

SECTION V

PROFESSIONAL DEVELOPMENT

1. LITERACY EDUCATION

The NSTU recognizes literacy as an inherent part of public school education; students require language and literacy skills to actively engage in their studies and to fully participate in society. Low literacy skills in adults have significant social costs to the individual, and to society as a whole, in terms of economics, social services, health, and justice. Pre-service education programs, professional learning, and inservice sessions should help develop Members' skills in regards to teaching practice; further, they should equip teachers to develop language skills within their students.

Reference: Resolution 2000-92, Reaffirmed 2002-108, 2005-51, Amended 2008-50, Reaffirmed November 2013, Amended 2021-85

2. MEMBER PROFESSIONAL RESOURCES

Professional resources provide valuable supports for the curricular, pedagogical, and professional learning needs of teachers. The NSTU believes that it is the responsibility of the employer to provide and maintain professional resources for teachers.

Reference: Resolution 2000-98, Amended 2002-117, Reaffirmed 2005-60, 2008-59, Amended 2014-73, 2021-86

3. PRE-SERVICE TEACHER EDUCATION PROGRAMS

The NSTU recognizes the intrinsic value of pre-service teacher education programs for preparing our future Members for their profession. The NSTU believes it should be an active participant on committees, and similar groups, at the Provincial Governmental level, Department of Education and Early Childhood Development level, provincial university level, and other significant groups, involved in the planning and design of teacher education programs.

Reference: Resolution 2002-110, Reaffirmed 2005-53, 2008-52, Amended 2014-69, 2021-87

4. PROFESSIONAL DEVELOPMENT AND COLLECTIVE BARGAINING

The NSTU believes that Members, as represented by their Locals, have the right to input in the planning process, the allocation of funds, and the time available for professional development activities. Further, the NSTU believes that:

- A. funds paid from Article 60 should be for NSTU Members;
- B. funds paid under Article 60 for NSTU Professional Associations Provincial Conference Day must be solely to NSTU Members attending any of the NSTU Professional Associations' conferences; and,
- C. funds from Article 60 should not be used for obligatory employer directed professional development or inservicing.

Reference: Resolution 2002-112, Reaffirmed 2005-54, Amended 2006-46, Reaffirmed 2008-53, November 2013, Amended 2021-88

5. PROFESSIONAL LEARNING

- A. The NSTU believes that the continued renewal of knowledge, expertise, and practice through a variety of experiences is central to the concept of professionalism; further, that professional learning requires a lifelong commitment and meaningful growth requires adequate resources and time.

- B. The NSTU is committed to identifying and supporting strategies, initiatives, and programs to promote and implement effective professional learning practices by and for its membership.
- C. The NSTU recognizes that effective professional learning activities can happen at the provincial, local, school, or individual level; moreover, delivery and format at each of these levels can achieve different learning objectives.
- D. The NSTU recognizes the following as effective means to enhance the professional growth of its Members:
 - I. a positive attitude towards continued growth;
 - II. individual professional growth which is self-directed and job embedded;
 - III. NSTU Locals participating as agents of professional growth; and,
 - IV. educational partners participating, where appropriate, as agents of professional growth.
- E. The NSTU recognizes the school as an integral agent of professional growth and believes that school-based professional learning:
 - I. has the greatest impact when supported by strong leadership at the school and Regional levels;
 - II. should be job embedded;
 - III. should engage Members in ongoing reflection within a culture of professional learning community; and,
 - IV. should be consistent within each and throughout all Regions.

Reference: Resolution 2000-97, Reaffirmed 2002-114, 2005-56, Amended 2008-55, 2014-70, 2021-89

6. SCHEDULING – MEMBER PROFESSIONAL DEVELOPMENT OR INSERVICING

The NSTU endorses the principle that obligatory professional development or inservicing for NSTU Members be conducted during the normal instructional day, and be job embedded.

Reference: Resolution 2003-97, Reaffirmed 2005-57, 2008-56, Amended 2014-71, Reaffirmed January 2020