



NSTU attends NS Federation of Labour convention as official members

For the first time in its history, two NSTU members have been elected to the Executive Council of the Nova Scotia Federation of Labour (NSFL).

NSTU president Liette Doucet and Community College provincial executive member Damian Hall were elected as Vice-Presidents (general), on the recommendation of NSTU delegates attending the convention, held November 5 to 8. Provincial executive member Colleen Scott (Digby-Shelburne-Yarmouth) and Drew Moore (Colchester-East Hants Local) were also elected as alternates.



At last May's NSTU Provincial Council meeting, members voted 77 per cent in favour of joining the NSFL.

"Our public school members will always be grateful for the support we received from the federation as we fought to protect our collective rights and against the imposition of Bill 75," says Doucet. "The federation stood with us in our time of need, and now it is our turn to stand with them."

Both Hall and Doucet say joining the NSFL will help strengthen the collective voice of NSTU members.

"Given the current political climate, unions need to stand together in Nova Scotia," says Hall. "Joining the federation will allow us a chance to collaborate and communicate more effectively in pursuit of our common goals."

Over 260 delegates representing almost 100,000 union members attended this year's conference – the 49th in the NSFL's history. Danny Cavanagh was acclaimed as NSFL president for his second consecutive term. Delegates decided to allow the NSFL to pursue a "vigorous" campaign to promote a \$15 provincial minimum wage and pledged their commitment to work for progress on several key social justice issues. The NSFL also signed a solidarity pact with the Atlantic Canada's other three labour federations bringing together more than 195,000 workers.

President Danny Cavanagh who welcomed the NSTU to the NSFL says the labour movement is

gaining momentum in the face of anti-union legislation imposed by the McNeil government.

"It's exciting to build our union clout in the province and to put forward an action plan to get the kind of province we want," he says.

Drew Moore says it's exciting to be part of an organization that represents such a broad range of workers and is dedicated to creating a better province.

"Something that stood out for many of us was that being in a room with shipbuilders, nurses, freelancers, and postal carriers, among many others from a range of occupations, we had a sense of solidarity with many Nova Scotians that we do not ordinarily get to interact with in such a way," he says. "There was a real sense of building coalition, not only between the people represented at the convention, but even more broadly, as we discussed ways to work for a better, fairer province for all Nova Scotians."



NSTU releases position paper on Early Childhood Education and Nova Scotia's pre-primary program

At its October meeting, the NSTU provincial executive approved a position paper on early childhood education and Nova Scotia's pre-primary program (<http://bit.ly/2jjiYRy>). It examines Nova Scotia's approach towards pre-primary in recent years, draws on research such as UNICEF's Benchmarks for Early Childhood Services in OECD countries, and compares Nova Scotia's model to what's being provided in other jurisdictions, most notably Ontario.

"Nova Scotia's pre-primary program should be a component of an equitable, universal, inclusive, accessible and high quality public education system," says NSTU president Liette Doucet. "We recognize that well-designed early childhood education programs create a strong foundation for growth and development throughout a student's education."

The paper highlights the fact that while the Premier has promoted the success of Ontario's public kindergarten program to justify the introduction of pre-primary, Nova Scotia is not copying the same model. Unlike Ontario, Nova Scotia's program is: not universal, does not provide full-day programming, does not have a teacher in each class, does not have a completed curriculum, and is not administered on-site by the school principal.

"Ultimately teachers want the absolute best for students and their families, and from what we have seen

to this point, Nova Scotia's pre-primary program has raised more questions than answers." Doucet says she's heard concerns about the rushed introduction of the province's pre-primary, the lack of proper consultation throughout its implementation, and its impact on the already limited resources available in Nova Scotia's public education system.

Teachers and administrators are generally frustrated

with the launch of this initiative, and are questioning if it meets the goals of the public school program," continues Doucet. "When students lose access to a valuable learning hub, like their school library, to make room for a pre-primary class it impacts the overall learning environment."

Currently the NSTU is carefully monitoring the situation and surveying administrators in the schools where the program is operational. She hopes government is "prepared to make major adjustments" before any expansion occurs.

Holiday Hours

Nova Scotia Teachers Union

Closes at noon, December 22, 2017 & Reopens January 3, 2018

Johnson Inc.

Closed Monday, December 25, Tuesday, December 26, and Wednesday, December 27, 2017

Open Thursday, December 28 and Friday, December 29, 2017 – regular hours

Reopens Tuesday, January 2, 2018



people

NSTU hires in-house legal counsel

The NSTU welcomes Leah Kucher as NSTU's In-House Legal Counsel effective October 30, 2017. This is a newly created position for the NSTU. A graduate of McGill Law School with an LL.B. (degree in common law), and a BCL (degree in civil law), she was an Associate at a major law firm in Halifax with a practice focusing on labour, employment and education law. In her new role with the NSTU, she will be providing legal advice to the NSTU executive director and executive staff on behalf of members. Kucher was the recipient of the Allen Ash Memorial Award for highest standing in business law (McGill), and also worked on a publication with former Supreme Court Justice, the Honourable Claire L'Heureux-Dubé. She graduated from Dalhousie University with a BA (First Class Honours) in History and International Development Studies, and was awarded the Dalhousie Development Award. Kucher was the recipient of Dalhousie's President's Award for academics, athletics, leadership and community service in 2005-06. She was the Captain of the Dalhousie women's soccer and hockey teams and represented Canada at the World University Games. She is a member of the Canadian Bar Association, the Nova Scotia Barristers' Society and the Canadian Association for the Practical Study of Law in Education.



Staff Secondment

The NSTU welcomes Paul Syme, who has been seconded to a term as an executive staff officer in professional development effective November 1 to December 12, 2017. Syme is a teacher with the Annapolis Valley Regional School Board and teaches art, design and multimedia at Horton High School and was an arts education consultant with the Board. He is also an adjunct professor with Acadia University's School of Education, and collaborated with Dr. Michael Corbett to innovate and deliver the province's first Master of Education in Curriculum Studies focusing on creativity. Among other duties, Syme is coordinating professional development and equity initiatives, Professional Associations, and the John Huntley Internship program. He has served as the chair of both NSTU's Professional Development and Public Affairs/Public Relations committees, and was a member of the Provincial Economic Welfare Committee. He has been active in his professional association, Art Teachers Association, having served as president, vice-president and conference chair. Syme holds a Bachelor of Arts, Specialized Honours Fine Art (BFA) from University of Guelph, a Baccalaureate of Education from the University of Ottawa, a Master of Arts in art education from the Nova Scotia College of Art and Design, and a Graduate Diploma in Curriculum Studies from Cape Breton University.



PA/PR Committee

Members of NSTU's Public Affairs/ Public Relations committee held their first meeting of the school year on October 13. This committee promotes the involvement of public affairs by encouraging NSTU members to actively engage in government affairs pertaining to education and examines and reviews NSTU public relations and communication programs.

Seated (l – r): Shari MacGillivray (Antigonish); committee chair Jaylene Chase (Lunenburg County); and Randy Lucas (Northside-Victoria). Standing: Luke Penney (Halifax County); provincial executive liaison Nancie de la Chevotière; Shane Goucher (Hants West); provincial executive liaison Wade Van Snick; and staff liaison Jim King.



THE teacher

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Return undeliverable Canadian addresses to:

3106 Joseph Howe Drive,
Halifax, N.S. B3L 4L7
Phone: 902-477-5621 Fax: 902-477-3517
Toll free: 1-800-565-6788
Email: theteacher@nstu.ca
Website: www.nstu.ca

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PD Committee

NSTU's Professional Development Committee met for its first meeting of the school year on October 13. Committee members met in advance of the annual conference, which was held on November 3 and 4. This committee supports and develops strategies and programs to promote professional development for NSTU members. It also meets to identify themes and topics for future issues of NSTU's professional magazine, AVISO.

Photo (l – r): Nathan Orman (Shelburne County); committee Chair Mai-Ling Storm (Lunenburg County); NSTU provincial executive liaison Angela Deagle; Stephanie George (Colchester-East Hants); and Keri Butler (Halifax City). Missing: Nicole d'Eon (Yarmouth); and Michael Carrigan (Cape Breton District).



Council to Invest In Attendance Support Workers

The Council to Improve Classroom Conditions is investing \$1.9 million over the next two years to implement 14 pilot projects aimed at improving student attendance across the province.

Funding will be used to hire 14 attendance support workers, assigned to families of schools, feeder schools, or individual schools within each school board. Each pilot project will be supported by a fund for attendance programming and supports, based on the needs of the students and schools being served.

"The attendance support worker will work with students, families, and schools to understand why students are missing time, and connect them with supports and services within the school, school board and community," said Jennifer Bruce, council member and teacher at E.B. Chandler Junior High in Amherst. "This pilot is also about sharing responsibility for improving attendance, so it is not left on the shoulders of teachers alone."

School boards will nominate schools to take part in the pilot projects, to be reviewed by the Department of Education and Early Childhood Development and the Nova Scotia Teachers Union. The pilot, which will run until June 2019, will begin as soon as staff are hired. The pilot will also be evaluated to inform plans to expand attendance support workers to more schools.

In addition to this funding, the 14-member Council has already invested \$9.3 million of its year-one funding of \$10 million to hire 139 new teachers, implement province-wide class caps in junior high and high school, and provide grants to schools with complex classroom needs.

The Attendance Support Worker Pilot Project supports and builds on the Student Attendance and Engagement Policy that was released and came into effect on Oct. 1.

The council will next meet on Dec. 4 to 6.



Council to Improve Classroom Conditions spokesperson Jennifer Bruce speaks to media following the announcement of the hiring attendance support workers.

Teachers Plus Credit Union Funds School Projects

Teachers *Plus* Credit Union recently provided funding to support school projects in eight different schools throughout Nova Scotia. Through its Corporate Social Responsibility Committee, the credit union offered grants of up to \$2,000 to support projects that were created by high school students and met the criteria established by Teachers *Plus* Credit Union. The criteria included that the project must benefit the entire school population and not just a specific group or sports team, and should enhance the social and environmental responsibility within the climate of the school. In this, its inaugural year, the CSR Committee of Teachers *Plus* Credit Union received 32 grant applications and approved eight for a total financial commitment of \$12,000. The winners included a wide array of projects in schools throughout Nova Scotia. Based on the outstanding response and quality of the projects submitted, Teachers *Plus* Credit Union will offer the grant program again next year. Teachers *Plus* Credit Union is a full service financial institution open to all, and supports many teachers, other NSTU members and teacher programs throughout the province of Nova Scotia. The award recipients are:

- Northeast Kings Education Centre – Creating Space: Teaching in Trauma Informed Classroom
- Baddeck Academy – Building Our Community Garden
- Cape Breton Highlands Education Centre – Beyond Benches
- St. Mary's Bay Academy – SMBA Trails
- Sackville High School – Hands On Clay Studio
- Park View Education Centre – PVEC Studio
- Cobequid Education Centre – A Picture Tells a Thousand Words

For further information call Teachers *Plus* Credit Union at 902-477-5664 or visit our website at www.teachersplus.ca.

Teachers Plus Credit Union Holiday Hours

December 22, 2017 --- 10 a.m. to 5 p.m.

December 25, 2017 --- Closed

December 26, 2017 --- Closed

December 27, 2017 --- 10 a.m. to 5 p.m.

December 28, 2017 --- 10 a.m. to 5 p.m.

December 29, 2017 --- 10 a.m. to 5 p.m.

January 1, 2018 --- Closed

January 2, 2018 --- 10 a.m. to 5 p.m.



from the nstu president



Strength through solidarity

I attended my first Nova Scotia Federation of Labour (NSFL) Convention along with 21 other NSTU delegates November 5 to 8. The experience was incredible as the feeling of solidarity over those four days was palpable. While it will surely take some time to learn our place within the Federation, it was clear over the course of Convention 2017 that we have many common concerns and ideas. Among the many resolutions passed by delegates, one related to the fight for a \$15 minimum wage, another to promoting the use of union goods and services. Others focused on supporting organizations committed to promoting and protecting the health, well-being, and rights of children—especially relating to child poverty. There were also resolutions encouraging the use of gender-neutral language, and contract language for workers experiencing intimate partner violence, continuing the fight against privatization, and supporting a national pharmacare program. To learn more, please visit the NSFL website at <http://nslabour.ca> and sign up for updates (you will have a chance to win an iPad), like them on Facebook and follow them on Twitter. Retired members are also encouraged to join the Nova Scotia Federation of Union Retirees (NSFUR).

This year continues to present many challenges for NSTU members. Community College and APSEA members are still in negotiations while public school members deal with the fallout of an imposed contract. Despite these challenges, we must persevere. We must continue to do the best with what we have to ensure our students are successful while reminding ourselves that, along with being responsive to our students' needs, we must also maintain balance in our own lives. You are important, you deserve to be healthy and happy and you must remember that it is not you who are failing your students, it's the system. This time of year can be particularly stressful. Please allow time to relax and to spend quality time with your loved ones over the holiday season. Continue to check in with your colleagues and encourage anyone having difficulties to contact NSTU's Member Assistance Program at 902-477-5621 or 1-800-565-6788.

As we approach the end of another calendar year, it is important that we recognize the positive changes that have taken place. We have officially filed our Challenge against Bill 75, we have joined forces with other labour unions against Bill 148, we have class caps at all levels, a new attendance policy that has been implemented (the jury is still out on this one), and we have the Commission on Inclusive Education in the process of studying inclusive education in Nova Scotia. I encourage you to fill out the Commission's survey <https://inclusiveedns.ca/take-survey/> and try and attend an upcoming consultation meeting being held in your area.

No matter what you are facing each day in your classrooms, your schools and sites, I am constantly and consistently impressed by the passion and strength of NSTU members. In the face of great adversity, you've continued to provide the highest quality education to your students. As I said before, we continue to face significant challenges as we head into a new year, but by sticking together and having each others' backs, I am hopeful we can regain what has been taken from us. Together we can do this.

C'est la solidarité qui fait notre force

Du 5 au 8 novembre, j'ai assisté à mon premier congrès de la Nova Scotia Federation of Labour (Fédération du travail de la Nouvelle-Écosse) en compagnie de 21 autres délégués du NSTU. Cela a été une expérience formidable car le sentiment de solidarité au cours de ces quatre jours était palpable. Bien que cela nous prendra sûrement du temps de trouver notre place au sein de la Fédération, il a été évident au cours du Congrès 2017 que nous avions beaucoup de préoccupations et d'idées communes. Parmi les nombreuses résolutions adoptées par les délégués, l'une portait sur la lutte en faveur d'un salaire minimum de 15 \$, une autre sur la promotion de l'utilisation des produits et des services syndicaux. D'autres encore mettaient l'accent sur le soutien aux organisations vouées à la promotion et à la protection de la santé, du bien-être et des droits des enfants, en particulier en liaison avec la pauvreté infantile. Il y avait aussi des résolutions encourageant l'emploi d'un langage non sexiste et d'un contrat de langage pour les travailleuses et travailleurs victimes de violence conjugale, la poursuite de la lutte contre la privatisation et le soutien à un régime national d'assurance-médicaments. Pour en savoir plus, visitez le site Web de la Fédération à <http://nslabour.ca> et inscrivez-vous pour recevoir les mises à jour (vous courrez la chance de gagner un iPad), aimez la Fédération sur Facebook et suivez-la sur Twitter. Les membres retraités sont également encouragés à se joindre à la Nova Scotia Federation of Union Retirees (Fédération des syndicalistes retraités de la Nouvelle-Écosse).

Cette année continue de présenter de nombreux défis pour les membres du NSTU. Les membres du Collège communautaire et de la CESPA sont toujours en négociation tandis que les membres des écoles publiques sont confrontés aux retombées d'une convention imposée. Malgré ces défis, nous devons persévérer. Nous devons continuer à faire de notre mieux avec les moyens à notre disposition pour assurer la réussite de nos élèves tout en n'oubliant pas que, en plus de répondre aux besoins de nos élèves, nous devons également maintenir un équilibre dans notre propre vie. Vous en valez hautement la peine, vous méritez d'être en bonne santé et d'être heureux et vous devez vous rappeler que ce n'est pas vous qui manquez à vos engagements envers vos élèves, c'est le système. Cette période de l'année peut être particulièrement stressante. Veuillez prendre le temps de vous détendre et de passer des bons moments avec vos proches durant la saison des fêtes. Continuez à communiquer avec vos collègues et encouragez toute personne confrontée à des difficultés à communiquer avec le Programme d'assistance aux membres du NSTU au 902-477-5621 ou au 1-800-565-6788.

À l'approche de la fin d'une autre année civile, il est important que nous reconnaissions les changements positifs qui sont survenus. Nous avons officiellement déposé notre contestation du projet de loi 75, nous avons uni nos forces à celles d'autres syndicats en opposition au projet de loi 148, des plafonds de classe ont été fixés à tous les niveaux scolaires, une nouvelle politique sur l'assiduité a été mise en place (il est encore trop tôt pour en tirer des conclusions) et la Commission on Inclusive Education (Commission sur l'inclusion scolaire) est en train d'étudier l'inclusion scolaire en Nouvelle-Écosse. Je vous encourage à remplir le sondage de la Commission <https://inclusiveedns.ca/take-survey/> et à tenter d'assister à la prochaine réunion de consultation dans votre région.

Quels que soient les défis auxquels vous êtes confrontés chaque jour dans vos salles de classe, vos écoles et vos établissements scolaires, je suis constamment et systématiquement impressionnée par votre passion et votre résistance, en tant que membres du NSTU. Face à beaucoup d'adversité, vous avez continué à fournir un enseignement de la plus haute qualité à vos élèves. Comme je l'ai déjà dit, nous restons confrontés à d'importants défis à l'approche de cette nouvelle année, mais en restant unis et en nous soutenant mutuellement, j'ai bon espoir que nous pourrons récupérer ce qui nous a été enlevé. Ensemble, nous pouvons le faire.



Above are staff at École Burton Ettinger in Halifax who recently held their solidarity lunch compliments of the Elementary Teachers' Federation of Ontario, Greater Toronto Area.

TEACHING STANDARDS



We need your feedback

The process for implementing new Teaching Standards for Nova Scotia has been re-launched this school year.

The NSTU wants to ensure that teacher voice is included in determining how Teaching Standards will eventually shape pre-service education, teaching, teacher certification, teacher professional learning, and teacher evaluation.

Visit the NSTU website for further information and updates

<http://www.nstu.ca/nstu-members/professional-development/certification-upgrading/teaching-standards/>

You can communicate directly with NSTU staff officer Anne Rodrigue at arodrigue@staff.nstu.ca or Paula Hayden at EECB at Paula.Hayden@novascotia.ca.

OUR VOICES. OUR FUTURE.

BE A PART OF SHAPING A NEW MODEL
OF INCLUSIVE EDUCATION

The Commission on Inclusive Education invites you to share your ideas to help shape the future of inclusive education in Nova Scotia.

Take the online survey at www.inclusiveedsns.ca and learn about other ways you can participate.

We look forward to hearing from education professionals in a frank, respectful, and student-centred conversation that can make a difference to the future of inclusive education in our province.



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Province-wide PD Day highlights

Friday, October 27, 2017

On Friday, October 27 some 7,000 NSTU members attended 22 conferences across the province marking the 34th Annual Provincial Professional Development Day. "Once again, NSTU members across the province had the opportunity to engage in relevant teacher-driven professional learning," says NSTU president Liette Doucet.

Doucet said that a common theme among the conferences was a focus on self-care. "Teachers are taking back balance in their lives, and the PD offered by our professional associations reflected this trend."

Conferences were held in Lunenburg, Milford, Truro, Port Hawkesbury, and many locations in the HRM, featuring over 500 keynotes, plenary sessions, panel discussions and workshops. Each conference — organized for elementary and young adolescent teachers, math, science, social studies, English and French teachers, or for adult educators, school guidance counsellors and other specialists—is planned, developed and implemented through the tireless volunteer efforts of NSTU members. Some of this year's highlights are shown below.



NSTU president Liette Doucet is shown with Grade 2 math teacher Carolyn Power from École Rockingham.

Math Teachers Association



Math teachers gathered at Charles P. Allen High School once again for their annual conference. This is one of the larger conferences organized by NSTU's professional associations. There were over 950 participants. NSTU president is shown with members of the MTA executive who organized this year's conference. Front row: Tricia Demone, math coach with South Shore Regional School Board (member-at-large South Shore); Jennifer Courish, math department head at Cobéquid Educational Centre (member-at-large Chignecto); Sonya O'Sullivan, Halifax Regional School Board math facilitator (member-at-large Halifax); Doucet; Zeno MacDonald, math teacher at Citadel High (secretary); and Joe MacDonald, SSRSB math coach (president). Back row: Marc Deveau, Education Consultant with Conseil scolaire acadien provincial ((member-at-large CSAP); Kimberley McCarron, Cape Breton-Victoria Regional School Board math coach (member-at-large Cape Breton); Anthony Grover, math teacher at Dr. John Hugh Gillis High (vice-president); Erick Lee, HRSB math consultant (communications); David MacFarlane, math teacher at Dr. John Hugh Gillis High (past-president); and Anne Pentecost, CBVRSB math coach (treasurer).



School Administrators' Association

École secondaire du sommet in Bedford was the site for this year's School Administrators' Association conference which focused on the restorative approach in today's schools. The keynote speaker was Jennifer Llewellyn, the Viscount Bennett Professor of Law at Dalhousie University's Schulich School of Law whose teaching and research focus is in the areas of relational theory, restorative justice, truth commissions, human rights law and Canadian constitutional law. Halifax Regional School Board's Administration Supervisor Richard Derible, who is recognized for work around restorative approaches for schools provided a keynote follow-up.

Shown (left to right): Liette Doucet; SAA president Chris Nicholson, principal at Memorial High School; Parrsboro Regional High School teacher Paula Rochon; Joyce Lively, principal at Brookland Elementary School; and SAA webmaster and conference registrar Heather Foote, vice-principal at Park View Education Centre.

Province-wide PD Day highlights

Friday, October 27, 2017

Association of Science Teachers

This year's Association of Science Teachers (AST) conference, held at Halifax West High School, had close to 550 participants. *Let's Make Time for Science* was this year's theme. Liette Doucet (centre) is shown with members of AST's executive (left to right): True Burke, Grade 9 science teacher at Riverside Education Centre (secretary); Iisha Parsons, resource and science teacher at Inverness Education centre/Academy (vice president, communications, incoming president); Doug Perry, math and physics teacher at South Colchester Academy (outgoing president); Brenda Burt, junior and senior high science teacher at Richmond Education Centre/Academy (director, webmaster); and James Parsons, Cape Breton Highlands Education Centre/Academy junior high science, senior high chemistry and biology (vice president & conference chair).



AST Executive



Above are participants of the Transitioning to the New You workshop at the AST conference.

Association of Teachers of Young Adults

Association of Teachers of Young Adults (ATYA) held its conference at Riverside Education Centre in Milford. The conference theme was *Resilience 101: Class is In*.

The conference started with a play called *Red Fish, A Comedy about Depression* presented by Halifax Theatre for Young People, which is a playful, poignant look at depression and anxiety in young people. Some 250 participants attended workshops focused on building, developing and encouraging resiliency for students, and teachers.

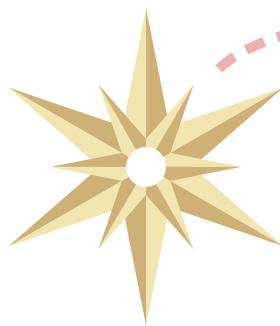


ATYA executive members shown (left to right) with NSTU president Liette Doucet: Conference chair Starr Pettipas, vice principal at East Pictou Middle School; outgoing president Dawn Chapman, Thorburn Consolidated, Grade 7 and 8 French, Health and Social Studies teacher; member-at-large Joan MacGregor, Trenton Middle School Grade 7 and 8 math and Family Studies teacher; member-at-large Janet Balignasay, student services consultant for Chignecto-Central Regional School Board's Keltic Family of Schools; and secretary Jill Lake-Cutler, Riverside Education Centre resource teacher.

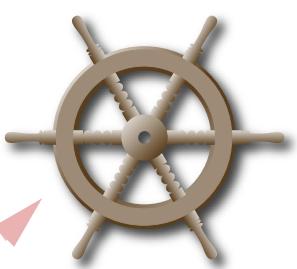


The paint session at ATYA's conference was a popular workshop.





Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Charting Your Course for Student Success

Betty Jean Aucoin, Executive Staff Officer, Professional Development



As the Coordinator of Curriculum I have been afforded the opportunity to work with Kim Matheson, Director of Student Achievement at the Department of Education and Early Childhood Development. Part of her work last school year involved revamping the school improvement process. Working with a group of educators, the team focused on ensuring that the ongoing process would be supportive of teachers and of school staff in meeting success for all students. This new process, *Student Success Planning*, aligns better with the realities of teaching, learning and planning. The new framework focuses more on action than on collecting data, filling out paper work and organizing binders.

A teacher can tell how long they have been in the profession by the number of acronyms they can recite—Kim and I have been in the profession a long time. Our discussions centred around the early '90s of SIP (*School Improvement Planning*), the mid-nineties of JHNP (*Junior High Network Project*), the beginning of the millennium's Accreditation Model or PFI (*Plans for Improvement*), the recent 2012 to 2016 CSI (*Continuous School Improvement*) and now to the SSP (*Student Success Planning*). Overviewing the new SSP framework, I was excited to see the best elements of previous frameworks from the last 25 years employed in a simplistic plan.

On September 13, 2017, we introduced the SSP framework to the Council to Improve Classroom Conditions. We were met with enthusiasm and excitement. We

were also met with a number of questions about this new framework, as many were not seeing it implemented at their schools. Kim noted that she had worked with board SSP coordinators and informed principals and others at the school board level about this new framework through Department of Education and Early Childhood Development meetings. Many on the Council took pause, wondering why they have not seen this change at the school level. This reiterated in our minds what we already know about the process of learning, unlearning and relearning...it takes time. We also know that coordination of professional development with support has to take place at all levels to ensure cohesiveness and clarity in moving forward.

Many teachers and administrators have only known Accreditation, PFIs or CSIs. Therefore, it will take a concentrated effort by all partners to provide professional development and continuous support for successful understanding and implementation of this proactive school improvement framework.

Here is an outline of some of the changes you can expect to see with the newly minted SSP—*Student Success Planning*.

The new *Student Success Planning* process will be meaningful, involve teacher voice, and focus on actions not paperwork. It will be embedded in daily classroom practice and not involve the creation, collection or managing of data just for *Student Success Planning*.

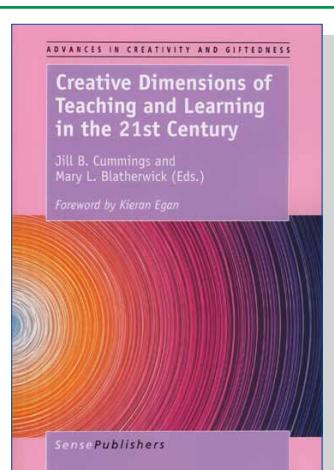
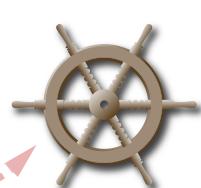
Kim Matheson used the table (shown) in her presentation on the new *Student Success Planning*. It summarizes what changes have been made in making improvement to a more streamlined process. Kim and I along with Department and Board personnel will be working this year to support educators in moving forward in planning and implementing these changes.

Past SSP process (SIP, Accreditation, CSI, PFI)	Current process (SSP)
Smart Goals	Goals focus on improvement in...
Specificity of goals	Broader goals
Large data collection as measures	Less measures to monitor achievement
Inconsistency across boards	Consistency (goals and templates)
Lengthy self-assessment process	Shortened plan setting process
Lengthy report requirements	Simplified reporting process
Budget details reported by school	Boards pull information from finance
Peer Review Teams	No longer in place
Accreditation (final phase)	No longer in place
Rigid time frames	Flexible time frame

As my years in public education come to an end, I am excited to join my colleagues at the Department of Education and Early Childhood Development to support the education and implementation of the *Student Success Planning* framework. The title itself, *Student Success Planning*, speaks to our ultimate goal in education and the framework speaks to common sense in planning for success. It is a framework that I think all of us can get behind in support of all Boards, all schools and all students.



Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and the name of your school or campus with **PD Giveaway** in the subject line to theteacher@nstu.ca by January 5, 2017 to be eligible for the draw.

Creative Dimensions of Teaching and Learning in the 21st Century Advances in Creativity and Giftedness Volume 12

Edited by Jill B. Cummings and Mary L. Blatherwick; Foreword by Kieran Egan.

This book, published by Sense Publishers, is for any educator who develops creative practice to promote critical thinking and problem-solving skills. It contains 35 chapters written by educators from differing disciplines who provide theoretical and practical strategies for teaching creatively in many contexts including math, music, art, second languages and technology. The authors explore issues vital in education like innovation, identity, engagement, collaboration, on-line learning, dynamic assessment, learner autonomy, sensory awareness, social justice, and digital media. This collection critically examines creative practices prevalent in today's public and post-secondary schools and adult and community learning centres. *Chapter 2 of the book Time to Learn with Creativity in Mind* is written by NSTU member Paul Syme. *Chapter 24, Using Experiential Learning to Engage Aboriginal Students in the Visual Classroom* is written by NSTU member Margaret Sadler.

PDAF Profile – Mindfulness in Action

Teachers and other staff at the South Shore Regional School Board have been given the opportunity to learn about mindfulness, develop a personal practice and integrate classroom-based mindfulness approaches thanks to support from the Program Development Assistance Fund (PDAF), and the efforts of school psychologists Shannon Hartlen and Kelly Humphries. *Mindfulness in Action* empowers teachers to embed mindfulness-based practices into their classrooms.

"Mindfulness has grown in popularity across the field of education namely because children and adolescents are experiencing stress at unprecedented levels," says Humphries. "Mindfulness falls under the umbrella of social emotional learning, and directly relates to multiple outcomes, and helps to reach the goal of healthy learners."

Both Humphries and Hartlen know that well-being, behaviour and programming go hand-in-hand, and well-being of the classroom relates to classroom performance, no matter the subject.

"We want to help educators and all staff understand behaviour from a brain-based standpoint, so they understand better why kids are behaving the way they are, and can interpret it differently and be more proactive," continues Humphries.

Through a series of 90-minute sessions, participants learn about the neurobiology of learning and mindfulness, including topics such as neurobiology of behaviour, mindful communication, conflict resolution, and mindfulness-based stress reduction.

"Schools have more students with complex behavioural challenges and this contributes to the overwhelming demands being placed on teachers," says Hartlen. "Mindfulness in classrooms can also directly impact the health and well-being of school staff."

Both Mindful Schools Certified Instructors, Hartlen and Humphries received a \$5,000 PDAF grant for resources to conduct the program. "It was thrilling to get \$5,000 through PDAF for *Mindfulness in Action*," says Humphries.

Hartlen and Humphries have been offering *Mindfulness in Action* (MIA) since September 2014, but with the support of PDAF have been able to continue the program with all the necessary resources. The PDAF MIA program was set to begin last school year with 42 participants, but the work-to-rule job action interfered with the program, because the sessions are voluntary and take place after school.

This school year, Hartlen and Humphries are running two groups. One group is continuing the program through online learning. "We are supporting these teachers on their mindfulness journey as they learn how to implement it into their classrooms," says Humphries. The other group is participating in the after school programming facilitated by both Hartlen and Humphries.

The seeds of this program were planted a number of years ago, when Hartlen was providing support for teachers and students at the now closed Milton Elementary School. "We were dealing with a particularly disruptive cohort of students, and I had discovered the Mind Up curriculum," says Hartlen. Mind Up is a research-based curriculum that uses the latest information about the brain to dramatically improve behavior and learning for all students. "As we were helping teachers support students, we asked how are we taking care of these teachers and how can we build relationships among students and between students and teachers," she continues.

"We realized we had to do something really different here," adds Humphries. Hartlen and school staff got permission from their student services coordinator to do a day of training on mindfulness, the science behind it, and how teachers can deliver it in the classroom.

Hartlen and Humphries see that what initially started as support for students has grown into great support for their teaching colleagues. "We are two of five psychologists in the board, and we were seeing the numbers of teachers coming in stressed was hitting an all-time high," says Humphries.

"There was nothing to offer them so we decided to team together and provide some self-care, make a positive impact, and provide them with something they could then deliver to the classroom," she continues. "We can give our time, and give back to teachers, and all staff, because we're all in it together."

They were cognizant of the fears of teachers in seeing this as just another thing "they had to do." Hartlen says once they saw how it could be implemented in the curriculum and saw the brain-based connection their

fears disappeared. "Teachers were being the learners along with their students, and positive things started to happen."

Even Humphries admits she was resistant with the whole "mindfulness thing" at first. "I was feeding into the stereotype about it being all about meditation and it coming from a religious context," she says. "As I learned more about it I could see it as clinically-based and realized there are multiple entry points into the practice. It's a skill that can be taught, and it comes from a secular context."

Both Humphries and Hartlen could not have been able to carry out the program without the great support from the school board. "We are fortunate to have the support we have, and recognition of a new way of delivering support in classrooms."

Hartlen is excited about what could potentially turn into a three-year project at South Queens Middle School. "We are working toward delivery of a full mindful skills curriculum to all Grade 6 students. If this moves forward, in three years a whole mindful school could exist in our board," she says. "This is the most exciting work I've done in my career."

The PDAF program encourages innovative program development in Nova Scotia's public schools. Co-sponsored by the NSTU and the Department of Education and Early Childhood Development with an annual sum of \$200,000, it provides financial support for projects directly related to the Public School Program. Application deadlines coming up this school year are February 1, April 1 and June 1 by 4:00 p.m. For more information visit the Professional Development section of the NSTU website at www.nstu.ca or contact the NSTU at 1-800-565-6788 or 902-477-5621 or pdaf@nstu.ca.



Shannon Hartlen and Kelly Humphries

Cape Breton Arts Education consultant selected for Conn-Selmer Music VIP Program

Lesley Ann Andrews, Arts Education Consultant and music teacher for the Cape Breton-Victoria Regional School Board, was selected to participate in the Conn-Selmer Music VIP program held October 24, 2017. Selection for this program is based on participation in Music Monday, and other criteria including geographic region, gender, language, and years of experience. Andrews will become part of a leadership team for the 2017 Canadian delegation of four educators to the Conn-Selmer VIP program.

This program links music education and industry together to provide a synergistic partnership focused on increasing access and equity of music education across North America. Conn-Selmer Music introduced its VIP program at its world headquarters in Elkhart, Indiana in 2011. Over 200 VIP guests have been treated to the program since its inception.

VIP guests represent the top tier of the profession's most exemplary music teachers, fine arts administrators

and music business officials. These individuals have demonstrated the highest level of commitment and dedication; above all, they are the most respected student-oriented leaders in the field who continue to achieve quality standards in every facet of the profession.

The program includes visits to the onsite brass and woodwind manufacturing facilities where VIP guests have the rare opportunity to witness old-world craftsmanship blended with the latest technological manufacturing processes. The agenda also includes one-on-one meetings with the Conn-Selmer product experts and open conversations with the executive team, including President and CEO John Stoner and Dr. Tim Lautzenheiser, Conn-Selmer's Vice President of Education and Founder of Attitude Concepts for Today, Inc. VIP members will also hold unlimited access to Conn-Selmer educational resources.



November/December 2017, *The Teacher*, Page 9

Antigonish teacher named French Language Educator of the Year

Canadian Parents for French, Nova Scotia was delighted to honour Catharine MacDonald at their 40th Anniversary celebration on September 30. MacDonald is a French immersion teacher at Saint Andrew Junior School in Antigonish who is an employee of the Strait Regional School Board.

The CPF Nova Scotia French Second Language Educator of the Year Award recognizes French Second Language educators in the province and celebrates their dedication and continued efforts as educators. This award acknowledges excellence in French second language teaching, and teachers' initiative and innovation.

MacDonald grew up with her four siblings in Sydney and attended Riverview High School. She attended Nova Scotia Teachers' College and received her education in French as a second language through Université Sainte-Anne. She completed a Master in Education at Saint Francis Xavier University.

Over a 28 year career, MacDonald has taught either Core French or French immersion. She presently teaches Grade 6 French immersion. She was nominated for her commitment to French language learning and her extracurricular work with the school's Technology Club, teaching students to code and getting students involved in the Brilliant Lab Maker Space Club. MacDonald has also supported her French immersion students with their own projects, such as fundraising in support of building wells in Nigeria.



Catharine MacDonald (French Second Language Educator of the Year) and Janet Claes (VP Canadian Parents for French, Nova Scotia)

fresh eo

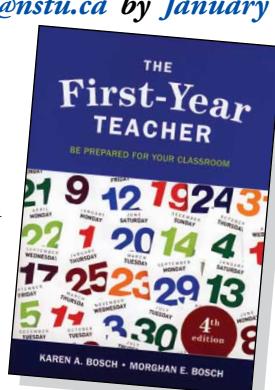
Putting new members in the KNOW!

Email your name, home address, and the name of your school or campus with **FRESH** in the subject line to theteacher@nstu.ca by January 5, 2017 to be eligible for the draw.

The First-Year Teacher

by Karen A. Bosch and Morgan E. Bosch

First-Year Teacher; Be Prepared for Your Classroom (fourth edition) is published by Corwin. This survival guide for new teachers helps in developing classroom management and includes a 30-day learning plan addressing instruction, assessment, and classroom management. It focuses on providing a forum to build planning, time management and family relationship building skills.



Congratulations to our October Book Winners!

PD — Vaughn Bullerwell — NSCC

EQUITY — Tracy Walsh — HRSB

FRESH — Erica Ans — HRSB

Good news on how CTF advocacy can bring results!

Last April, CTF joined the Fédération nationale des conseils scolaires francophones (FNCSF) (National Federation of Francophone School Boards) in notifying the CBC ombudsman of our deep concerns about the educational value of the CBC series "The Story of Us". In our joint news release we recommended that educators refrain from using the series unless the CBC makes changes to avoid exposing students to an incomplete and distorted history of our country.

The CBC contacted us immediately to meet and discuss ways to move forward. We welcomed this opportunity to share our concerns at the June 31 meeting at the CTF office in Ottawa. At the end of our meeting, we agreed to work together in the review of the teachers' guide tied to the 10-part television series. The 73-page teacher's guide, now available on the CBC Curio platform, is a vehicle for inquiry-based learning, and offers valuable ideas for developing students' critical thinking skills, for various media literacy activities and more. One of the guide's objective is:

...To address several key aspects of the series that were criticized — specifically to explore pre-colonial Indigenous history, early settlements and the history of Acadians in what would become Canada...

Educators can use the series episodes in conjunction with the guide and the Facebook Live events: <https://curio.ca/en/collection/canada-the-story-of-us-plus-roundtable-discussions-2514/>

(Please note: the resource is only available in English)

Des résultats concrets lorsque la FCE lève sa voix

En avril dernier, la Fédération canadienne des enseignantes et des enseignants a joint sa voix à celle de la Fédération nationale des conseils scolaires francophones pour signaler à l'ombudsman de la société CBC/Radio-Canada ses vives inquiétudes quant à la valeur pédagogique de la série The Story of Us. Dans leur communiqué commun, les deux fédérations ont recommandé que les éducatrices et éducateurs s'abstiennent de faire usage de cette série à moins que la CBC n'ajuste le tir afin d'éviter que les élèves ne soient exposés à une histoire incomplète et faussée de notre pays.

La CBC a rapidement communiqué avec nous pour nous proposer de nous réunir avec elle afin de discuter des façons de faire avancer les choses. Nous avons accepté sa proposition et nous sommes réunis le 31 juin au siège de la FCE, à Ottawa. Nous avons profité de l'occasion pour exprimer nos préoccupations respectives et, à la fin de la réunion, avons convenu de travailler ensemble à la révision du guide pédagogique qui accompagne la série télévisée en dix épisodes. Ce guide pédagogique de 73 pages, maintenant offert sur la plateforme Curio de la CBC, favorise l'apprentissage par la découverte. Il offre notamment des pistes intéressantes pour aider les élèves à développer leur pensée critique ainsi que de bonnes idées d'activités de littératie numérique. L'un des objectifs du guide est le suivant :

[Traduction libre] Traiter plusieurs aspects importants de la série qui avaient fait l'objet de critiques, dont l'histoire autochtone précoloniale, les premiers établissements et l'histoire des Acadiens et Acadiennes dans ce qui allait devenir le Canada...

Les éducateurs et éducatrices peuvent se servir des épisodes de la série avec le guide pédagogique et les activités menées en direct sur Facebook : <https://curio.ca/en/collection/canada-the-story-of-us-plus-roundtable-discussions-2514/> (Veuillez noter que cet outil n'est offert qu'en anglais.)

EQUITY BOOK REVIEW

Email your name, home address, and the name of your school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by January 5, 2017 to be eligible for the draw.

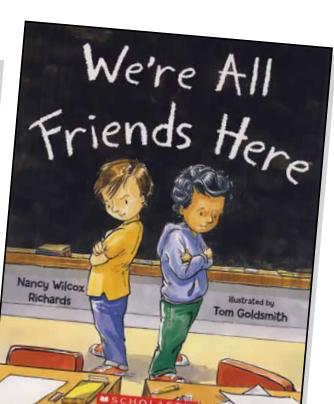
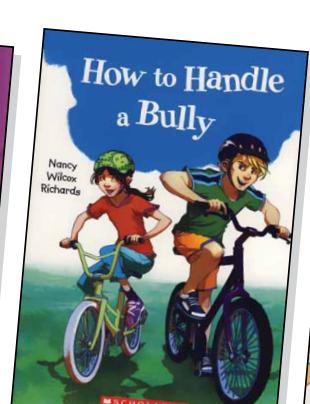
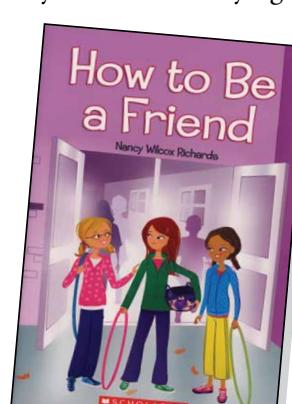
How to Handle a Bully

How to be a Friend

We're All Friends Here

by Nancy Wilcox Richards

Published by Scholastic Canada, this month's Equity book giveaway features three anti-bullying books for student use in your elementary classroom: *How to Handle a Bully* (2009), *How to be a Friend* (2011); and *We're All Friends Here* (2014). This set of books is written by retired NSTU member Nancy Wilcox Richards, a former member of the Lunenburg County Local. Drawing on her experiences as an elementary teacher, Wilcox Richards' books focus on building relationships as a way to alleviate bullying behaviour.



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The Media Library is the place to go for all your curriculum video needs! We provide you with access to over 10,000 online videos to stream or download and have a collection of over 5,000 educational videos and DVDs that support grades P-12 in all subject areas of the Nova Scotia curriculum.

Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. This month, we are highlighting just some of the many holiday videos that are available for streaming and downloading. Please log into the EduPortal, click on the link for "Online Video Library/Learn360" and then use the links below to access these videos and many more.

Holiday Facts & Fun: Multicultural Christmas elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74743>

The spirit of a favorite holiday's underlying message – love and joy – is enhanced by the unique presentation featuring celebrations of families from Scandinavia, Native America, South Korea, Mexico, and Ethiopia, each in its American home, explaining family and ethnic customs associated with their celebrations. Special foods, songs, stories, games, celebrations, costumes, and other holiday traditions are shown for each group. (1993; 23 min.)

Celebrate intermediate
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66531>

Explore the traditional celebrations of Americans of four different ethnic origins. Visit a pow wow and a Kwanzaa celebration and experience the Three Kings Day and Chinese New Year celebrations. Hear about the cultural significance of each holiday. (1992; 24 min.)

The Night Before Christmas elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83441>

The story of Santa's visit on a snowy Christmas Eve is beautifully brought to life with exquisite illustrations and festive music. Narrated by Anthony Edwards. (1997; 6 min.)

Seven Candles For Kwanzaa elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83482>

This unique African-American holiday commemorates the strength of family ties, respect for ancestors, commitment to the growth of community, and gratitude for life's bounties. Narrated by Alfre Woodard. (1997; 10 min.)

Holiday Facts & Fun: Hanukkah elementary
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74706>

An animated story of Hanukkah shows how the ancient Jews recaptured their temple and re-established their religious freedom. A Jewish family makes Hanukkah foods (latkes and cookies), plays holiday games (spin the dreidel), sings holiday songs (Oh, Hanukkah), exchanges presents, and has a holiday feast. (2006; 15 min.)

High school resource to focus on language rights in Francophone minority settings

The Canadian Teachers' Federation (CTF) and the Fédération des associations de juristes d'expression française de common law inc. (FAJEF) have released a new teacher resource: *Knowing One's Community Through Language Rights: Proposed Learning Content*.

This resource, accompanied by three posters, aims to help teachers integrate education about French-language rights in compulsory social studies and law courses so all students who attend French-language schools in minority settings have a basic knowledge of their language rights by the time they finish high school.

"The recognition of language rights has been at the crux, not just of the development of French-language schools, but also of the development of French-language services across the country," says CTF President H. Mark Ramsankar. "In this context, it is essential for students to know their language rights and appreciate the importance of getting involved by asserting them and making use of expanded services in their language."

For his part, FAJEF President Daniel Boivin states: "This new resource, which FAJEF has helped to produce, will better promote knowledge about language rights in schools."

Knowing One's Community Through Language Rights: Proposed Learning Content is the latest addition to the Knowing One's Community series. This series suggests ways on which to reflect and build cultural identity in French-language schools, including through curriculum development.

High school teachers of social science and law who work in minority language settings in Canada as well as other teachers who would like to know more about language rights can access the resource on CTF's website at: <https://publications.ctf-fce.ca/en/product/knowing-ones-community-through-language-rights-proposed-learning-content/>.



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in our Deals & Discounts Program for our NSTU Members
(including RTO Members) – go to www.nstu.ca and click on Communications and then Deals & Discounts.

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Entries accepted from October 5, 2017 to February 10, 2018

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Entries are accepted via mail only or hand delivered during regular business hours. You are encouraged to apply early. Please send entries to: **The African Nova Scotian History Challenges, Delmore "Buddy" Daye Learning Institute, 5539 Cornwallis St., Halifax, N.S. B3K 1B3.** Please include your name, address, phone number, school name, grade, teachers name, and contact number. For more information, <http://dbdli.ca/events/the-2018-african-nova-scotian-history-challenges/>

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Submissions are encouraged from Nova Scotia's public school teachers, community college faculty and professional support staff. Please mail to:

AVISO, 3106 Joseph Howe Drive, Halifax, NS, B3L 4L7

Or email submissions to aviso@nstu.ca

Manuscripts submitted should reflect AVISO's mandate as a professional journal for Nova Scotia's teaching profession. Manuscripts will not be returned. Any manuscript chosen to appear in AVISO may be edited for clarity, style, length and consistency.

Contributor guidelines are available to interested writers on the NSTU Website — www.nstu.ca

Please ensure email attachments are Microsoft Word, Rich Text Format or Text Only.

Original pictures or images related to submitted content are appreciated.

The themes for the 2017-2018 academic year AVISO editions are:

Winter 2018 – Nourishing the whole self

Spring 2018 – What learning looks like

Racontez-nous votre histoire

Nous encourageons des soumissions des enseignants des écoles publiques, du personnel enseignant et de soutien des collèges communautaires. Veuillez envoyer vos soumissions à :

AVISO, 3106 chemin Joseph Howe, Halifax, NS, B3L 4L7

Ou bien envoyez vos soumissions par courrier électronique à : aviso@nstu.ca

Les manuscrits soumis devraient refléter la mission d'AVISO en tant que revue professionnelle des enseignants de la Nouvelle Écosse. Les manuscrits ne seront pas retournés. Les manuscrits sélectionnés pour la publication dans AVISO pourront être édités pour ce qui est de la clarté, du style, de la langue et de la cohérence.

Les directives relatives aux collaborateurs sont disponibles en consultant le site Web du NSTU — www.nstu.ca

Les manuscrits envoyés par voie électronique doivent être en format Microsoft Word, Rich Text Format ou Texte seulement.

Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d'AVISO pour 2017-2018 sont les suivants:

Hiver 2018 – Nourrir la totalité de l'individu

Printemps 2018 – L'apprentissage, à quoi ça ressemble?

executive highlights

October 19-21, 2017

- Filed the Table Officers Report;
- Selected members to serve on the Substitute Teacher Committee with terms to expire July 31, 2018; *Allison Stewart, Chair, Halifax City; Andrew Dobson, Cumberland; Wayne Royal, Cape Breton District; Jonathan Church, Dartmouth; Dean Marchand, Antigonish.*
- Selected members to serve on the Comité de programmation acadienne with terms to expire July 31, 2020; *Louanne Comeau and Ian LeBlanc*
- Selected Tara McCormick to serve as Chairperson of the Comité de programmation acadienne;
- Selected a member to serve on the Professional Development Committee with a term to expire July 31, 2019; *Michael Carrigan, Cape Breton District*
- Approved a recommendation that the NSTU join the Nova Scotia Federation of Labour as of November 1, 2017;
- Approved a recommendation that the NSTU establish a delegation up to the eligible allotment to attend the NSFL Convention on November 5-8, 2017;
- Approved a recommendation that the NSTU establish a budget line 2.4.1 Federation of Labour Meetings and Convention Expenses of \$35,000 to cover expenses;
- Approved a recommendation that an ad hoc committee of up to 6 Provincial Executive members be established to study and report back to the PE regarding membership and activity related to the NSFL;
- Approved Resolution 2017-5 be forwarded to the Governance & Policy Committee for review and report back to Provincial Executive;
- Ratified the 2017 edition of the Kings Local Constitution;
- Approved an amendment to Operational Procedure 22 Negotiations Sub-section (A) Procedures for Provincial Negotiations (v) The Provincial Negotiating Team b.;
- Referred the Lunenburg County Constitution to the Governance and Policy Committee;
- Selected the Keltic Lodge as the location for the 2018 Executive Planning Conference;
- Received the Audited Financial Statements of the NSTU Group Insurance Trust Fund;
- Selected members to serve on the Community College Negotiating Team; *Jennifer Dickinson, Cumberland Campus, Professional Support Melanie Sampson, Strait Campus, Faculty*
- Adopted the Position Paper prepared by staff on Early Childhood Education & Nova Scotia's Pre-Primary Program as amended;
- Approved an amendment to Operational Procedure 13. President's Benefits;
- Approved an amendment to Operational Procedure 4. NSTU Committees, (a) Standing Committees, (xiv) Substitute Teacher Committee;
- Filed the Annual Reports for 2016-2017 from NSTU Standing Committees to be posted to the NSTU website;
- Approved 16 Out-of-Province Grants in the amount of \$475 along with two alternates; *Krissy Brewer, Halifax City; Pamela Nicholson Comeau, Dartmouth; Colin Bush, Halifax County; Trisha Munroe, Halifax County; Caroline Higgins, Dartmouth; Lise James, Halifax County; Kelly Slade, Dartmouth; Tim Coombs, Halifax County; Paul Butler, Colchester-East Hants; Nikki Perrin Bucci, Halifax County; Mark Blades, Halifax County; Stephanie Lynch, Halifax City; Kimberly Henneberry, Halifax City; Cheryl Veinotte Mackey, Community College; Anthony Bucci, Halifax County; Lisa McCloskey, Halifax County*
- Alternates: *Sharon Baker, Halifax County; Lorelei Martell, Dartmouth*
- Approved a recommendation that the NSTU retain the services of NOW Group to create a Public Relations Campaign for the year 2017-2018.
- Approved a recommendation that the budget line 2.4.1 Federation of Labour Meetings and Convention Expenses be increased by \$33,000 for a total of \$68,000.

**The deadline for the January/February issue of The Teacher is January 12.
Contact Nancy at 902-477-5621 or theteacher@nstu.ca**

Community College Negotiations Update

Since the end of the 2016-17 school year, the Community College negotiations team has bargained with the Nova Scotia Community College's negotiations team on July 11 and 12, and September 12 and 13. A bargaining session has been scheduled for January 16 & 17, 2018.

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First Huntley internship of school year

This fall's John Huntley Memorial Internship program saw five new provincial executive members and two NSTU members participate on November 1 and 2. The internship includes meeting with NSTU staff officers in member services, professional development, public relations, and the Member Assistance Program to learn more about NSTU programs and services. New provincial executive members are given the opportunity to participate in the program.



Seated: Catherine Thompson (Halifax County), a visual arts teacher at Auburn Drive High School; and provincial executive members Doug Read (Pictou), a French, English and African Canadian Studies at Pictou Academy, Wade Van Snick (Cumberland), a school guidance counsellor at Amherst Regional High School, and Nancie de la Chevotière (Halifax City), an English and Drama teacher at Halifax West High School. Standing: staff liaison Paul Syme; provincial executive member Paul Wozney (Halifax County), an English teacher at Charles P. Allen High School; NSTU president Liette Doucet; Janie Lumsden (Antigonish) an IB History teacher at Dr. John Hugh Gillis High School; and NSTU's first vice-president Tami Cox Jardine, Grade 3/4 teacher at Falmouth District School.

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2017-2018 school year are

November 1, February 1 and April 1.

Applications for active NSTU members are available through your NSTU rep, on the NSTU website at www.nstu.ca or at Central Office 477-5621 or 1-800-565-6788. The internship provides members with an opportunity to learn more about the NSTU.

Nova Scotia Teachers Union

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The clinic is located at 6021 Young Street (at Robie Street).





update

NSTU Group Insurance Trustees Mental Health and Wellness Grant

As teachers, we are very aware of the mental health and wellness needs of students in Nova Scotia. In an effort to assist members, the NSTU Group Insurance Trustees, with support from Johnson Inc., have initiated a Mental Health and Wellness Grant.

Q: What is the Mental Health and Wellness Grant?

- A: The Mental Health and Wellness Grant was established to fund projects and programs that promote and support the mental health and well-being of children and youth in the schools and campuses across Nova Scotia as they cope with the pressures of growing up in today's fast paced world.

Q: Who is eligible for the Mental Health and Wellness Grant and what is required as part of the application process?

- A: To be eligible to apply for this grant, the individual must be an active member of the NSTU at the time of application. Active members are persons described by Section 12 of the Teaching Profession Act and Article 1 (2) of the By-Laws of the NSTU.

The NSTU Group Insurance Trustees will be awarding grants once per year. The application process will include the project, description, innovation and creativity, impact on students, materials and budget, and overall impression.

Q: When and how do I apply for the grant?

- A: Applications for the grant must be received by the Registered Nurse on or before 4:00 p.m. on January 31, 2018. To review the information sheet and download the application form and budget sheet, go to: www.nstu.ca/nstu-members/group-insurance/nstu-group-insurance-trustees-mental-health-and-wellness-grant/

Detailed information is provided at the link, however, if you have any questions, please contact the Trustee in your geographic area.

Halifax Region – Jennifer Moriarty – jamoriarty@nstu.ca

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On-line access at: www.myresilience.com

Strait Region – Sheila Hawley – smhawley@nstu.ca

Tri-County/South Shore Region – Rollie Hannem – rhhannem@nstu.ca

Chignecto Region – Nancy Doyle – nmdoyle@nstu.ca

Michael Cameron – cams10@nstu.ca

Cape Breton Region – Ronnie Carew – recarew@nstu.ca

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NSTU president tours schools with Cumberland Local president

NSTU president Liette Doucet met with members of the Cumberland Local executive, Chignecto RRC and Community College during a school/media tour of the Local on October 16 and 17.

"I was able to visit six schools and the NSCC campus in Amherst, and it was an eye opening experience," says Doucet. "Teachers are at the point now where they may have been in March—in terms of being exhausted and stressed. They are up to their limits, and just trying to make it through each day."

Doucet was able to experience a variety of school settings on her tour, from the small Northport Elementary School with one administrator and two teachers, to the large Amherst Regional High School. Regardless of the size of the school, Doucet says that teachers are, "Doing a fantastic job, but they are not getting the resources they need to ensure all students are successful." She points out that even with class caps up to Grade 12, things won't change until there is a focus on needs and not numbers. "Things won't improve until they look at needs and look at the combination of numbers along with needs," she says.

Doucet also met with staff at Cumberland North Academy, E. B. Chandler Junior High School, West Highlands Elementary School, and River Hebert District School.

She also toured the NSCC's Amherst Learning Centre Campus and met with professional support member and NSTU representative Jennifer Dickinson. This campus offers courses in health and human services, trades, and business administration, among other programs. "Our Community College members are also being stretched to the limit," says Doucet. "There are only three professional support student services advisors for the Amherst and Springhill campuses, and student needs warrant more."

Doucet says that workload continues to be an issue for members. "In speaking to administrators, classroom teachers and specialists teachers—ongoing concerns about case loads and class composition continue."



Above are members of the Cumberland Local executive and Community College NSTU reps with NSTU president Liette Doucet. Seated: Chignecto RRC Chair Christene Caudle; Sharon Midwinter (treasurer); and Jennifer Bruce (secretary). Standing: Angela Blenkhorn (VP of PD); Tammy Goode Harrison (VP Communications); Cumberland Local president Christopher Weeks; Barry Doyle (Business faculty, Cumberland Campus, NSTU rep); Lindsay Crossman Wheaton (First Vice President); provincial executive member Wade Van Snick; Doucet; and Jennifer Dickinson (professional support member, Community College rep). Missing: Jennifer Hines (member-at-large) and Holly MacDonald (VP of PA/PR).



Liette Doucet's last stop on the Cumberland Local school tour was Amherst Regional High School. She is shown with one of the school's NSTU rep and math and social studies teacher Kelly Power.



Liette Doucet is shown with West Highlands School teacher Denise Cail, who teaches Primary.



Above is Cumberland Local president Chris Weeks and Liette Doucet with Northport Elementary Grade 4 to 6 teacher Andrew Pye; Grade Primary to 3 teacher Kaylea Hutt; and teaching principal Angela Trenholm (Resource, 4 – 6 Music).



E.B. Chandler Junior High School NSTU rep and Grade 7 teacher Wendy Meldrum and principal Sherrie Beed are shown with NSTU president Liette Doucet.



NSTU president Liette Doucet is shown with Community College professional support member Jennifer Dickinson.



Weeks and Doucet are with River Hebert District School's principal Vernon Taylor in front of the school's anti-bullying Stand Up Speak Out door.



Liette Doucet and Chris Weeks are shown with Speech Language Pathologist Stephanie Porter who services five schools including Cumberland North Academy; and CNA principal Kathy Wells.

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional or NSCC Employee number.
Non-members pay \$6.00 for the first 15 words and 25¢ per additional word.
To book, call Nancy Day at 1-800-565-6788 or email theteacher@nstu.ca

Cape Breton Regional School Board teacher looking for an exchange with HRSB teacher for 2018-2019 school year. Please contact sailb8526@gmail.com

HRSB Physical Education teacher looking for an exchange with a Physical Education teacher in the SRSB for the 2018-19 school year. Possible permanent exchange desired. Please contact swilcox@hrsb.ca if interested.

HRSB resource teacher looking for an exchange with a resource teacher in the CBVRSB for the 2018-19 school year. Please contact dmlachowicz@nstu.ca if interested.

"Frantastic" Wedding Officiant – Recently appointed as Administrative Justice of the Peace, I'm excited to officiate weddings in Nova Scotia. Customized services that reflect the partners are my interest. After decades as a couple therapist, I still believe that marriage is a great decision. Contact Fran Reddy Chisholm: mfranrc1@gmail.com, 902-237-1423, 902-462-5889.

Free Family Studies/Junior High Science curriculum material — Former Family Studies teacher has 4 big tubs of well organized year-long curriculum material/resources for Grade 7, 8 and 9 to donate to a young teacher that could make use of this material. Brand new junior high science planning books are also available. Contact: Irene Healy Vihant, School Counsellor, Dutch Settlement School 902-883-3000, (Thursday & Friday) Musquodoboit Valley Education Centre 902-384-2555 (Monday & Tuesday) Upper Musquodoboit Consolidated School 902-568-2285 (Wednesday) or email IHealyVihant@hrsb.ca.

SRSB elementary teacher looking for an exchange with a teacher in the CCRSB for the 2018-19 school year. Please contact goughmaria@nstu.ca if interested.

Teacher Exchange – Permanent elementary teacher with the HRSB interested in an exchange with a permanent elementary teacher from the CBVRSB for 2018-2019 school year. Permanent exchange desirable. If interested contact teacher.exchange22@gmail.com



2017 – 2018 Pre-Retirement Seminars SCHEDULE



DATES:

LOCATIONS:

December 11 & 12 (Monday & Tuesday)	HRSB – Halifax (Comfort Hotel)
14 & 15 (Thursday & Friday)	SSRSB – Bridgewater (Days Inn)
January 11 & 12 (Thursday & Friday)	CCRSB – Truro (Holiday Inn)
23 & 24 (Tuesday & Wednesday)	TCRSB – Yarmouth (The Rodd Grand)
February 15 & 16 (Thursday & Friday)	HRSB – Halifax (Comfort Hotel)
27 & 28 (Tuesday & Wednesday)	AVRSB – Greenwich (Old Orchard Inn)

44TH NSTU ANNUAL BOWLING TOURNAMENT 2018

APRIL
21ST & 22ND
2018



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HOSTED BY: Colchester East Hants Retired Teachers Organization

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REGISTRATION DEADLINE: **MARCH 9, 2018**

TEAMS: 5 – 8 members. New & existing teams invited to participate. Not on a team? Contact Chester or Sandra to be placed on a team

REGISTRATION: Including team captain/members' names, please send **\$260.00** payable to:
RTO Colchester East Hants Branch

Mail To: Henry Shand, 973 College Road, Valley, Nova Scotia, B6L 3G5

henry.shand@ns.sympatico.ca 902-897-4380

HOTEL OF CHOICE: Super 8 Motel, Power Centre, NSTU Bowling Special Rate \$99.00 +tax per night. Booking available after January 1, 2018

For further information please contact:

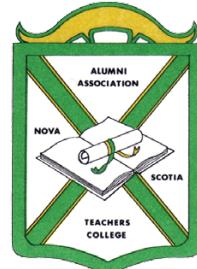
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cdeesabean@eastlink.ca



SANDRA TRITES
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Nova Scotia Teachers College Reunion

The Alumni Association of the Nova Scotia Teachers College is Calling all grads, spouses and friends of the Normal College and NSTC to celebrate ALL grad years and years ending in '8'



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More info www.nsteacherscollege.ca and reunion@nsteacherscollege.ca

We hope to see you in Truro, in August!!

Rekindle your memories with former classmates and as one grad stated, 'let's count the wrinkles!!!'

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