



NSTU members debate issues at 92nd Annual Council

Over the May long weekend, some 261 voting delegates to the 92nd Annual Council of the Nova Scotia Teachers Union debated resolutions dealing with issues ranging from demands on teachers' time, providing adequate professional training for new initiatives, to securing a class cap of 25 for upper elementary, junior high and senior high. From May 17 to 19, 88 resolutions were debated.

"We've been through two years of drastic cuts to our system, and we know demands on teachers' time, class size and composition, and lack of resources have made teaching much more difficult," says NSTU president Shelley Morse. "Life in the classroom has changed drastically in the last few years. Students have higher needs; and we now have fewer supports and resources to help us deal with the growing complexities of education."



The need for more full-time guidance counsellors to meet the growing mental health needs of students was another focus. "Children deserve the very best services, and having every school in the province staffed with a full-time guidance counsellor is vital in allowing them to reach their full potential," continues Morse. "School guidance counsellors are the front line at school in dealing with students' mental health issues."



Alison MacPherson

Alison MacPherson, a primary teacher at A.G. Baillie Memorial School in New Glasgow, was elected by acclamation as first vice-president of the Union and began her two-year term on May 17. She served on the NSTU provincial executive from 2006 to 2011 and was second vice-president in 2010-11.

Former NSTU presidents Mary-Lou Donnelly and Alexis Allen along with current president Shelley Morse honoured outgoing executive director Bill Redden. Redden brought his final address to Council just before noon on May 19. He began his teaching career 37 years ago, joined NSTU staff in 1991 and marked his 35th Annual Council this year. Redden will retire on July 31.

Community College faculty ratify agreement

Community College faculty members voted 92 per cent in favour of their tentative collective agreement on May 22. Seventy-eight per cent of the bargaining unit's 720 members voted to accept the agreement.

"We're pleased that our members have ratified this new agreement, and I congratulate both negotiating teams for their hard work and dedication in achieving a fair and equitable agreement for our faculty members," says NSTU president Shelley Morse.

The duration of the new collective agreement is from September 1, 2011 to August 31, 2014. The faculty bargaining unit includes some 720 members who teach at NSCC campuses across the province.

Highlights of the agreement include the same salary increase as the recent settlement for public school teachers: a salary increase of 7.5 per cent (7.7 compounded) over three years. Equity in vacation allotment was also achieved in this tentative agreement, which means that faculty members hired before and after August 1, 1998 will receive the same vacation entitlement.

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Tentative agreement reached for Professional Support members

The NSTU and NSCC reached a tentative agreement for the 156-member professional support bargaining unit made up of professionals such as registrars, librarians, counsellors, student support workers and training coordinators on May 24. The NSTU provincial executive has recommended acceptance of the agreement. Professional support members will vote whether to accept or reject the tentative agreement on June 11.



people

NSSAF's Celebration of School Sport

The NSTU was a proud table sponsor for this year's Celebration of School Sport, organized by the Nova Scotia School Athletic Foundation (NSSAF), that was held at the World Trade and Convention Centre on May 10. Front row (l-r): Bayview Community School teacher Selena Davidson Eno, a recipient of an Outstanding Service Award Coaches; Darrell Dempster, NSSAF Executive Director; NSTU president Shelley Morse; Ginny Sampson, NSSAF Board of Governors (Highland Region) from Glace Bay High and Darrell LeBlanc NSSAF Board of Governors and incoming Chair (Highland Region) from the Strait Regional School Board. Back row: provincial executive members Paul Boudreau (Halifax County) and first vice-president Marlene Boyd (Inverness-Richmond).



Teachers' Provincial Agreement officially signed



The new Teachers' Provincial Agreement (TPA) was officially signed at the NSTU's Dr. Tom Parker building in Halifax on May 14. The Honourable Ramona Jennex, Minister of Education and Early Childhood Development (seated right) is shown with NSTU president Shelley Morse. The Agreement was ratified on April 18.

Also shown, back row (l-r) are members of NSTU's negotiating committee, executive staff officer Janine Kerr, assistant executive director Bruce Kelloway and executive director Bill Redden, with Carole Olson, the Department of Education and Early Childhood Development's Deputy Minister.

NSTU Past Presidents

This year's Annual Council re-instituted the Past Presidents' dinner, which was held on May 18 at the Delta Halifax. While honouring the contributions of former presidents of the NSTU this event provides a great networking opportunity. Seated (l-r): Dominique Henry (1974-76); John MacDonald (1992-96); and Joseph Maidment (1976-78). Standing: Harold Doucette (1980-84); Brian Forbes (2000-04); NSTU president Shelley Morse; Mary-Lou Donnelly (2004-08); Alexis Allen (2008-2012); Russell MacDonald (1990-92) and Donnie MacIntyre (1996-2000). Past presidents who were unable to attend: Mary Roach (1972-74); Gregory O'Keefe (1978-80); and Karen Willis Duerden (1986-90).



For a the **2013 Disposition of Resolutions**
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Local Service Award Recipients 2013



Above are recipients of this year's Local Service Awards, which were presented at an Awards Luncheon on May 18 during Annual Council 2013. These awards recognize the outstanding contribution of members who provide leadership and service at the Local level.

Front row (l-r): Cynthia Davies (Halifax City); John MacKay (Shelburne); Janice Henderson (Community College); Christopher West (Guysborough County); Jacinta Gracie (Northside-Victoria); Wanda Nickerson (Shelburne), NSTU president Shelley Morse; Marlene Boyd (Richmond); Belinda Snow (Hants West); and Flora Cantwell (Northside-Victoria). Back row: Donna Elliott (Halifax County); Danny Eddy (Lunenburg County); Donna MacDonald (Inverness); Heather Rideout (Yarmouth); Peter Balcom (Halifax County); Richard Gilbert (Community College); Jed Corbett (Cape Breton District); Terry Doucette (Queens); Bill Bruhm and Michael Stewart (Lunenburg County). Missing: Wayne Weir (Guysborough County).

New Provincial Executive Members

NSTU president Shelley Morse introduced seven newly elected provincial executive members at Annual Council on May 19. From left to right are: Kyle Marryatt, who is replacing Mark Savoury for the Dartmouth seat; Mike Stewart (Lunenburg County) is replacing the seat vacated by the retiring Bill Bruhm; Belinda Snow will take one of the Annapolis-Hants West-Kings seats vacated by Allister Wadden; Tim MacLeod takes on one of the Halifax County seats, replacing Kathy Kerr; Keri Butler is taking the Halifax City seat vacated by Angela Gillis; Stacy Thorburn will hold the new Queens-Shelburne seat, previously held by John MacKay and Joseph Salah will take on one of the Community College seats, held by John Driscoll. All two-year terms begin on August 1, 2013, except for Mike Stewart who officially began his term on May 19. They will attend the annual provincial executive planning conference in July and their first executive meeting at the NSTU's Leadership Conference in mid-August.



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from the nstu president

Shelley Morse



Report to Council 2013

(Excerpt from Shelley Morse's Address to Council 2013)

I would like to highlight the important initiatives the Nova Scotia Teachers Union has undertaken in meeting goals of raising the positive profile of our members, focusing on member engagement, and demonstrating the need for increased funding of the education system.

While on the campaign trail last year and in my first year as your president I heard from many of you about the different issues you face in classrooms, shops, schools and Community College campuses across the province. You indicated you wanted the profile of teachers raised in the public. Many also talked about the need for the NSTU to demonstrate how teaching has changed, how the classroom has changed, in recent years due to the cuts to education funding, the overwhelming demands placed on your time, and the need to illustrate how you go above and beyond for your students.

We sought to raise the profile of our members by encouraging students and parents to nominate a teacher, APSEA or Community College member who has made a big difference in their life.

Through our *Teachers Make a Difference* campaign we received 445 nominations, representing 263 NSTU members. I sent laudatory letters to each person nominated to ensure they knew they had been recognized. Ten NSTU members were chosen and each received a \$300 donation toward a breakfast or library program.

We also produced vignettes which demonstrated how NSTU members make a difference. They focused on themes of lifelong learning; care and compassion; going above and beyond; and innovation in learning.

Our annual holiday message focused on encouraging Nova Scotians to donate time and resources to breakfast programs, food banks and other community programs and highlighted NSTU members' involvement in these programs. In an effort to practice what we preach, we also donated \$2,000 to Feed Nova Scotia.

While we've raised the profile of our members publicly, we've also focused inward this year. Last year's Annual Council directed the NSTU to strike an ad hoc Committee on Member Engagement. This committee researched ways in which members are currently engaged with their Union, identified the values that NSTU brings to its members and determined barriers to engagement.

We received lots of positive feedback from members, and many were thankful we reached out to them, and by doing so reinforced that their opinion is valued. What was also revealed is the need for improvements and some of those are reflected in the recommendations your provincial executive passed at its last meeting, in which we will be focusing on next year.

We've been through two years of drastic cuts to our system, and we know that demands on your time, class size and composition, and lack of resources have made your jobs much more difficult.

Students have higher needs; and we now have less supports and fewer resources to help us deal with the growing complexities of education.

In two years \$65 million has been removed from the education budget resulting in over 700 teaching positions lost.

This year there was a slight increase to education funding, but those funds are being swallowed up by inflation and the rising costs related to heat and building maintenance. Some boards did receive more funding, but still required cuts to their budgets.

However, we should take pride in our campaign last spring, which brought attention to the negative effects of funding reductions. In the fall we continued to inform parents and the public, and with enough pressure money was found to hire 170 teachers. Even with the addition of positions to the system to maintain P-3 class caps at 25, we continue to feel the effects in our classrooms at all levels every day.

Last year's Council passed a resolution to create a campaign that shows the need for increased funding of the public education system.

So the PR Committee and staff worked on developing a campaign. The—**Stand for Education** campaign approach was developed in part through analysis from your feedback to the *What's Your Reality?* survey. We are continuing to partner with parents, the Nova Scotia Federation of Home and School Associations and la Federation des parents acadiens de la Nouvelle Écosse.

The campaign focuses on raising teacher profile, building parent and public appreciation to champion education, and building continued public support for a well-funded system. We are encouraging people to go to the StandForEducation.ca website, sign up, and tell elected officials to Stand for Education. We will be counting on your leadership for this.

With the tagline: "Teachers stretch so kids can soar" this campaign uses real NSTU members, dedicated teachers that stretch to cover gaps while communicating the challenges teachers face through their commitment to students.

Our campaign features Hants North Rural High O2 teacher Shann Singer and Grade 5/6 teacher Debra Gray from St. Stephen's School in Halifax. I'd like to recognize both Ms. Gray and Mr. Singer and their students who participated in the campaign and provincial executive members Gerry Alley and Angela Gillis, who helped make it all happen. I'd also like to acknowledge all the parents who allowed their children to be part of this campaign.

We are looking for more stories to highlight. So if you have an idea of a colleague or yourself that would like to tell a similar story, please let us know.

Stand For Education helps to demonstrate the reality of our members' professional lives, and how you continue to go above and beyond to fight for an education system that supports the learning needs of all students.

(French excerpt on page 8)

Stand for Education campaign shows realities of Nova Scotia's classrooms

On May 25, the Nova Scotia Teachers Union and education partners the Nova Scotia Federation of Home and Schools Association (NSFHSA) and la fédération des parents acadiens de la Nouvelle-Écosse (FPANE), launched an advocacy campaign to encourage the public to stand up for education and make sustainable public school funding a top issue in the upcoming provincial election.

"The *Stand for Education* campaign, focus public support for our public school system, showing the realities of the lack of education funding and the teacher experience," says NSTU president Shelley Morse. "Teachers have been stretching to cover the funding gaps of the last two years and we need to continue to lobby for an adequately funded system to meet all of our students needs."

The tagline "Teachers stretch so kids can soar" accompany print, television, transit and online creative that utilizes real teachers and real teacher stories. "This campaign features real NSTU members—dedicated teachers that inspire confidence and inspiration as they stretch to cover funding gaps in a system that has changed dramatically over the last 10 years," continues Morse. "I am grateful for the help of our members in championing public education and for helping to create this campaign."

The NSTU is pleased to be partnering with both official parent groups in the province. "Parents have also been stretching to cover funding gaps," says Vanda Dow, NSFHSA president. "Parent volunteers raise thousands of dollars each year to support programs in Nova Scotia's schools, and provide resources for classrooms."

The campaign website StandForEducation.ca encourages Nova Scotians to email MLAs, election candidates and the three party leaders to encourage them to stand for education. "With \$65 million cut from the public education budget since 2009 we want our politicians to see that restoring public education funding in Nova Scotia will help cultivate a high-quality, modern and sustainable public education system that meets the needs of all of our students," adds Morse.

The campaign approach was developed through an analysis from the *What's Your Reality?* survey responses from NSTU members last fall. The



Grade 5/6 teacher Debbie Gray from St. Stephen's Elementary School in Halifax is shown with her students as they recreate "Medieval Days", a curricular project Gray has been running for 15 years to meet Grade 5 social studies outcomes. This story forms the backdrop of the television creative for the Stand For Education/Teachers Stretch so Kids Can Soar campaign. Gray, along with Hants North Rural High O2 teacher Shann Singer are featured on the print and transit ad components of the campaign.

campaign aims to raise teacher profile, and build parent and public appreciation to champion public education. The *Stand for Education* website focuses public support for a well-funded public education system.

More information is found on www.StandForEducation.ca. Television spots will run until June 14. All the spots are available on NSTU's YouTube station at: <http://www.youtube.com/nstuwebcast>. Please tweet with hashtag: #StandForEducation, and share and like on Facebook.

**Her class is full.
With 28 talented students.
And \$600 in supplies she bought them.**

Teachers stretch so kids can soar.

Help our kids
get the support
they deserve

**STAND FOR
EDUCATION.CA**

— Debra Gray
Grade 5-6 teacher
St. Stephen's School, Halifax



Council Remarks

(Excerpt from Bill Redden's Address to Council 2013)

Unions have accomplished so much and are responsible for things like: minimum wage legislation, pensions, Old Age Security, supplemental health care, occupational health and safety legislation, paid vacations, maternity leave, decent wages...the list goes on. Professional unions like the NSTU have advocated for setting professional standards and enhancing professional practice, not only to serve members, but to enhance the delivery of education for our students.

Sadly, we are currently living in a time when there is a growing movement to take all this away from us. Recently, the Conservative dominated Senate voted 55 to 35 in favour of Bill 377, moving the legislation forward before being passed into law. This legislation, disguised as accountability to tax payers, is nothing more than a blatant attack on unions. It requires them to spend time and resources on preparing accounting records for the Canada Revenue Agency and forcing the disclosure of information, while invading the privacy of individuals who volunteer or work for unions.

But an even greater threat lies ahead in a backbench Conservative MP's Bill that if passed, will undermine union funding and silence workers' collective voice. It will take away the right unions have achieved under the Rand formula to require all members to pay union dues. This "Right to Work" legislation would require your union to contact each member to see if they voluntarily want to pay union dues, even though without paying, they can receive all the benefits of paying members. This will destroy unions! It would not be long before the neo-conservatives would have accomplished their real agenda – to convert Canada to a low-wage, no benefits, economy. Strong unions are the way to prevent this.

Unions provide one of the only mechanisms we have for ensuring the more equitable distribution of income necessary for the creation of a vibrant middle class.

Nobel-prize winning economist Paul Krugman wrote: "Unions – as imperfect as they may be – are the only counterbalance we have to unbridled corporate power."

Did you know there are now 180,000 millionaires in Canada and that numbers are expected to grow significantly in the next few years? There are now over 1,200 billionaires in the world and Canada stands as number 10 on the list of the most billionaires. The gains made by the middle class since the last World War and the 1980s have now been almost entirely wiped out. The only reason the shrinking middle class has survived is because of all the two-income families. Over the last two decades, one-third of all income gains have gone to 1% of the population – the very rich. This is why we need to fight to keep unions strong!

Teachers' unions do more than protect the economic interest of members. They fight for public education. Over the past three years, it is the NSTU that has led the fight against the cuts to education funding. Our "Cut to the Core" campaign was a major success, as witnessed by Government's reluctance to further reduce education funding this coming year and guarantee P-3 class caps. It is the Union that has taken the lead in providing professional development for our members and fought the

Department and the Boards over wasteful data collection practices. It is teachers who advocate every day for kids and education.

This quote by Jacques Barzun captures what I feel about the state of education today. "Teaching is not a lost art, but the regard for it is a lost tradition." There has never been a time in our history before when we have had such a highly educated group of dedicated professionals in our classrooms, schools, and colleges, yet we see over and over again policy decisions being made by politicians and others far removed from the realities faced every day by educators. You wouldn't change the practice of medicine without consulting doctors. But in education, governments and boards often announce new initiatives without consulting teachers. As Dr. Ben Levin has said: "We wouldn't tell other occupations how to do their jobs, so why do they feel qualified to tell teachers how to do theirs."

There are other models in existence we need to pursue. I am speaking about Scandinavian models particularly Finland's, where teacher professionalism is highly valued and educators are deeply involved in all educational decision making.

Teachers there are held in high esteem and student performance, as measured on international tests, is superior. They have strong unions, strong social programs, and very little social inequality. Why are we stuck in this out-dated, top-down, outcome based 20th century model that stresses accountability, to the detriment of a quality educational system? My challenge to you, is to talk to politicians at all levels to remind them there are better models. We need a 21st century vision.

My final thoughts I leave with you at the end of my 37-year career—35 of those years deeply involved in this Union, this is my 35th Annual Council—is to stay focused on the big picture. True leadership is having this broader vision and turning talk into action by motivating others to actions. Your challenge is to motivate your fellow colleagues to become knowledgeable about the serious threats the Union faces and learn about the great work we do and have been doing. They need to understand the important role unions play in society, so they will stand up, and speak out. You need to remind them that they are the Union. Let's take guidance from the words of Mr. W. T. Kennedy, one of NSTU's founding members. In speaking some 118 years ago at the founding meeting: "Teachers taken singly are a rope of sand, weak and easily demolished; but teachers united in a single body, such as this Union proposed, would present a very different face to any attempt at oppression or persecution."

I am extremely proud of the Union and all that it has achieved.

I want to thank the Union for having had the privilege of being a Staff Officer and the Executive Director. Although this was a diversion from my earlier career as a teacher, I have always remained proud to tell people I was and remain, first and foremost, a teacher.

I take my hat off to all teachers. You are masters of delayed gratification; it is often years down the road you finally receive a thank you from some chance meeting with a former student you helped along the way. Teachers do shape the future.

[The Executive Director's complete Address to Council is posted on the NSTU website.]

(French excerpt on page 12)

NSTU Annual Council 2013



As part of the Resilience Program, through Manulife/Homewood Human Solutions and NSTU's Insurance Trustees, Biometrics testing was provided for delegates to Annual Council 2013. Registered nurses were on site on Friday evening and Saturday to test blood sugar, cholesterol, blood pressure and measure BMI (Body Mass Index) and hip to waist ratios as indicators of overall physical health. The RNs also provided healthy living advice where needed to NSTU members on-site as part of the testing.



Vanda Dow, president of the Nova Scotia Federation of Home and School Associations, was a special guest to Annual Council 2013. She is shown with NSTU president Shelley Morse at the Annual Council Presidents' Reception.



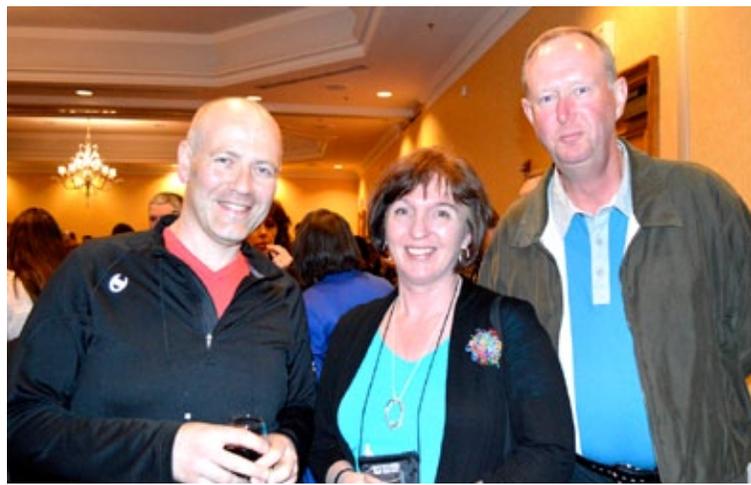
Above are members of the Aspotogan Consolidated Elementary School (ACES) Choir, whose rendition of O Canada was taped and shown during Annual Council. This Grade 3 to 5 choir, under the direction of Annual Council voting delegate Glynda Wimmer (Lunenburg County Local) placed first in their division at the Lunenburg & District Music Festival. They also performed at the Stars of the Festival concert on May 4 and were awarded the Barbara E. Butler Elementary Chorus Rose Bowl.



Outgoing executive director Bill Redden was honoured during this year's Annual Council, by former NSTU presidents Mary-Lou Donnelly and Alexis Allen along with current president Shelley Morse. He began his teaching career 37 years ago and joined NSTU staff in 1991 as an executive staff officer. He became the NSTU executive director on January 1, 2007. Redden, who will retire on July 31, marked his 35th Annual Council this year is shown with his wife Pauline after his final address to Council delegates on May 19.



Pictou Local member John Spurdakes celebrated his 35th Annual Council this year.



Art Teachers Association (ATA) president Paul Syme (Kings Local) who is also a member of the NSTU's public relations committee is shown (left) with Halifax City member Debra Gray, who is part of the Stand For Education campaign. Gray and her husband Bruce (right) were invited to the Friday evening opening session of Annual Council 2013. The television spot that Gray appears in, as part of the Stand For Education campaign, was previewed for delegates at the opening session.

Rapport à l'AGA du Conseil 2013

Je voudrais mettre en lumière les initiatives importantes qu'a entreprises le Nova Scotia Teachers Union en vue de réaliser les objectifs d'améliorer le profil de nos membres, de favoriser l'engagement des membres et de démontrer la nécessité d'un accroissement du financement du système d'éducation.

Pendant que je faisais campagne l'année dernière et durant ma première année au poste de présidente, bon nombre d'entre vous m'ont fait part des différents problèmes auxquels vous êtes confrontés dans vos classes, vos ateliers, vos écoles et vos campus du Collège communautaire partout dans la province. Vous avez indiqué que vous vouliez améliorer le profil des enseignants auprès du public. Beaucoup d'entre vous ont également parlé de la nécessité pour le NSTU de démontrer combien l'enseignement avait changé et combien la salle de classe avait changé dans les dernières années, à cause des réductions du financement de l'éducation, des exigences écrasantes qui vous sont imposées et de la nécessité d'illustrer les efforts énormes que vous déployez en faveur de vos élèves.

Nous avons cherché à améliorer le profil de nos membres en encourageant les élèves et les parents à désigner un enseignant, un membre de la CESP ou du Collège communautaire qui a fait toute la différence dans leur vie.

Dans le cadre de notre campagne *Teachers Make a Difference (Les enseignants font toute la différence)*, nous avons reçu 445 propositions, représentant 263 membres du NSTU. J'ai envoyé une lettre d'éloges à toutes les personnes désignées afin qu'elles sachent que quelqu'un leur avait rendu hommage. Dix membres du NSTU ont été sélectionnés et chaque lauréat a reçu un cadeau de 300 \$ destiné à un programme de petit déjeuner ou un programme de bibliothèque.

Nous avons également produit des capsules vidéo illustrant comment les membres du NSTU font toute la différence, en nous servant de vrais membres du NSTU; ces capsules mettaient l'accent sur les thèmes de l'apprentissage permanent, de la bienveillance et de la compassion, des efforts exceptionnels déployés et de l'innovation dans l'apprentissage.

Notre message annuel pour les fêtes visait à encourager les Néo-Écossais à faire don de leur temps et de leurs ressources aux programmes de petit déjeuner, aux banques alimentaires et autres programmes communautaires et il mettait aussi l'accent sur la participation des membres du NSTU à ces programmes. Afin de joindre les actes à la parole, nous avons également fait un don de 2000 \$ à la banque alimentaire Feed Nova Scotia.

En plus de rehausser le profil de nos membres auprès du public, nous nous sommes également penchés sur notre fonctionnement interne. L'AGA du Conseil de l'an dernier a chargé le NSTU d'établir un Comité spécial sur la participation des membres. Ce comité a fait des recherches sur les manières dont les membres participent actuellement au syndicat, a cerné les avantages que le NSTU apporte à ses membres et a déterminé les obstacles à la participation.

Nous avons reçu beaucoup de réactions positives de la part de nos membres et beaucoup ont été très reconnaissants du fait que nous nous soyons adressés à eux, renforçant ainsi le sentiment que leur opinion nous importe. Ceci a également révélé la nécessité d'apporter des améliorations, ce qui a été reflété dans les recommandations adoptées par votre Comité exécutif provincial lors de sa dernière réunion; ces recommandations seront mises en œuvre l'année prochaine.



Nous avons traversé deux années de réductions budgétaires draconiennes à notre système et nous savons que votre emploi du temps très chargé, la taille et la composition des classes et le manque de ressources ont rendu votre travail beaucoup plus difficile. Les élèves ont des besoins accrus et nous avons maintenant moins de soutiens et moins de ressources pour nous aider à affronter les complexités croissantes de l'éducation.

En deux ans, 65 millions de \$ ont été éliminés du budget de l'éducation ce qui a entraîné la perte de plus de 700 postes d'enseignants.

Cette année, il y a eu une légère augmentation du financement de l'éducation, mais ces fonds ont été engloutis par l'inflation et l'augmentation des coûts du chauffage et de l'entretien des bâtiments. Certains conseils scolaires ont reçu davantage de financement mais ils ont dû malgré cela opérer des compressions budgétaires.

Toutefois, nous devrions être fiers de notre campagne du printemps dernier, qui a attiré l'attention sur les impacts négatifs des réductions de financement. Durant l'automne, nous avons continué à informer les parents et le public et, grâce aux pressions exercées, de l'argent a été trouvé pour embaucher 170 enseignants. Mais malgré l'addition de ces postes au système pour maintenir le plafond des classes M-3 à 25 élèves, nous continuons à ressentir chaque jour les effets de ces réductions dans nos salles de classe et à tous les niveaux.

L'an dernier, le Conseil a adopté une résolution en vue de lancer une campagne démontrant la nécessité d'un financement accru du système de l'enseignement public.

Le Comité des RP et le personnel ont travaillé à l'élaboration de cette campagne. L'approche adoptée pour la campagne Défendons l'éducation a été mise au point en partie au moyen de l'analyse de vos réponses au sondage *What's Your Reality? (Quelle est votre réalité?)*. Nous poursuivons notre partenariat avec les parents, la Fédération des associations foyer-école de la Nouvelle-Écosse et la Fédération des parents acadiens de la Nouvelle-Écosse.

Cette campagne vise à rehausser le profil des enseignants, à renforcer l'appréciation des parents et du public afin qu'ils défendent l'éducation et à renforcer l'appui du public en faveur d'un système convenablement financé. Nous encourageons les gens à se rendre sur le site Web StandForEducation.ca, à s'y inscrire et à demander à leurs représentants élus de défendre l'éducation. Nous comptons sur votre leadership pour réaliser cela.

À l'aide du slogan « Les enseignants multiplient les efforts pour que les enfants prennent leur essor », cette campagne fait appel à de vrais membres du NSTU, des enseignants dévoués qui multiplient les efforts pour combler les lacunes, et elle communique les défis auxquels sont confrontés les enseignants pour respecter leur engagement à l'égard des élèves.

Notre campagne met en vedette Shann Singer, enseignante O2 à l'école secondaire Hants North Rural High et Debra Gray, enseignante de 5e et 6e année à l'école St. Stephen's d'Halifax. Je voudrais remercier à la fois Mme Gray et M. Singer et leurs élèves qui ont participé à la campagne ainsi que les membres du Comité exécutif provincial Gerry Alley et Angela Gillis, qui ont contribué à mettre tout cela en place. Je voudrais également remercier tous les parents qui ont permis à leurs enfants de participer à cette campagne.

Nous sommes à la recherche d'autres histoires à raconter. Alors, si vous connaissez un collègue qui aimerait raconter une histoire similaire ou si vous souhaitez vous-même le faire, n'hésitez pas à nous le faire savoir.

La campagne Défendons l'éducation permet de démontrer la réalité de la vie professionnelle de nos membres et d'illustrer les efforts extraordinaires que nous déployons pour lutter en faveur d'un système d'éducation qui réponde aux besoins d'apprentissage de tous les élèves.

Greenfield Elementary School Fun Fair



The Spring Fun Fair, recently held at the Greenfield Elementary School in the South Shore Regional School Board saw parents and community members come together for a fun-filled day to raise money for the school. The Greenfield School Society decided to spend the money to buy technology for the school in the form of iPad minis. A car wash, silent auction, fish pond, face painting and a pie in the face for a teacher were just some of the activities. Students cast their vote on a ballot for the teacher they wanted to throw a pie in the face. In the end, one of the Grade 2 student's ballot was drawn and teacher Linda MacPhee received a pie in the face. Above is a picture of the fun and mess!

Teacher vies for national magazine award

Dr. Sharon Reid, a Grade 4/5 teacher at Clark Rutherford Memorial School (CRMS) in Cornwallis, is one of 12 teachers left in the running for Canadian Family Magazine's *Great Teacher Award*. She is the only finalist from Nova Scotia. The magazine put out the call for nominations in late April and a panel of Education experts selected 12 finalists from the submissions. **Supporters can now go online at: canadianfamily.ca/teacherawards and vote for their favourite teacher – once every 24 hours. Votes can come from multiple computers and mobile devices. Deadline for voting is June 28.**



“When I found out that I had been nominated for this award, my first thought was that this kind of national recognition would go a long way towards raising awareness about the great things going on in Nova Scotia,” she says. “It also showcases what an incredibly special place the Annapolis Valley is to live.”

The winning three teachers will be profiled in the September 2013 issue of Canadian Family and \$2,500 will go to each teacher's school. Reid is up against teachers from much larger school populations across the country; Clark Rutherford Memorial School has a student enrollment of only around 110.

Under Reid's guidance, the school Math Club consistently wins national math awards. Last year, several Grade four and five students from the school earned distinguished scores in the prestigious Byron-Germain and Fibonacci national mathematics contests. Sharon also coordinates a creative writing program, which encourages students to submit stories and poems to national publications.



I STOP PAIN

Acupuncture &
Chinese Herb Centre



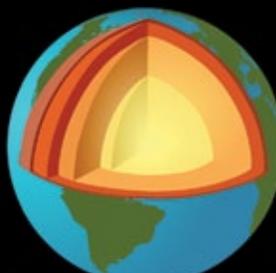
Attention Teachers:

- ❖ All the acupuncture treatments are performed by Dr. (TCM) Wei Yuan and Tom Tian from China with more than twenty years of clinic experience.
- ❖ With what can our treatment help you?
 - ▶ **Stress management:** including depression, anxiety, insomnia.
 - ▶ **Acute and chronic pain treatment:** headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
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12 Units of Earth and Space Science
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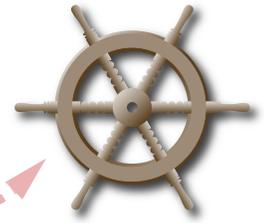
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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Teaching the Way We Aspire to Teach: Now and in the Future

by Debbie McIsaac, Executive Staff Officer, Professional Initiatives

Teaching the Way We Aspire to Teach: Now and in the Future is an initiative of the Canadian Education Association (CEA) being conducted in partnership with the Canadian Teachers' Federation (CTF). The project seeks to better understand the highest aspirations teachers hold for the work they do by starting with personal stories of excellence as a way of exploring their professional values and visions for teaching. Through a facilitated conversation, teachers were encouraged to consider the conditions that allow these stories to take place in their own professional lives, and the lives of teachers across the country.

I consider myself to be fortunate to have the opportunity to take part in the second round of this initiative as I coordinated focus groups of teachers from the Cape Breton District, Northside-Victoria and Colchester-East Hants Locals. These teachers volunteered their time after a full day in the classroom to share their personal stories of excellence as they participated in surveys, pairs and larger group sharing exercises. Along with colleagues across the country, their voices will become part of the vision of what teaching the way we aspire to teach looks like. The process followed for these focus groups was based on the *Appreciative Inquiry* model of facilitation. Rather than focusing on the problems and deficits which impede success and moving forward, teachers shared

their stories of successes and positive experiences. These stories highlighted those moments when a teacher felt that particular connection with a student or entire class, could stand back and say "yes, that's why I teach", turned that 'so-so' lesson into an engaging activity that left students wanting more, and without

looking for fame or glory, went that proverbial extra mile just 'because'. In addition to these focus groups, a group of administrators from the Halifax City, Dartmouth and Halifax County Locals volunteered their time to give voice to another level of this research, *Leading the Way You Aspire to Lead*.

Teachers and administrators were asked to consider six important contributors to aspirational teaching: personal attributes; leadership; relationships; resources; policies, procedures and protocols; and infrastructure. The findings in the research conducted in the first round of this project were also very evident in the discussions being had among the educators in the current focus groups. While many points were highlighted as being very important to each element, trust, respect, flexibility, and the need for support were reoccurring factors in all six elements.

The major themes which emerged from the previous focus groups were also reflected in the themes that were surfacing in the stories shared by the teachers and administrators who met this spring. These themes included: students as the central focus in the work teachers do; teachers have a strong sense of the personal attributes they bring to their work; trusting and mutually supportive relationships are key dimensions of the teaching/learning dynamic; being valued and recognized as professionals is a key foundation for a positive teaching and learning environment; visionary, responsive, and democratic leadership is needed to support teachers; schools exist within and not apart from the larger community; flexibility is key when designing the policies and infrastructure that govern teachers' work; and a variety of material, intellectual, and human resources are critical supports to teachers.

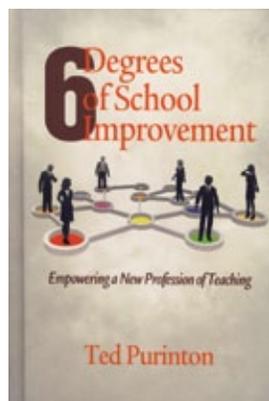


Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus with PD Giveaway in the subject line to theteacher@nstu.ca by June 21 to be eligible for the draw.

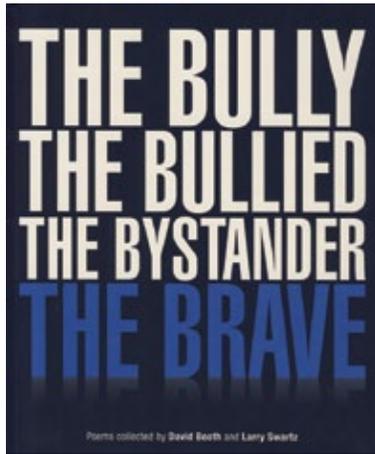
Information Age Publishing presents *6 Degrees of School Improvement* by Ted Purinton, a book focused on the principle of collaborative professionalism. The book is based around the American teaching community, but shares principles and ideas that are universal in their approach to education systems worldwide. *6 Degrees of School Improvement* aims to improve the overall learning experience for students as they prepare to enter an ever changing and competitive world.



(continued on page 9)

Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by June 21 to be eligible for the draw.

The Bully The Bullied The Bystander The Brave - Poems collected by David Booth and Larry Swartz



Poetry has always been a form of literature that hits a deeper note with many of us. It enables individuals to interpret and examine a topic in a new and different way. This lovely anthology of poems collected by David Booth and Larry Swartz and published by Rubicon, explores the many sides and angles of those who have been affected or involved in bullying.

(continued from page 8)

The objectives of this research project are to:

- elevate the voices of teachers/administrators and improve the tone of the current public conversations about teaching;
- enhance the positioning of teachers/administrators as thoughtful and informed contributors to a dialogue on creating schools that are places of innovations, ingenuity and creativity;
- create an environment where teachers/administrators can engage in ongoing reflection, collaboration and innovations;
- contribute to building a system for the future that enhances the capacity of teachers/administrators and learners/students to engage successfully;
- advance a better understanding of the context for teaching in Canada from the perspective of teachers/administrators;
- generate compelling ideas to frame local actions and policy proposals to improve the context for teaching and learning in the 21st century.

The results of this work will help to enrich and bring a strong teacher voice to the work of the CEA as it continues its mandate and vision to promote transformation in Canadian education. As a strong teacher organization with a mission to promote and advance the teaching profession and quality public education, the NSTU, through the voices of its members, will continue to contribute to these collaborative conversations with our colleagues across the country.

The report on *Teaching the Way We Aspire to Teach: Now and in the Future 2012* can be found on the CEA website: www.ceace.ca and the CTF website: www.ctf-fce.ca

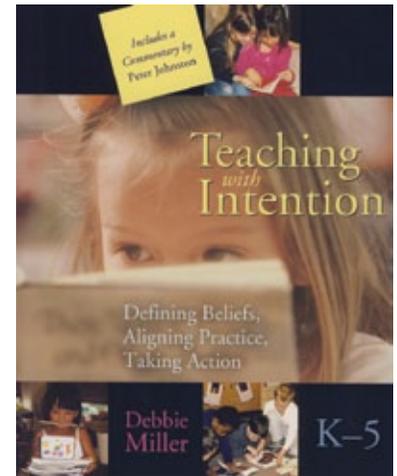
fresh

Putting new members in the KNOW!

Email your name, home address, and school or campus with FRESH in the subject line to theteacher@nstu.ca by June 21 to be eligible for the draw.

Teaching with Intention by Debbie Miller

Over the last five years Debbie Miller has chronicled her experiences in the classroom with teachers and students. Her newest book, *Teaching with Intention*, published by Stenhouse Publishers and Pembroke Publishers; looks at the act of teaching and how teachers should create their own set of personal beliefs in the classroom by building on the importance that each teacher has in transformative teaching practices.



Yoga in Schools



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"My overall health, relationships and teaching practices have been greatly influenced by this training. Be prepared for a life altering workshop!"

—Tanya Thibeau, Yoga in Schools Graduate

This program will provide teachers with an introduction to Yoga, Yoga Grade 11, Yoga for Special Needs and Autism, with physical practice and experiential activities.

These hours are part of the optional 200hr certification, which is required to teach Yoga 11 in schools. Graduates of the 200hr certification program will receive all yoga programs designed by Jenny.

"Joy and gratitude is palpable throughout the journey. This course is changing many lives, having lasting effects within the education system." —Sue Stevenson

This PD workshop will leave you feeling refreshed, renewed and inspired.

Leaders:

Jenny Kierstead, author of 6 yoga school programs and award-winning educator, is founder of Breathing Space Yoga Studios. She has trained and mentored the many teachers introducing yoga to their schools.

Blair Abbass has been teaching meditation and stress reduction for students and teachers for over 25 years and was the first teacher to bring Yoga 11 to HRSB.

Date(s): July 22nd - 25th, 2013

Time: 9:00 a.m. - 4:00 p.m.

Location: Chocolate Lake Hotel, Halifax

Fee: \$ 500.00 + HST (check Local PD for funding)

Register early to secure your spot!

Contacts: Jenny Kierstead & Blair Abbass 444-YOGA (9642)
info@BreathingSpaceYogaStudio.ca

Discours de Bill Redden à l'AGA du Conseil Le 17 mai

Les syndicats ont beaucoup accompli et sont responsables de progrès comme : la législation sur le salaire minimum, les pensions, le programme de la sécurité de la vieillesse, la couverture complémentaire des soins de santé, la législation sur la santé et la sécurité au travail, les congés payés, les congés de maternité, les salaires décents et bien plus encore. Les syndicats professionnels comme le NSTU ont préconisé l'établissement de normes professionnelles et l'amélioration de la pratique professionnelle, non seulement pour servir leurs membres, mais pour améliorer la prestation de l'enseignement à nos élèves.

Malheureusement, nous vivons actuellement une période où il y a une tendance grandissante à nous enlever tout cela. Récemment, le Sénat, à majorité conservatrice, a voté à 55 contre 35 en faveur du projet de loi 377, faisant ainsi avancer cette législation avant qu'elle ne soit adoptée. Cette législation, sous le prétexte de la responsabilité à l'égard des contribuables, n'est rien de plus qu'une attaque flagrante sur les syndicats. Elle les oblige à passer du temps et à dépenser des ressources pour préparer des documents comptables pour l'Agence du revenu du Canada et elle force la divulgation d'informations, ce qui constitue une ingérence dans la vie privée des personnes qui font du travail bénévole ou rémunéré pour les syndicats.

Mais une menace encore plus grave nous attend dans le projet de loi d'un député conservateur d'arrière-ban qui, s'il est adopté, va éroder le financement des syndicats et réduire au silence la voix collective des travailleurs. Cela éliminera le droit que les syndicats ont obtenu en vertu de la formule Rand d'exiger que tous leurs membres paient une cotisation syndicale. Cette législation de « droit au travail » obligerait votre syndicat à contacter chacun de ses membres pour savoir s'ils veulent volontairement payer leur cotisation syndicale, bien que, s'ils refusent de payer, ils puissent bénéficier de tous les avantages des membres cotisants. Cela va détruire les syndicats! Les néoconservateurs ne tarderaient pas à atteindre leur véritable objectif – convertir le Canada en une économie à bas salaire et privée d'avantages sociaux. Des syndicats puissants sont le seul moyen d'éviter cela.

Les syndicats fournissent l'un des seuls mécanismes que nous ayons pour assurer la distribution équitable du revenu nécessaire à la création d'une classe moyenne dynamique.

L'économiste Paul Krugman, lauréat du prix Nobel, a écrit : « Les syndicats – aussi imparfaits soient-ils – sont le seul contrepois que nous ayons au pouvoir déchaîné des entreprises ».

Saviez-vous qu'il y a maintenant 180 000 millionnaires au Canada et qu'on prévoit une augmentation considérable de ce chiffre dans les prochaines années? Il y a maintenant plus de 1 200 milliardaires dans le monde et le Canada est au 10^e rang de la liste des pays comportant le plus grand nombre de milliardaires. Les progrès réalisés par la classe moyenne depuis la dernière guerre mondiale et les années 80 ont été presque complètement anéantis. La seule raison qui a permis à la classe moyenne en régression de survivre est l'existence des familles à deux revenus. Au cours des deux dernières décennies, un tiers de l'augmentation des revenus est allé à 1 % de la population – les très riches. C'est pourquoi nous avons besoin de lutter pour le maintien de syndicats puissants!

Les syndicats d'enseignants ne se contentent pas de protéger les intérêts économiques de leurs membres. Ils luttent en faveur de l'enseignement public. Au cours des trois dernières années, c'est le NSTU qui a mené le combat contre les réductions du financement de l'éducation. Notre campagne *Cut to the Core* (coupée au c'ur) a été un succès important,



comme en a témoigné l'hésitation du gouvernement à réduire encore davantage le financement de l'éducation cette année et son engagement de garantir les plafonds maximums dans les classes M-3. C'est le syndicat qui a pris l'initiative de la fourniture de perfectionnement professionnel à nos membres et qui s'est opposé au ministère et aux conseils scolaires au sujet du gaspillage lié à la collection excessive de données. Ce sont les enseignants qui défendent chaque jour les enfants et l'éducation.

Cette citation de Jacques Barzun capture parfaitement mon sentiment au sujet de l'état de l'éducation aujourd'hui. « L'enseignement n'est pas un art perdu, mais le respect à son égard est une tradition qui se perd ». À aucune autre époque de notre histoire n'avons-nous eu un groupe aussi hautement qualifié de professionnels dévoués dans nos classes, nos écoles et nos collègues et pourtant, nous sommes sans cesse confrontés à des décisions de politique prises par des politiciens et d'autres individus fort éloignés des réalités auxquelles font face chaque jour les éducateurs. On ne modifierait jamais la pratique de la médecine sans consulter les médecins. Mais, dans le domaine de l'éducation, les gouvernements et les conseils scolaires annoncent souvent de nouvelles initiatives sans consulter les enseignants. Comme l'a dit Ben Levin (PhD) : « Nous ne dirions pas à d'autres professions comment faire leur travail, alors pourquoi se sentent-ils qualifiés pour dire aux enseignants comment faire le leur ».

Il existe d'autres modèles dont nous pourrions nous inspirer. Je parle des modèles scandinaves, en particulier de la Finlande, où le professionnalisme des enseignants est hautement valorisé et où les éducateurs participent étroitement à toutes les prises de décision en matière d'éducation.

Les enseignants y sont tenus en haute estime et la performance des élèves, d'après les résultats aux tests internationaux, est supérieure. Ils ont des syndicats puissants, des programmes sociaux solides et très peu d'inégalité sociale. Pourquoi sommes-nous enlisés dans ce modèle périmé du 20^e siècle, du haut vers le bas, axé sur les résultats et la reddition de comptes, au détriment d'un système d'enseignement de qualité? Je fais appel à vous pour parler aux politiciens à tous les niveaux afin de leur rappeler qu'il existe de meilleurs modèles. Nous avons besoin d'une vision digne du 21^e siècle.

Les dernières réflexions que je vous laisse, à l'issue d'une carrière de 37 ans – dont 35 ans de participation étroite à ce syndicat, c'est aujourd'hui ma 35^e AGA du Conseil sont les suivantes : nous ne devons pas perdre de vue la vision d'ensemble. Le véritable leadership consiste à élargir notre vision et à joindre les actes à la parole en incitant les autres à agir. Votre défi est de motiver vos collègues à s'informer davantage au sujet des graves menaces qui planent sur le syndicat et du travail extraordinaire que nous faisons et que nous avons fait. Ils ont besoin de comprendre le rôle important que jouent les syndicats dans la société afin de se porter à la défense de l'éducation et de faire entendre leur voix. Vous devez leur rappeler que le syndicat c'est eux. Laissons-nous inspirer par les paroles de M. W. T. Kennedy, l'un des membres fondateurs du NSTU. Dans le discours qu'il a fait il y a 118 ans lors de la réunion de fondation, il a déclaré : « Les enseignants pris isolément sont un château de cartes, faible et facilement démoli; mais les enseignants unis en un seul corps, comme le propose ce syndicat, présenteraient un front très différent à toute tentative d'oppression ou de persécution ».

Je suis extrêmement fier de ce syndicat et de tout ce qu'il a accompli.

Je voudrais remercier le syndicat de m'avoir accordé le privilège de le servir à titre de cadre de direction puis de directeur exécutif. Bien que cela m'ait détourné de ma première carrière d'enseignant, je suis toujours resté fier de dire aux gens que j'étais et que je reste, d'abord et avant tout, un enseignant.

Je tire mon chapeau à tous les enseignants. Vous êtes des maîtres de la satisfaction tardive; c'est souvent bien des années plus tard que vous recevez finalement un remerciement lors d'une rencontre fortuite avec un ancien élève que vous avez aidé en cours de route. Les enseignants sont des bâtisseurs d'avenir.

NOTICES

'Learn 2 Camp' Workshop - July 6 & 7 in Hants County

Know someone who's curious about camping, but doesn't know where to start? The NS Department of Natural Resources is offering a 'Learn 2 Camp' workshop on July 6 & 7 at Smileys Provincial Park in Hants County. See www.novascotiaparks.ca/learn2camp for details.

World Environment Day – June 5, 2013

On June 5th UNESCO encourages us to join in the celebration of World Environment Day with the theme *Think.Eat.Save*. We live in a continually wasteful world where approximately 1.3 billion tons of unused food is disposed of each year. With so many people lacking in proper nutrition, *Think.Eat.Save* encourages us to be more mindful of the environmental impact our food choices have on the world. For more information on World Environment Day, please visit www.unep.org.

UPEI Summer School – The way it was meant to be!

UPEI is introducing a great new alternative to professional learning. This summer they will be launching an online series of courses to enhance practical skills and strategies for “hands on” learning. Registration will begin on May 21, 2013. For more information on courses offered please visit <http://education.upei.ca/ple-summer-courses>.

Stars in Global Health: Round 6 – Request for Proposals

Grand Challenges Canada is looking for proposals for the first phase of Stars in Global Health. With awards valued at \$100,000 CAD, this unique opportunity which is open to developers and those with innovative ideas in developing countries and Canada, have a chance to submit their **bold ideas with big impact**. The deadline for proposals is **July 30, 2013 at 3:00 p.m. ET**. Please visit <http://www.grandchallenges.ca/grand-challenges/stars-phase-i/>.

Canadian Paediatric Society Art Contest – Deadline June 28

All children are invited to submit their works of art to the Paediatric Society Art Contest for this year's theme, “Friendly advice from Canadian kids”, which illustrates the importance of how friendships keep them healthy and happy. The CPS has yet to receive submissions from Nova Scotia and would like all parts of Canada to be represented. Please visit <http://www.cps.ca/en/publications/cps-art-contest> for contest information.



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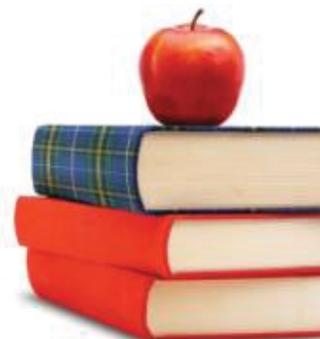
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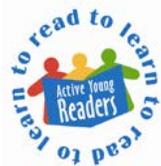


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Literacy Summer Institutes

Two-day Workshops

July 23 & 24, 2013, 9:00 a.m.–4:00 p.m.
The Old Orchard Inn & Spa, Wolfville, NS



Sharon Taberski – *Day 1: It's ALL About Comprehension: Teaching It Wisely and Well* –
Day 2: The Reading and Writing Workshop: Instructional Practices to Move from Teaching Strategies to Helping Students Become Strategic (Grades Primary–6)

In this session you will learn classroom practices and routines to help children become more adept at comprehending and will examine developmentally appropriate strategies for implementing a cohesive school-wide literacy plan. Strategy instruction is often overdone and misapplied. We teach the same six to eight metacognitive strategies throughout the elementary grades, our students parrot the strategy they “used,” and yet we know deep down that they aren't using them at all! Instead of focusing instruction on teaching these strategies, per se, we must redirect our attention to teaching students to become strategic. In this session we will examine how the reading and writing workshop, when implemented purposefully and systematically, has the potential to engage and empower students and move ownership of literacy back to the student where it belongs. The second day will focus on oral language, with a spotlight on encouraging student talk that reflects their understanding of texts and concepts more accurately.

Sharon Taberski has been a classroom teacher for 28 years, is a leader in the field of early reading instruction, a nationally recognized educator, author, and she presents keynotes and seminars throughout the US and Canada. Sharon's is the author of *Comprehension from the Ground Up*, and its companion DVD, *Lessons from the Ground Up*. Sharon is also the author of *It's ALL About Comprehension: Teaching K-3 Readers from the Ground Up*, and *On Solid Ground: Strategies for Teaching Reading K-3*.



Jim Burke – *How Can We Teach Our Students Better?* (Grades 7–12)

Participants in this workshop will examine a range of text types and how to read, write about, and discuss those texts within the context of a Big Idea or guiding question. The premise of the workshop is that students engage most and learn best when developing skills and content knowledge through meaningful investigations of important texts and topics. Woven throughout these sessions will be the "Academic Essentials" necessary to do the academic work which school, and increasingly, the workplace both demand of graduates. The sessions will be interactive and provide time and guidance in adapting the content of the workshop to the teachers' own classes.

Jim Burke teaches English at Burlingame High School, a public school where he has worked for over twenty years. The author of over twenty books, he recently published an entirely new edition of *The English Teacher's Companion* and *The Common Core Companion: What They Mean, What They Say, How to Teach Them* (Corwin, August 2013). He serves as a senior consultant for the Holt McDougal Literature program. Jim has received several awards, including the 2000 NCTE Exemplary English Leadership Award. In 2009 he created the *English Companion Ning*, an online community that serves 40,000 English teachers and has been awarded the Best Social Network for Teachers several times. He sits on the AP English Course and Exam Review Commission and the PARCC Consortium, where he serves on the Content Technical Working Group, which advises the PARCC on the development of the Common Core State Standards assessments.

Registration fee for each two-day workshop: \$100.00 with 50% discount for student teachers and substitute teachers. Lunch is NOT provided but there will be light refreshments.

Register at <https://edapps.ednet.ns.ca/summersession> or call Daniel Gervais at 424-5996. Registration is now open.





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Nova Scotia Teachers Union Promotion

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www.COASTALMASSAGE.ca

**Congratulations to our Book Winners:
May 10th Draws**

FRESH - Kelly Banks, Sackville Heights Elementary

EQUITY - Mandy Bishop, Brooklyn Elementary

PD - Anna-Marie MacKenzie Kelly, Digby Regional High

DEADLINE EXTENSION

Deadline for NSTU Standing/Other Committees has been extended to *Friday, June 21, 2013 at 4:30 p.m.*

NOTE EXCEPTIONS

- *Insurance Trustees – May 31, 2013* - One appointment will be made to the Insurance Trustees from the Annapolis Valley Region.
- *Substitute Teacher Committee – October 11, 2013.*

Applications may be made online, [click here to download from the NSTU website at \[www.nstu.ca\]\(http://www.nstu.ca\)](#) (under NSTU/Structure/Provincial Executive/Committees) and forward to:

Nominating Committee, Nova Scotia Teachers Union,
3106 Joseph Howe Drive,
Halifax, N.S. B3L 4L7

Legal Advice

BOYNECLARKE LLP offers a comprehensive range of services to meet all your legal needs, including:

- Family Law
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- Personal Injury
- Real Estate
- Wills & Estates

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www.boyneclarke.ca | 902.469.9500



Total Care — Dental Enhanced Major Restorative Services

update

As part of the recent signing of the new Teachers' Provincial Agreement, the Major Restorative Services coverage under the Total Care – Dental benefit was enhanced for both active and retired Public School Teachers. Prior to the enhancement, Major Restorative Services were provided “at 50 per cent of the lesser of the usual and customary charge of the dentist or the current Dental Association Fee Schedule in effect in the member’s province of residence, subject to a maximum payment of \$1,000 per person per calendar year”. Through negotiations, this coverage has been enhanced to **60 per cent to a maximum of \$1,500 per person per calendar year**. Coverage includes crown restorations, inlay and onlay restorations, gold fillings when teeth cannot be restored with other material (limited to one in a five year period.) This benefit does not include bridgework, prosthetics or crowns, inlays or onlays associated with the placement of bridges or prosthetics.

For further clarification, crown restorations include restoration of a natural tooth with a crown. As always, we recommend that you have your dentist submit a pre-determination to Medavie Blue Cross for all major dental expenses.

The enhanced coverage became effective May 14, 2013. When an enhancement like this happens mid-year, there are rules regarding claims submission so please use the following guidelines when submitting a claim for Major Restorative Services in 2013:

- All claims submitted and dates of service prior to May 14, 2013 will be subject to the 50 per cent usual and customary charges to a maximum of \$1,000 per person per calendar year benefit. As well, if you or a family member reached the \$1,000 maximum prior to May 14th, you cannot submit excess amounts after the May 14th date and expect reimbursement as the date of service is prior to the signing of the new contract.
- Any new claims with dates of service after May 14th will be paid at 60 per cent under the enhanced coverage up to the \$1,500 per person per calendar year maximum.
- In no case will the maximum payment per person exceed \$1,500 in the calendar year.

This is a very nice enhancement to the Total Care – Dental negotiated by the NSTU for active and retired Public School Teachers and the NSTU Group Insurance Trustees are pleased to communicate this information to you.

If you have any questions regarding the above, please do not hesitate to contact the Administrator, Johnson Inc., at 453-9543 (local) or 1-800-453-9543 (toll-free).



NSELc SCHEDULED PROGRAMS, AUGUST 2013

MODULE 1 - WORKING WITH PEOPLE

AVRSB Board Room, Berwick - Aug. 20-23, 2013 (\$543.95)

This four-day module is often educators' first experience with the NSELc. Participants begin this module by completing the Insights Discovery Profile which is a one day program designed to allow them to examine their own personality and preferences. With this self understanding as a reference, participants explore a wide variety of topics throughout the next 3 days related to working with others in a learning community.

MODULE 2 - STRATEGIES FOR TEACHING & LEARNING

Mulgrave PD Centre, August 21-23, 2013 (\$354.20)

This three-day module seeks to provide educators with the opportunity to extend their understanding of the NS curriculum (including current initiatives), principles of learning, learning styles, leadership styles, instructional strategies, differentiated instruction, backward design, classroom based assessment and evaluation and various models of staff development. The additional issues in differentiation that are involved in Multi-Age/Multi-grade classrooms will also be addressed.

For more information call 902-422-3270 or visit our website at www.nselc.ca



PEAK ENERGY CHIROPRACTIC

“Combining tradition with technology to enhance your health”



JUNE is TEACHERS APPRECIATION MONTH!

The staff at Peak Energy Chiropractic would like to take the time to say “thank you” for making a difference!

Massage Special for June!

THANKYOU RATE!
For the month of June, we will wave your Blue Cross portion when you book with Arlene for a relaxing massage!!

Come meet Dr. Lorna

Peak Energy Chiropractic would like to help you embrace total health. **Teachers Special Rate** for Consultation and Exam for the month of June **\$50.00** (value of \$150.00)

**www.peakenergychiro.ca
50 Majesty Court, Hammonds Plains, N.S.
902.446.8100**

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Johnson is pleased to provide NSTU members with special discounts and preferred extras on home and auto insurance. Above and beyond extensive coverage, here are a few of the other ways we'll take care of you:

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Contact
us today.
Contest ends
June 30,
2013.



JOHNSON 

Home & Auto Insurance

Discount available for NSTU members. Quote your Group ID code 62 when you call.

Home and auto insurance is available through Johnson Inc., a licensed insurance intermediary. Policies are primarily underwritten by Unifund Assurance Company (Unifund). Unifund and Johnson Inc. share common ownership. Eligibility requirements, limitations and exclusions may apply. Contest runs from January 1, 2013 to June 30, 2013. No purchase necessary. Chances of winning depend on the number of entries received. Winner must correctly answer a skill-testing question. One (1) \$5,000 pre-paid VISA card is available to be won in the contest (retail value is \$5,000). For full contest details visit www.johnson.ca/atlantic. MVM.04.2013



Nova Scotia Teachers Union

**EXECUTIVE STAFF
OFFICER
– MEMBER SERVICES**

**CADRE DE DIRECTION –
SERVICES AUX MEMBRES**

**One – Probationary
Position leading to
Permanent Contract**

**Poste de stagiaire menant à
contrat permanent**

**One – One Year
Term Position
(Aug 01, 2013 – July 31, 2014)**

**Poste d'une durée d'un an
(Du 1er août 2013 au 31 juillet 2014)**

APPOINTMENT
August 1, 2013

DUTIES:
Primarily in the area of Member Services including contract interpretation, answering member enquiries, negotiations, grievances, benefits, Occupational Health and Safety matters, working with Locals, Regional Representative Councils and Committees, and additional duties that may be assigned by the Executive Director.

- APPLICANTS:**
- Should include academic and professional qualifications, a summary of experience in areas noted above and references.
 - Applicants must be eligible to hold a valid Nova Scotia teacher's professional number and/or be a member of the NSTU in the employ of the Nova Scotia Community College.
 - Should have a good working knowledge of the Nova Scotia educational system and the Nova Scotia Teachers Union.
 - Should have experience and knowledge in the negotiation and administration of collective agreements, including employee benefits.
 - Must have willingness to participate in necessary and ongoing professional development as required.
 - Frequent evenings and weekend work is a requirement and must be willing to travel.
 - Fluency in both official languages is an asset.
 - Applicants are asked to advise whether they are applying for the probationary position, the term position, or both.

NOTE:
Applications are available at www.nstu.ca or can be obtained by contacting the NSTU at 1-800-565-6788 or nstu@nstu.ca

BENEFITS:
As provided in the NSTU Executive Staff Agreement.

**Deadline for receipt of applications is
Friday, June 7, 2013 noon.**
Applications should be forwarded to:

Executive Director
Nova Scotia Teachers Union
3106 Joseph Howe Drive
Halifax, Nova Scotia B3L 4L7

DATE D'AFFECTION
Le 1er août 2013

FONCTIONS
Principalement dans le domaine des Services aux membres y compris interpréter les contrats, répondre aux demandes de renseignements des membres, gérer les négociations, les griefs, les avantages sociaux, les questions relatives à la santé et la sécurité au travail, travailler avec les sections locales, les conseils de représentants régionaux et les comités et remplir les autres fonctions qui peuvent être assignées par le directeur exécutif.

- CANDIDATS**
- Les candidats doivent indiquer leurs diplômes universitaires et leurs titres de compétence professionnelle et présenter un résumé de leur expérience dans les domaines notés ci-dessus ainsi que des références.
 - Les candidats doivent être admissibles à un numéro professionnel valide d'enseignant de la Nouvelle-Écosse et/ou être membre du NSTU à titre d'employé du Collège communautaire de la Nouvelle-Écosse.
 - Les candidats doivent avoir une bonne connaissance pratique du système d'enseignement de la Nouvelle-Écosse et du Nova Scotia Teachers Union.
 - Les candidats doivent avoir de l'expérience et des connaissances en matière de négociations et d'administration des conventions collectives, y compris des avantages sociaux.
 - Les candidats doivent être disposés à participer à la formation professionnelle continue et nécessaire au besoin.
 - Ce poste exige de travailler fréquemment en fin de semaine et en soirée et les candidats doivent être disposés à faire des déplacements.
 - Une bonne maîtrise des deux langues officielles est un atout.
 - Nous demandons aux candidats d'indiquer s'ils sont candidats au poste de stagiaire, au poste à durée déterminée ou aux deux.

REMARQUE
Les formulaires de candidature sont disponibles sur le site www.nstu.ca ou peuvent être obtenus en contactant le NSTU au numéro 1-800-565-6788 ou à nstu@nstu.ca

AVANTAGES SOCIAUX
Tels que prévus dans la convention du personnel cadre du NSTU.

**La date limite de réception des candidatures est
le vendredi 7 juin 2013 à midi (12 h).**
Les candidatures doivent être envoyées au :

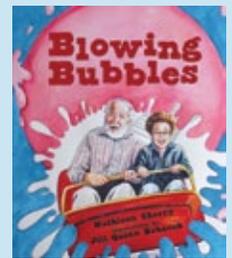
Directeur exécutif
Nova Scotia Teachers Union
3106, promenade Joseph Howe
Halifax, Nouvelle-Écosse
B3L 4L7

NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS: "Equity for under-represented groups, i.e., aboriginal persons, racially visible persons, persons with disabilities, and women, must be considered in the hiring of staff, secondments, the formation of committees, and the Internship Program."

LA POLITIQUE DU NSTU SUR L'ÉQUITÉ ET LES MESURES ANTIDISCRIMINATOIRES STIPULE : « L'équité à l'égard des groupes sous-représentés, c'est-à-dire des autochtones, des personnes appartenant à des minorités visibles, des personnes handicapées et des femmes, devra être respectée lors de l'embauche de personnel, des détachements de personnel, de la formation des comités et du programme de stages. »

**The winner of the
Blowing Bubbles book is:**

ANGELA WISEN
of Oldfield Elementary in Enfield
Congratulations!



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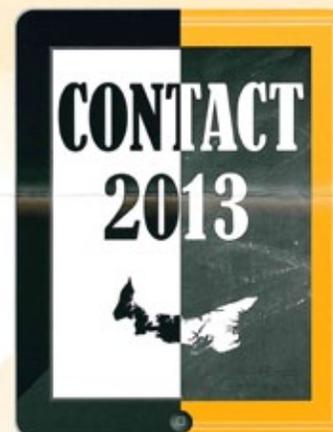
- ✓ Counselling Services (Stress, Family issues, bereavement, etc.)
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CONTACT 2013

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resources

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Branching Out, the Public Schools Branch newsletter, is available online at <http://lrt.ednet.ns.ca/branching.shtml>

EBSCO Periodical database Online bibliographic and full-text databases that are available to all students and teachers in Nova Scotia. Also available from EBSCO are professional databases and specialized collections designed for professional educators. <http://search.ebscohost.com>

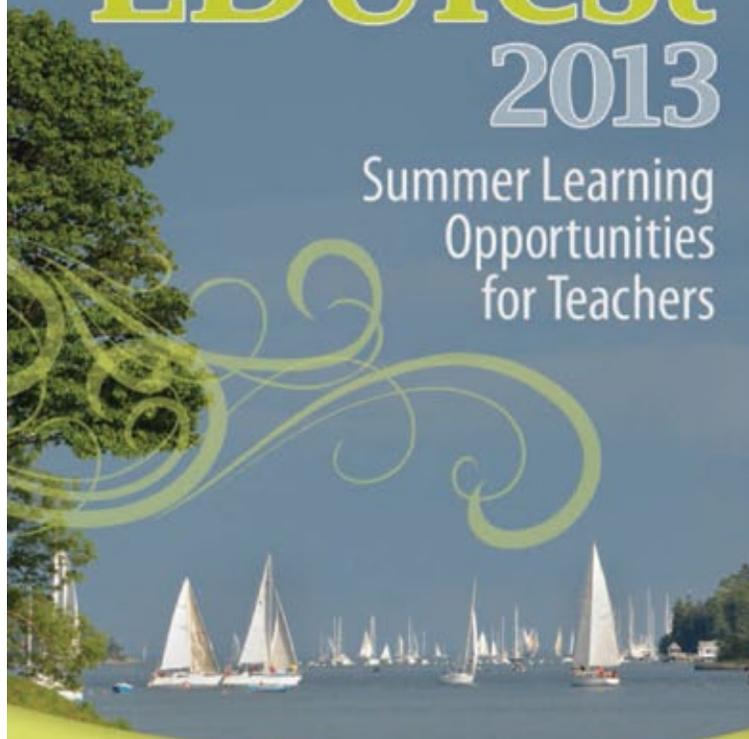
Share.EDnet/Ensemble.EDnet Learning resources and professional materials designed and created by the Nova Scotia education community and mapped to Nova Scotia learning outcomes. <http://Share.EDnet.ns.ca> [English] <http://Ensemble.Ednet.ns.ca> [French]

ImagesProject A collection of images for Nova Scotia public school program use. Nova Scotia students and teachers may freely download, use and modify images for curriculum purposes. <http://imagesproject.ednet.ns.ca>

Education Portal (EduPortal) <https://edapps.ednet.ns.ca/eduportal/>
Search our online catalogue, order videos, access other departmental resources and so much more! Check out our new website <http://medialibrary.ednet.ns.ca> for more information on these and many other digital resources.

EDUfest 2013

Summer Learning
Opportunities
for Teachers



Energize your summer and prepare for the school year ahead at EDUfest 2013. Learn about the more than 45 summer learning opportunities offered and register online today at <https://edapps.ednet.ns.ca/SummerSession/>.

Plus, we're bringing back EDUfest Kids*—the all-day program for children (aged 5–11) of EDUfest participants!

*EDUfest Kids is available at the NSCC Waterfront Campus only.


NOVA SCOTIA

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classifieds

Classified rates are \$2.00 for the first 15 words & 25¢ per additional word upon presentation of a professional or NSCC Employee number.

Non-members pay \$6.00 for the first 15 words & 25¢ per additional word.

To book, call Sonia Matheson at 1-800-565-6788 or email theteacher@nstu.ca

AVAILABLE - Childcare in Cole Harbour. Teacher with 5+ years experience. No charge for summer months. Contact sherylmac@staff.ednet.ns.ca or 902-478-4799.

FOR RENT - Florida Condominium For Rent in Estero (near Naples) – Owned by Halifax couple. Beautiful condo community includes pools, golf, tennis, nearby beaches and shopping. Email pmccallum@hfx.eastlink.ca for pictures. Available September 1 – December 15, January & February.

FOR RENT - INTERESTED IN A 10 MONTH LEASE IN MILFORD STATION, HANTS CO.? (15 MINUTES FROM THE AIRPORT) - Looking for a well-maintained, spacious 3-4 bedroom partially furnished house to

rent? We're looking for mature, responsible tenants to care for our home from September 2013 to June 2015. If you are interested in discussing the price and you can supply references, please contact us at: sampsonra1@hotmail.com

TEACHER EXCHANGE - Permanent Elementary French Teacher with the AVRSB interested in an exchange with the CCRSB for the 2014-2015 school year. A permanent exchange is desired. If interested, please contact mnoye@staff.ednet.ns.ca.

TEACHER EXCHANGE - An elementary resource teacher with the HRSB is looking for the same with the CBVRSB for the 2013-14 school year. A permanent exchange is also possible.

If interested, please email dl@staff.ednet.ns.ca.

TEACHER EXCHANGE - A permanent elementary teacher with the CBVRSB is looking to exchange positions with a teacher from the HRSB for the 2013-14 school year. A permanent exchange is desired. If interested, please contact knottt@staff.ednet.ns.ca.

TEACHER EXCHANGE - Permanent junior/senior high learning center/resource teacher with the HRSB is looking to exchange positions with a teacher from CCRSB for the 2013-14 school year. A permanent exchange is possible. If interested, please contact me at deani2009@hotmail.com

TEACHER EXCHANGE - I am a Jr. High Science & French teacher with the CBVRSB looking to exchange with a teacher from the HRSB for the 2013-2014 school year. A permanent exchange is possible. I am also a qualified Math/Physics/Chemistry teacher. If interested, please contact erin@staff.ednet.ns.ca.

JOB SHARE - I am looking for a job share position in the HRSB for 2013-2014. Any percentage 10% and above would be considered. My teaching experience is in elementary. I have job shared in Grade 3 and Grade 5. I am currently taking my Masters to teach resource/learning center. Please contact April at alandry@hrsb.ca or call 902-402-1256.



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- Shann Singer
Grade 10-12 Options & Opportunities teacher
Hants North Rural High School