially that I need time to retrieve my winter stuff from Hamilton. I'm hoping to be able to drive down in December.

As for my salary, this is not a question that I am accustomed to being asked so it is somewhat awkward for me to give you a straight up answer.

However, if you were to go into the Calgary Board of Education website and pull up the salary grid you will find my exact salary under D11.

Take the best care of yourself. I am now preparing to be evaluated by the board to determine my suitability for the job. It is a busy time for me.

Thanks.

Jacinth

Here I have no time for a proper bath, a proper meal, a proper rest.. It is a rush rush all the way. Not that I am complaining but life here is quite different.

ESL Book Club at Central Library

The Hamilton Public Library, Central Location, is now hosting an advanced ESL book club. It is for people with reading CLB 6 and up.

The meetings are once a

month with pre-determined books.

- Make new friends.
- Learn more about Canada.
- Expand your English

vocabulary. Join us the third Wednesday of each month. Central Library, 7:00 - 8:30 p.m.

To register: Contact Debera 546-3200, extension 3406 or email ESLBook-club@hpl.ca

All Women. One Family Law continued



All Women. One Family Law.

A primary focus is reaching women who may be vulnerable and isolated due to recent immigration, language, disability, or other factors limiting access.

family law issues.

“Many women know nothing about their basic legal rights. Often, women begin their process through family court with no information about the relevant laws. The FLEW project means that these women will have access to accurate, easy to understand legal information and will be in a better position to make informed choices for themselves and their children”, said Lisa Cirillo, Legal and Project Coordinator of FLEW.

“The Family Law Education for Women campaign is unique in Ontario . It builds on Ontario ’s commitment to protect and support vulnerable women in our province” said Deb Matthews, Minister Responsible for Women’s Issues. “There is one family law for all Ontarians and women deserve to know their legal rights so they can fully benefit from the law and make informed decisions.”

A primary focus is reaching women who may be vulnerable and isolated due to recent immigration, language, disability, or other factors limiting access. The

campaign materials feature pictures of women which reflect the diversity of women and their experiences, but the text calls to mind that no matter what you look like, what you believe, where you live, how many children you have, your age or income, there is one family law for all women in Ontario .

The campaign includes posters, leaflets, legal information booklets and a website:
www.onefamilylaw.ca
 and
www.undroitdefamille.ca.

Plain language information booklets have been developed in 12 areas:

alternative dispute resolution, child protection, child support, criminal and family law, child custody and access, domestic contracts, family law arbitration, family law issues for immigrant, refugee and non-status women, finding help with your family law problem, how property is divided in family law, marriage and divorce, and spousal support. **The booklets are available in 11 lan-**

guages; English, French, Arabic, Chinese (Simplified and Traditional), Farsi, Somali, Spanish, Punjabi, Urdu and Tamil. They are also available in large print, Braille, audio CDs and DVDs in American Sign Language. Additional materials have been developed for Aboriginal women, Francophone women, Jewish women, Muslim women, Christian women and immigrant domestic caregivers.

“All Women. One Family Law.’ goes hand in hand with our efforts to reform family justice to better protect women and children. I applaud FLEW’s efforts to reach out to those who are particularly vulnerable to ensure they have access to the resources they need,” said Attorney General Chris Bentley.

The resource kits with materials, designed by the communications company Costa LeClerc Design Inc, will be distributed throughout Ontario in the coming weeks. They will be delivered to women’s shelters, community health care centres, newcomer information centres and

Continued on page 7

“It takes a village” to nurture and enhance Newcomers’ lives

By
 Veronica Dichoso, ISAP Coordinator, Immigrant Women’s Centre

I feel that it would do a significant injustice from my part to complete this statement – “it takes a village to raise a child” – that is, to use it as a reference to describe the work that needs to be done in the settlement, adaptation and integration of over 100,000 immigrants arriving in Canada every year.

Clearly, they are not children, (no pun intended) but adults of wisdom and talents. However, I would like to draw wisdom from this idiom popularized by an African proverb. Because:

An individual whose goal is to bring up a community to its highest potential,

People who profess they are fighters of justice and human rights –

A group who advocates for a fair and just nation –

A company who supports diversity and equality in the workplace;

An institution who believes in social/corporate responsibility –

and *any citizens* and residents who lives, walks, play, work in the “true, north strong and free” Canada

Must stand by those ideals, and therefore, **to act as “guardians” and “mentors”** to the immigrant population.

Working under ISAP (Immigrant Settlement and Adaptation Program), I have worked with several individuals and authorities in the community who have made newcomers start their lives in Canada, the warmest possible way – from the basic necessity of finding a house, the nearest grocery store, walk-in clinic to the rigorous process of obtaining identity documents, applying to OW (Ontario Works) and finding a job.

From this first-hand experience, I can see the **powerful network** and **“ecological unit”** that

made “culture shock” (term derived from Schumann’s Theory of Acculturation) almost impossible to see in a newcomer’s face.

It is because, when a newcomer feels welcomed, belong, included and empowered – their confidence level soars and self-expression is encouraged. Many of the LINC students, for example, have expressed that this is the place where they feel welcomed, more than any other places in the community. This is the place, in the LINC Class, where they feel they can make mistakes and not laughed at or made a mockery of. I commend the LINC Teachers and the administrators behind this program with whom the newcomers can relate to, and often times, newcomers thought of them as a long-lost family.

It is because, when a newcomer feels welcomed, belong, included and empowered – their confidence level soars and self-expression is encouraged.



Continued on next page



It is very satisfying to work with and help someone you like, who really wants to learn about these things

Each of us has *the power- the means - the time- the place-* right here, right now – to create an inclusive ecosystem for newcomers to Canada.

Making Connections

The teaching staff in the ESL Department at Mohawk College, where I work in the LINC Program, regularly receives bulletins from the departmental coordinator, Elizabeth Sadler. While information of a practical, administrative nature is the general focus of these bulletins, on occasion Elizabeth includes special announcements that she thinks will be of interest to us.

So it was in mid summer of this year that Elizabeth issued a series of bulletins that included an item announcing a new SISO mentoring program. SISO was seeking Canadian ESL teachers who would volunteer to be matched with teaching professionals, - new to Canada, who had taught ESL abroad. A minimum commitment of one hour per week for eight weeks was needed, and volunteers were being

recruited from all ESL teaching areas: elementary, secondary, adult, and post secondary academic. The program would assist these new teachers in learning about teaching English as a Second Language in Canada. Elizabeth also posted a flyer about the program on the bulletin board in the staff lunchroom.

One of my colleagues at Mohawk, Bruce Quinn, and I decided to volunteer as mentors. We contacted SISO and were emailed two MS Word documents. One of these was a questionnaire designed to facilitate the matches that would be made. We completed and returned these documents so that the matching process could begin.

SISO organized a meeting of volunteer mentors and the internationally trained teaching professionals in mid-August.

Personnel from SISO initially met with the mentors only, with the first order of business being clarification of the parameters of the TESL mentoring program. The specific goal of mentorship was not for these teachers from abroad to get a job teaching English at the end of the eight weeks. Rather it was to provide them with a range of practical information that they needed to have about working in the ESL field in Canada. In other words, the program would give them a foundation that would serve as a sound starting point should they decide to pursue ESL teaching opportunities here

Following a little further business of a formal administrative nature, the meeting was expanded to include the group of mentees (You won't find

Continued on page 7

"It takes a village", continued

As Hamilton become one of the popular destinations of immigrants, next to Montreal and Toronto – each of us needs to reach out more, give more, pay more attention and listen more to *their needs, their own stories,*

their survivals, their achievements, their heartaches. Only then can we truly fulfill our social responsibility as "mentors" and "guardians".

Each of us has *the power- the means - the time- the place-* right here, right now

– to create an inclusive ecosystem for newcomers to Canada.

"Remember there's no such thing as a small act of kindness. Every act creates a ripple with no logical end." – Scott Adams

Making Connections Continued



this word in a British dictionary; however, it is in the Merriam-Webster dictionary, with first usage dating from 1965. Main Entry: men-tee / Function: *noun* / Etymology: *mentor* + *-ee* / Date: 1965 : one who is being mentored; protégé) with whom we had been matched in advance. Both mentors and mentees personally introduced themselves to the group at large, giving a brief summary of their professional experience and background.

When the round table introductions began, the first person to speak was a woman from Syria who had not only taught ESL in Syria, Saudi Arabia, and Kuwait, but who also had impressive post-graduate academic qualifications from a U.K. university. While her background was very interesting, I was also attracted by her personality. She was outgoing and cheery: even from across the table, her eyes radiated smiles. However, it was from the kind of excited energy that she also radiated that I knew that she would be a good match for me. When she finished speaking, even before any other introductions were made, I was fervently hoping that I would be matched with her.

So it was to be! Her name was Marwa. After the

matches had been announced, we then met with our mentees individually to complete some paperwork that SISO required and to arrange a mutually convenient time and place for our meetings during the course of the eight week program. My co-worker, Bruce, had been matched with Marwa's husband, Mohammad.

Marwa and I had our first mentoring meeting the week after the general program meeting at SISO. Because I commute from outside of Hamilton, Marwa was happy to make hers and Mohammad's apartment the meeting base. For this first meeting, Bruce was also at the apartment to meet with Mohammad. So together, the four of us launched the mentorship in a general sort of way. At subsequent meetings that I had with Marwa, the focus shifted one-on-one to the particular needs and queries that she had about teaching ESL in Canada.

More than twelve weeks have now elapsed, but Marwa and I continue to meet. This is because for some time now our relationship has not been that of a mentor and a mentee: it has quickly evolved into a friendship. However, despite veering away from the mentoring relationship as defined by SISO, we have worked our way through the specified objectives of the program, albeit in a rather informal, natural fashion. We have been successful at identifying and exploring many practical considerations for teaching in the ESL field in Canada.

While the following list of things might seem very dry on paper, because mentoring is an interactive process, the experience itself is interesting. It is very satisfying to work with and help someone you like, who really wants to learn about these things. In addition, during our meetings there were many incidental opportunities for mutual exchange of information about our respective cultures. Even though Marwa and her husband had been living in Canada for about seven months and had also lived for a few years in the U.K. so that they knew many things in general about an English speaking culture, like all newcomers she had many queries and I had many opportunities to share information about Canadian culture, or about Hamilton, in particular. In early October, I was asked, for example, if Canadians exchanged gifts at Thanksgiving which is not celebrated in the U.K. On a more personal level, there were also shared accounts of life experiences

In our first few meetings about teaching English as a Second Language in Canada, we discussed:

- the Canadian Language Benchmarks, the CLB handbook (I loaned Marwa my hard copy for some weeks), and the CLB website
- the different kinds of ESL teaching environments (public school board system, private schools, LINC, post sec-

Continued on page 9



“In addition, I have benefited from a great deal of intercultural communication that I know makes me a better teacher”

Making Connections Continued

- secondary academic, and private tutoring)
 - the differing professional requirements for these environments
 - the professional bodies, TESL Ontario and TESL Canada, the certification processes, and certification training opportunities
 - professional development opportunities, including the TESL Ontario and TESL Hamilton-Wentworth conferences
 - current TESL job opportunities in Canada
 - how job opportunities vary across the country depending on immigration patterns and concentrations
 - job opportunities in Hamilton, the Golden Horseshoe and GTA areas in particular, and a general overview of where ESL programs are offered
 - how jobs are funded
 - TESL part time vs. full time; permanent vs. contract; job security
 - how teaching resources at specific delivery sites or institutions can vary
 - how teachers' expectations of the students will vary depending on the site or institution, as well as how students' expectations will vary
 - commuting, in particular in the winter, and even including the GO train system and GO train parking
- In subsequent meetings, Marwa and I moved on to Canadian job search culture, covering information about the following:
- finding job postings; how to find jobs or make contacts in the field for jobs that are not posted; the importance of application deadline; things that you should or should not do when making an application for a posted position, such as following exactly the instructions for submitting an application; following up with a phone call or an email; not phoning if an ad specifically requests that you do not do so etc.
 - networking: what it is and its importance
 - the purpose of a cover letter and the key points that it should include
 - the value in modifying and tailoring your standard résumé to better match the advertised requirements for a TESL position in a particular setting
 - volunteer experience as a means of amplifying one's Canadian experience in one's résumé, and how volunteerism is valued in Canadian society

We spent less time on job search issues as our meetings continued, and rather more on Canadian workplace culture. The focus on workplace culture naturally came about after Marwa was successful in getting temporary part-time work as an ESL supply teacher at St. Joseph's Immigrant Women's Centre, work that continues at this moment. Marwa also volunteers at St. Joseph's in the afternoons.

During the past three months, in addition to mentoring Marwa about teaching ESL and working in Canada, I have also had opportunities to share some of my personal teaching experiences, past and present, with her. In October I was also pleased to bring her as my guest to the TESL Hamilton-Wentworth Annual General Meeting. Here she had an opportunity to

When “Beyond my expectations” is the right answer:

What to look for in a good Presentation/ Workshop Vikki Cecchetto

For the majority of attendees, a conference or workshop allows them to gather new information, to find new ways of doing something, or to discover new insights into an issue. This is usually done through an oral presentation or a workshop with set time limits. One of the problems is that no one knows beforehand which presentation or workshop will actually turn out to be effective and which not. This is because we, as attendees, have to select a presentation/ workshop based on the brief written description found in the program – a description that is usually limited to 25 – 50 words (100 words if we are lucky!) which have to be informative enough to give an adequate indication of the topic of the presentation but at the same time “catchy” enough to grab our attention. The result is that sometimes the presentation/ workshop that we select based on that description does not meet our expectations.

What makes a particular presentation or workshop stand out? We have all attended presentations that really energized us but we have also been at ones that left us wondering what we were doing there. How can we evaluate a presentation/ workshop objectively?

Most professionals would agree that there are four elements to an effective presentation/workshop: content and organization of material, delivery, creativity and use of technology, and length. Let us look at each of these elements in detail.

CONTENT AND ORGANIZATION OF MATERIAL

Is the information/ viewpoint/ method being presented original? Was the description/ abstract a faithful representation of the content of the presentation?

Is the content accurate, detailed and interesting? Is there demonstrated knowledge and understanding of previous work in the field?

Has there been an effective introduction to the topic? Are the main points/ the thesis of the presentation clearly expressed? Have specific and appropriate examples been provided?

Have there been good flow/ transition and development from one point to the next? Has there been a logical presentation of the material/ workshop? Is the content appropriate for the audience?

Is the conclusion clearly stated?

DELIVERY

Does the speaker appear poised and confident? Does

the speaker have good eye contact with the audience? Does the speaker appear “professional”?

Was the language used appropriate for the audience and content? Was the speaker aware of the knowledge level/ education level / age level of the audience? Was the speaker aware of the ethnic make up of the audience and was language tailored accordingly?

Was the presentation “well-practiced” or did the speaker read the whole thing or was the whole presentation an “impromptu” one?

Does the speaker speak clearly and loudly? Is the speaker enthusiastic and engaging?

Was the speaker able to field questions on the material presented?

CREATIVITY AND USE OF TECHNOLOGY

Has the speaker used effective strategies and/ or props to engage the audience?

Has the material/ workshop been presented in a very original way?

Is it appropriate

One of the problems is that no one knows beforehand which presentation or workshop will actually turn out to be effective and which not.





“Beyond my expectations” continued

for the audience?

Has the presenter used slides, photographs, blackboards, handouts, humour, or concrete items to clarify or enhance the ideas presented? Was the multimedia material used appropriate for the context?

If a PowerPoint Presentation was used, was the design and layout pleasant and effective? Was the print clearly visible? Was there too much or too little information on each slide?

Were there any spelling or grammatical errors in the material used or handed out?

LENGTH

Has the presenter kept to the time limit? Were the most important aspects of the presentation given the time they deserved? Or were they rushed?

Was the time used effectively or were parts of the presentation rushed/ dragging?

Did the presenter go off on tangents?

There are many scales that can be used to evaluate a presentation or workshop, but the easiest I have found is the following 3 point scale: 1) Did not meet my expectations (based on the description given of the presentation); 2) Met my expectations; 3) Exceeded my expectations. We can therefore create a template for the evaluation of presentations:

	Did not meet my expectations	Met my expectations	Exceeded my expectations
CONTENT AND ORGANIZATION OF MATERIAL			
DELIVERY			
CREATIVITY AND USE OF TECHNOLOGY			
LENGTH			
OVERALL IMPRESSION OF PRESENTATION/ WORKSHOP			

“Beyond my expectations” continued

Speech is one of the three fundamental communication modes and the ability to communicate through effective speaking is an important language skill. A good oral presentation/ workshop will engage the audience and motivate them to listen to what the speaker is saying. Information, experiences, and new methodology can then be passed on to others. A “good” conference is usually measured by the number of effective presentations/ workshops were available to the attendees. Hopefully all your future conferences will be “good” ones!

All Women. One Family Law continued

language classes, family resource centres, legal aid offices and clinics, friendship centres and many more community agencies. The next phase of the campaign will roll out over the next few months and includes ads, public service announcements for radio, out of home ads on benches and bill-

boards.

All Women. One Family Law materials can also be ordered or downloaded and printed on the campaign website:
www.onefamilylaw.ca or
www.undroitdefamille.ca

Contacts:

Raine Liliefeldt, Communications Manager 416-961-8101 ext.326 /Cell 416-660-9483

Lisa Cirillo, Manager FLEW 416-961-8101 ext.302



Making Connections Continued

get a sense of ongoing development opportunities that are afforded by membership in a professional teaching organization. There was also the pleasure of introducing her to some of my teaching colleagues from Mohawk College, who were very interested to meet and talk with her both as person and as a teaching profes-

sional.

The mentoring experience has been a worthwhile experience for both Marwa and I. In addition, I have benefited from a great deal of intercultural communication that I know makes me a better teacher. But best of all, I have a new friend.

Should you be interested in volunteering as a mentor, contact Victor Stanford at SISO (905-667-7481, Ext. 324 / vstanford@sisohamilton.org). I know that he will be very happy to hear from you!

Jane Embleton
 LINC Program
 Mohawk College

Join us for the 3rd annual LINC / TESL Hamilton Wentworth Conference!

Peace & Diversity through ESL

2 Day Conference

February 13 & 14, 2009

Hamilton Convention Centre
1 Summers Lane



Community partners on site!

Cultural vendors with beautiful crafts!

Publishers Display!

Refreshments and lunch – FREE!!! (includes vegetarian and gluten free lunches)

Belly Dancing and Tai Chi Sessions!

Networking with Friends!

And much, much more!!!

Click [here](http://sisohamilton.org/conference.htm) (<http://sisohamilton.org/conference.htm>)
for the conference program and on-line registration form.

This conference was made possible through funding from:



Citizenship and
Immigration Canada

Citoyenneté et
Immigration Canada



Ontario

And through a partnership between:



HAMILTON-WENTWORTH
Teachers of English as a Second Language
www.teslhw.org

