

Teachers and province reach tentative agreement

The province and the Nova Scotia Teachers Union (NSTU), representing public school teachers, announced they have reached a tentative agreement for about 9,000 public school teachers in Nova Scotia.

"We are pleased that we've

reached a tentative agreement," says new NSTU president Liette Doucet. "I congratulate both parties for working hard since the new year, and over the summer to reach an agreement."

At press time, the NSTU provincial executive were to have met on

September 15 to review details of the tentative agreement, in advance of regional meetings with NSTU public school members around the province.

The last tentative agreement reached was rejected by the NSTU membership on December 1, 2015.

The last agreement expired on July 31, 2015.

Details of the tentative agreement will not be released publicly until the agreement is ratified by NSTU's public school members. At press time the date for the ratification vote was yet to be determined.

Nova Scotia Teaching Standards Introduced



As part of the Minister's Action Plan for Education, the Department of Education and Early Childhood Development has introduced

Teaching Standards, and over the summer the NSTU worked with the Department to voice concerns about the process.

"We worked over the summer to ensure that your voice was heard and recognized as important, as these standards are introduced and implemented," says NSTU president Liette Doucet. "The Department has listened to the NSTU and has indicated that 2016-17 will be a discussion year for Teaching Standards."

Doucet is encouraging public school members to participate in this discussion year by sharing their expertise with the Department of Education and Early Childhood Development.

"Over the next few months, you will be asked to participate in facilitated discussions on the Standards," she comments. "Examine them carefully and determine if they reflect the behaviours, skills and attitudes you exhibit every day in your classroom."

The NSTU has developed a plan to address the implementation of Teaching Standards. "We will be setting up a designated space on the NSTU website where you can read about the initiatives the NSTU has put in place to ensure that the introduction of Teaching Standards will positively impact your professional lives."

Monthly surveys will be posted on a portal on the NSTU website for feedback. "Using the feedback we receive will help us advocate for changes to the Teaching Standards and other initiatives that flow from the introduction of Teaching Standards," adds Doucet.

Member Engagement Day is Oct. 5

#NSTUUnited
Member Engagement Day • Wednesday, October 5, 2016

#NSTUUni

The third Annual NSTU Member Engagement Day will take place this school year on Wednesday, October 5, 2016, coinciding with World Teachers' Day.

(continued on page 5)



people

Professional Association members attend NSTU's Leadership Institute



Representatives from NSTU's Professional Associations attend the annual Leadership Skills Development Institute, which took place on August 17 to 19 at StFX University in Antigonish. New NSTU president Liette Doucet had an opportunity to network with some of these members during the leadership conference and is shown here with NSTU executive staff officer Betty-Jean Aucoin.

Seated: Betty-Jean Aucoin; Kaelin Gillis, president of TAPHE (Teachers Association for Physical and Health Education). **Standing:** Martia MacLean a director with NSSCA (Nova Scotia School Counsellors Association); Holly MacDonald, treasurer of ATYA (Association of Teachers of Young Adolescents); Bernadette Julian, president of AAE (Association of Adult Educators); NSTU president Liette Doucet; Grant Dunn president of SAA (School Administrators' Association); and Karen MacIsaac, president of FSTA (Family Studies Teachers Association).



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NSTU appoints executive staff officer

The NSTU welcomes **James (Jim) King** as a member of the NSTU executive staff. He was appointed as Executive Staff Officer, Member Services effective August 1, 2016 after completing an eight-month term position. This new executive staff position was created through a motion passed at Annual Council 2016.



Last school year, King was the principal at Atlantic View Elementary School, and has been a teacher with the Halifax Regional School Board (HRSB) for 29 years. He was a teacher, administrator, mathematics consultant, and Leader for Assessment in HRSB's Program Department. He also served as principal of Shannon Park Elementary, Robert Jamison Elementary, Bell Park Academic Centre, and Lakefront Consolidated School.

King was an active member of Halifax County Local, serving as an NSTU rep, and a Member-at-Large for Social/Wellness on the Local's executive. He has been involved in the Mathematics Teachers Association, participated in NSTU's John Huntley Memorial Internship program, and has been an Annual Council delegate. In his role he will be providing contract interpretation, arbitrations, grievances, and negotiating services for Strait Area, staff liaison to the Public Affairs/Public Relations and Substitutes committees and is also staff liaison of the Occupational Health & Safety committee.

He holds a Bachelor of Arts in History, a Bachelor of Education, and a Master of Elementary Education from Mount Saint Vincent University.

CTF AGM delegates



Above are NSTU's delegates at the Canadian Teachers' Federation's (CTF) AGM, which was held in Montréal, July 13-15, 2016. The theme of the AGM was "Public Education: Wellness in our Schools", flowing from that of the Canadian Forum on Public Education which took place just before the AGM, July 11 and 12. The CTF Forum gathered over 160 educators, mental health advocates, school counsellors and psychotherapists, school board and government representatives in examining and identifying some of the wellness challenges that exist in our public schools. From left to right: First vice-president Wally Fiander, CTF delegate Tami Cox Jardine, NSTU executive director Joan Ling, past president Shelley Morse, and CTF delegates Cindy MacKinnon and Mark Savoury.



NSTU past president Shelley Morse elected vice-president of the Canadian Teachers' Federation



teachers must be taken into account to address these issues."

Morse was one of four CTF vice-presidents elected for one-year terms. As vice-president she will serve on the Executive for the organization and deal with key issues and resolutions that have an impact on public education, students and teachers nationally. In addition to Morse, James Dinn (Newfoundland and Labrador Teachers' Association), Norman Gould (The Manitoba Teachers' Society) and Francine LeBlanc-Lebel, (Ontario Teachers' Federation) were also elected as CTF vice presidents. Alberta Teachers' Association president Mark Ramsankar was elected as President-Designate.

Morse will continue to serve at the provincial level as the NSTU Past President for 2016-2017. She will return to her position as teaching Vice-Principal at Aldershot Elementary School in the Annapolis Valley.

Valley teacher wins 2016 Lieutenant Governor's Teaching Award

Theresa Pelley, an English, Canadian Families, Healthy Living, and Mi'kmaq Studies teacher at Horton High School in Wolfville is the 2016 recipient of the Lieutenant Governor's Teaching Award. In a ceremony held on June 21 at Government House, Lt.-Gov. J.J. Grant presented Pelley with her award, a specially designed NovaScotian Crystal® sculpture and a framed certificate to recognize this achievement.

"Teachers are leaders in our communities who generously give their time, energy and skills to help make our province a vibrant and caring place to live," said Lt.-Gov. Grant. "It is my great honour to recognize Ms. Theresa Pelley, whose commitment to fostering an inclusive environment where every student is valued for who they are has made a profound difference in the lives of many."

Pelley has been teaching at the Annapolis Valley Regional School Board's Horton High School for five years, teaching a variety of subjects including initiating the school's offering of Mi'kmaq Studies. In a career that spans 35 years, Pelley was a music educator for 25 years, has been with the AVRSB for 20 years, and has taught at all levels, including teaching assignments at West Kings High School, Coldbrook and District School, and Hantsport School.

She is an active advocate for all of her students with a strong sense of social justice, which she brings to her classroom, school, and community. She knows the importance of supporting and building up her students in any way she can so they can become successful.

In thinking about her teaching career, Pelley is reminded of a quote by science

fiction writer Robert A. Heinlen - "When one teaches, two learn."

"My students have taught me the greatest lessons in how to teach them. They have taught me that sometimes the breakfast program is in fact the supper program," she said. "They have taught me that sometimes poverty and circumstances are so overwhelming that even when they want to learn they can't. They have taught me that support and love can go a long way to enhance learning. My teaching practice continues to be shaped by what I learn from my students."

Pelley values the connections she makes with her students both inside and outside the classroom. She draws great inspiration from her mother, June Jain, who retired from a 43-year teaching career, but still volunteers at Somerset and District School. "My mother is a caring, nurturing teacher, and I have tried to continue her legacy throughout my teaching career," added Pelley.

"It's all about security," she continued. "If we can provide a secure, safe environment for students—they can learn everything."

"Theresa embodies this award," said past NSTU president Shelley Morse. "Through her devotion to her students—especially those who have difficult lives, her support as a mentor and leader in encouraging others to improve their teaching practice, and her community work in promoting the arts—she is an inspiration to all. She is a true credit to her profession, an outstanding example of the important work teachers do every day."

Pelley has gone above and beyond in her call of duty to students. She has an open door policy in her classroom, providing a



Theresa Pelley (second from left) is shown with Kings Local president Natalie MacIsaac, Lt.-Gov. J.J. Grant, and past president Shelley Morse.

safe and welcoming place for all students. She works closely with the Glooscap First Nation to ensure she brings authentic and meaningful experiences to her classes and school community. She ensures students have what they need to attend school events and engage in learning. This includes opening her home to students in crisis. Her teaching colleagues at Horton nominated her because, "We believe she is truly extraordinary: her energy, commitment and talents have made our students, community and the profession richer in more ways than we can say."

An Annapolis Valley native, Pelley received her BA in Music, BEd from Dalhousie University, and a Master's of Education from Acadia University.

Former Lieutenant Governor's Myra A. Freeman, CM, ONS, MSM in partnership

with the Nova Scotia Teachers Union instituted the Lieutenant Governor's Teaching Award in 2005. His Honour, Brigadier-General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd), Lieutenant Governor of Nova Scotia re-established this award in 2013. Each year a teacher is selected to represent the teaching profession in Nova Scotia. To be eligible, the teacher representative must be a member of the NSTU and be a currently active teacher or administrator in the public school or Community College system. The Lieutenant Governor's Teaching Award is generously sponsored by Johnson Inc. Stay tuned in a future edition of *The Teacher* for the deadline for the 2017 Lieutenant Governor's Teaching Award.

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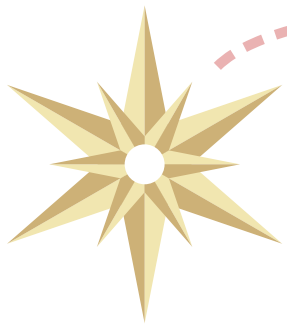
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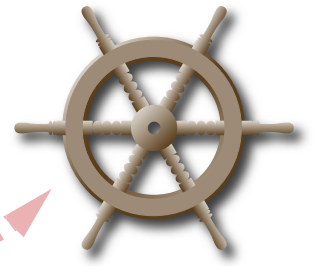
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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Teacher Voice and Aspirations

by Betty-Jean Aucoin, Executive Staff Officer, Professional Development

Welcome back NSTU members to our 2016-2017 school/campus year. This is a special time of year as our members prepare their classrooms, schools, campuses and offices in preparation for the incoming classes of students. It is a time of optimism and aspiration that the new year will bring forth success for teaching and learning. Having high levels of aspiration support educators in meeting goals set forth for themselves, for their students and ultimately for the general good of the public. Unfortunately, we see too often that educators can't reach their goals and dreams due to the unsupportive conditions that surround them. Many reports done in past research and case studies showcase that teachers working conditions are students learning conditions. To improve the learning conditions of our students, we must in turn improve the teaching conditions of our teachers.

One study, *The Teacher Voice Report 2010-2014* developed by Quaglia Institute for Student Aspirations and Teacher Voice and Aspirations International Center, discusses eight conditions that support teacher voice and aspiration. Dr. Russell J. Quaglia, a leading researcher in student aspirations identified the eight conditions which support aspiration and success. The eight conditions are as follows; **Belonging, Heroes, Sense of Accomplishment, Fun & Excitement, Curiosity & Creativity, Spirit of Adventure, Leadership & Responsibility, and Confidence to Take Action**. It is important to note that similar conditions are needed to support student voice and aspiration. It was showcased in this study that teachers who feel they have voice and are empowered to make a difference are two to three more times likely to give voice to their students. A powerful correlation and one that should not go unnoticed as we prepare for the year ahead.

When educators and students have these conditions in place, successful teaching and learning happen. Unfortunately, we do not often see these conditions discussed or attended to in school improvement planning or in educational initiatives. To support members in discussions and actions of these eight conditions, an overview of each condition and a springboard question to assist you in your discussions and planning for the year ahead is provided.

Belonging was the first condition needed to support a sense of high aspiration. Individuals who felt connected to their school community and valued for who they were as individuals felt a great sense of confidence and aspiration. It is important that administrators appreciate the participation and contributions of all staff members, valuing individuals for their uniqueness and appreciating them for their contributions. In turn, it is important teachers give that same sense of appreciation to one another and to all students before

them. Therefore in the busy pace of school life, how can schools be more intentional in developing the sense of belonging and connection to the school community?

Heroes is the second condition. This condition reminds us of the importance of forming meaningful relationships with others in our schools and on our campuses. It suggests that we look to one another as trusted guides in aspiring for success through cooperation and collegiality; rather than competition and isolation. Education is a social enterprise and it is important to remind ourselves that we cannot and should not do it alone. This condition supports the showcasing of mutual care existing among staff members and among students. Your success is my success! How do we support the developmental shift of professional culture from one of distrust and keeping one's opinion to oneself to a culture of mutual dialogue and respect?

The third condition is **Sense of Accomplishment**. Long distance runners are known to be one of the most successful athletes in life. One factor that supports this fact is that they celebrate small successes on the way to meeting their ultimate goal. Celebrating accomplishments should go beyond performance reviews or scores on tests. It is about recognizing and appreciating effort, perseverance and citizenship. Staff who feel appreciated can persevere through the difficult times and prove to be highly dedicated to the needs of the school community. How can we as administrators and teachers take time out of our busy day to acknowledge others and support in the development of this third?

Fun and Excitement is the fourth condition in support of teacher and student aspiration. This condition supports the engagement and interest in one's work. If we find teaching and learning enjoyable, we will be more apt to engage actively, contribute more and be more effective. How do we support fun and excitement throughout the year to hook and engage teachers and students?

Curiosity & Creativity, the fifth condition, encourages staff to experience the joy of exploring new ideas. Teaching and learning environments should be dynamic and creative. Administrators, teachers and students should be encouraged to ask the questions, "why?" and "why not?" Too often we hear the lament that the silent, tacit nod is more welcomed than the willingness to interrogate realities in support of better solutions. How can we provide safe welcoming environments where we value the curious and creative mind of teachers as a vital part of the decision making process?

Spirit and Adventure is the sixth condition supporting aspiring minds and hearts. Valuing spirit and adventure allows teachers to take risks moving them out of their comfort zones. A school community that supports and encourages healthy risks also



NSTU members attending NSTU's Leadership Institute learn about teacher and student aspirations.

ensures that it is all right to make mistakes knowing that something will be learned from any experience. Many teachers fail to take risk in trying a new strategy, idea or tactic in fear of failure. Just as we need to encourage the spirit and adventure of our students, we also need to encourage this of one another. What supports exists in your school, campus or classroom in promoting new ways in support of innovation and growth?

The seventh condition is **Leadership and Responsibility**. Schools which support high aspiration of staff and students provide opportunities for shared leadership and responsibility. Shared leadership requires the participation and development of decision making skills among all staff so everyone feels responsible to shared decisions in support of school improvement and student success. In this report, just over 50 per cent of the teachers surveyed believed they had voice in decision making. They saw a real disconnect from those who participated in setting policy to those who were expected to enact it. Schools and campuses need to tap into the valuable resources they have in the practical and professional wisdom of their staff. Otherwise, administrators at all

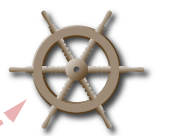
levels run the error of confusing conformity with commitment. How can we increase shared leadership opportunities among staff and students?

Confidence to Take Action is the final condition to support optimism and aspiration in our schools. It is not enough to demand a better school system, a system that meets the needs of everyone without the confidence of our educators. Schools and campuses need to find ways to foster the intrinsic confidences of all staff. Taking the time to discuss these eight conditions, their implications within your school/campus and actions in supporting them is time well spent. How can you find the time to reflect on, discuss and move forward in support of the teaching and learning experience?

My aspiration is that you have all eight of these conditions present in your schools, campuses and classrooms. Until that dream is met, we are here at the NSTU to support you in the present. Best wishes to all members in moving forward this school year in supporting your aspirations and dreams and in turn confidence to support those of your colleagues, your students and your school/campus communities.



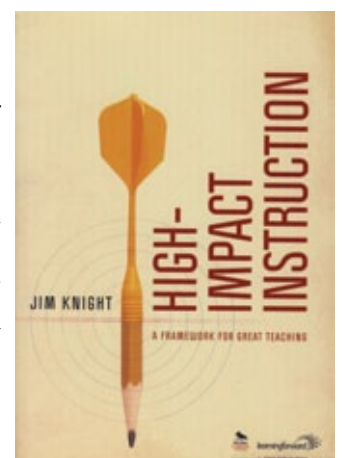
Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus name with PD Giveaway in the subject line to theteacher@nstu.ca by October 7 to be eligible for the draw.

High-Impact Instruction By Jim Knight

Best-selling author, Jim Knight, writes a resource for educators that presents the high-leverage strategies that make the biggest difference in student learning. *High-Impact Instruction* suggests small changes, which can lead to big results. It provides a simple and flexible framework with room for customization to fit your working style and your students' needs. The book focuses on four areas of high-impact instruction: content planning, formative assessment, instructional practices, and community building.



Edible School Gardens

Edible School Gardens are nature’s classroom.

ESGs support student learning as well as physical and mental health. They produce delicious, fresh, healthy foods which can be used in school food and nutrition programs and/or shared with the community.

Nourish Nova Scotia has partnered with Ecology Action Centre and is inviting stakeholders from across the province to help develop the framework for an ESG program. From program funding, best practice standards, a garden toolkit and program resources, to creating a network for sharing ideas, challenges and solutions -- the goal is to have a well-shaped, sustainable ESG program to support student learning.

Are you an educator currently working with school gardens? Do you want to share your knowledge and learn what others around the province are doing in their gardens?

We need you to help shape the future of Nourish Nova Scotia’s Edible School Garden program.

We are hosting a provincial consultation on November 29th in HRM. We’re inviting and supporting educators currently working in ESGs to attend. For information on how you can become involved and to learn more about ESGs, please visit nourishns.ca/edible-school-gardens.

Together we will help shape a healthy food future for Nova Scotia’s children and youth!

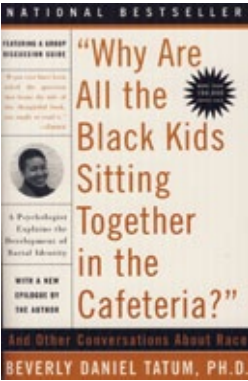


EQUITY BOOK REVIEW

Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by October 7 to be eligible for the draw.

Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race
By Beverly Daniel Tatum

Why Are All the Black Kids Sitting Together in the Cafeteria? And Other Conversations About Race is written by Beverly Daniel Tatum, PhD. Tatum shows depth and sensitivity in this enlightened book about the subtleties of racial interactions in America. The book offers important conversations and provides innovative ways to think and talk about race.



(continued from cover — Member Engagement Day)

This Day is designed for NSTU Locals to raise the profile of NSTU programs and services among NSTU members at schools, campuses and work sites around the province.

“This year’s theme is #NSTUUnited, which continues the focus on the dedication of our members in helping the Nova Scotia Teachers Union stay united and strong,” says NSTU president Liette Doucet. “We are a united force for public education and we support each other.”

Member Engagement Day takes place on or before World Teachers’ Day (WTD) (October 5) depending on the day in which WTD falls. Activities being organized by Locals include fairs and kiosks, face-to-face activities and after school socials. “I encourage NSTU Locals and Professional Associations to continue their work in organizing sessions and events, which support the engagement of NSTU members,” continues Doucet.

For more information about Member Engagement Day in your area, please contact your NSTU Local president.

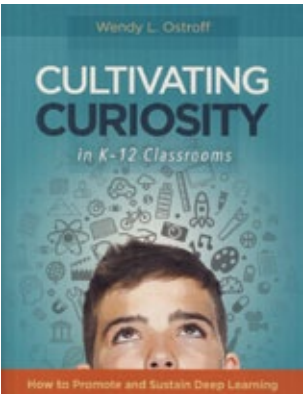
fresh

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 October 7 to be eligible for the draw.

Curiosity in K-12 Classrooms
By Wendy L. Ostroff

Curiosity sparks imagination, discovery, and learning. *Cultivating Curiosity in K-12 Classrooms* is written by award-winning educator, Wendy L. Ostroff. Ostroff describes how teachers can create a structured, student-centered environment that allows for openness and authentic learning. This book will help teachers harness the powerful drive in all learners – the drive to know, understand, and experience the world in a meaningful way.



2016 Presidential Campaign Expenses

Liette Doucet

Postage.....	\$162.27
Stationery	\$74.88
Printing.....	\$711.49
Other Promotional Costs	\$1117.39
TOTAL.....	\$2,126.03

2016 Presidential Campaign Expenses

Wally Fiander

Postage.....	\$122.70
Stationery	\$618.87
Printing.....	\$717.42
Other Promotional Costs	\$842.01
TOTAL.....	\$2,301.00

2016 Presidential Campaign Expenses

Damian Hall

Printing.....	\$760.93
TOTAL.....	\$760.93

2016 Presidential Campaign Expenses

Shawn Hanifen

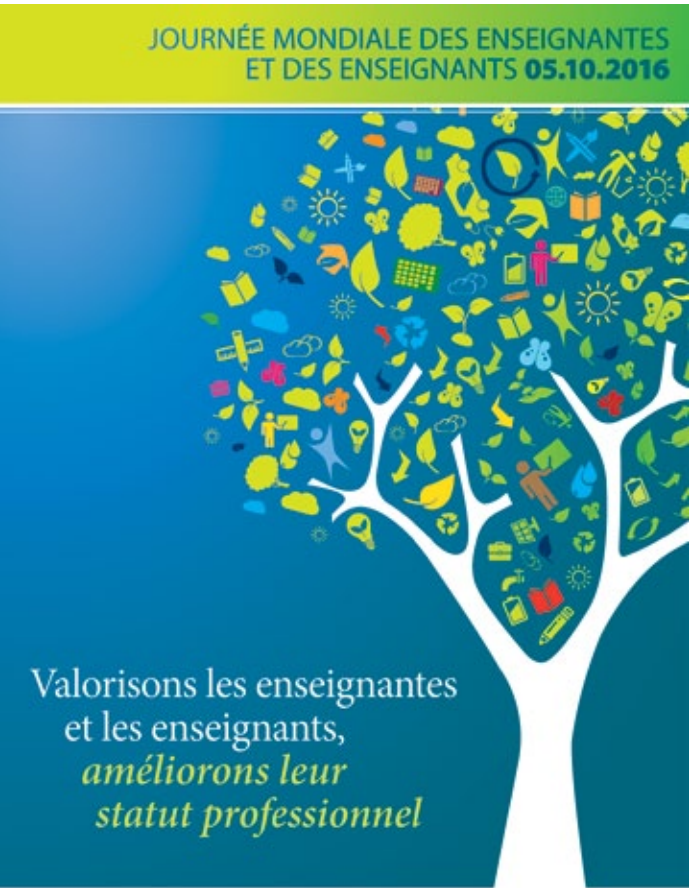
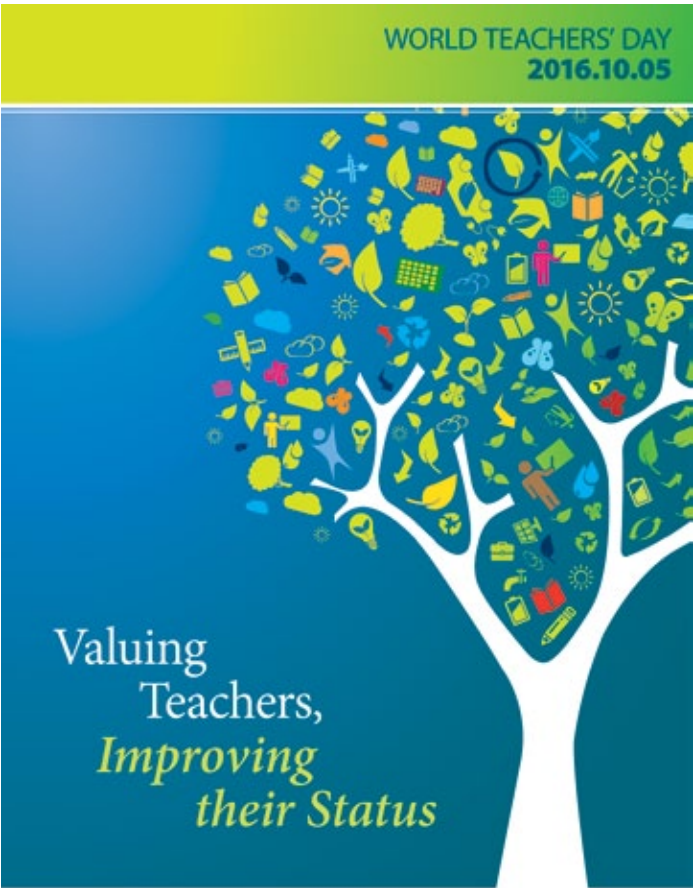
Telephone.....	\$69.00
Printing.....	\$1530.90
Other Promotional Costs	\$303.60
TOTAL.....	\$1,903.50

2016 Presidential Campaign Expenses

Paul Wozney

Stationery	\$300.00
Printing.....	\$429.85
Other Promotional Costs	\$267.03
TOTAL.....	\$996.88

NSTU Professional Associations Provincial Professional Development Day — October 28, 2016



Living with Aches and Pains— September is Arthritis Awareness Month

*Kim Slauenwhite, Community Education Coordinator, Nova Scotia Division
The Arthritis Society – Nova Scotia Division*

We all know someone living with the pain of arthritis. It is one of the most prevalent chronic diseases in Canada. Living with arthritis is not as simple as dealing with ‘aches and pains’ – arthritis is a serious condition that can alter careers and transform family lives and affects more people than you may realize.

More than 4.6 million Canadians are living with arthritis and over 60 per cent of them are under the age of 65. In Nova Scotia, we have the highest prevalence of people with arthritis in Canada, approximately 1 in 4 people. Arthritis is not biased, striking anyone at anytime. Two-thirds of people living with arthritis are women and three in 1,000 people diagnosed will be under the age of 18.

We often think of arthritis as being one of two types: osteoarthritis, the ‘wear and tear’ version or rheumatoid, the ‘inflammatory’ arthritis. These are actually categories of which the over 100 types of arthritis fall under.

Degenerative arthritis is joint disease and is more common as we age. Osteoarthritis and degenerative disc disease will often occur in joints that have been subject to ‘wear and tear’ and/or repetitive movements through excessive use. The actual cartilage of the joint deteriorates causing stiffness, pain and sometimes swelling. Joint damage caused by osteoarthritis accounts for more than 80 per cent of hip replacement surgery and over 90 per cent of knee replacements in Canada.

Degenerative arthritis typically progresses over time which is why self-management techniques such as regular physical activity and exercise, healthy diet, and maintaining a healthy weight all greatly contribute to joint health.

Inflammatory arthritis can occur at any age, but typically strikes between the ages of 30 and 60 years. Inflammatory arthritis can develop slowly, affecting one joint then spreading to involve other joints, occurring over a period of weeks to months. It can also start suddenly, with an acute attack

on a joint which then begins to jump to other joints. Aching, pain, stiffness, warmth and swelling in the affected joints are the common symptoms. Low grade fever, weight loss, fatigue and/or anemia can also develop.

Inflammatory arthritis is an umbrella for a multitude of diseases. Rheumatoid arthritis is the most common, but this category also includes psoriatic arthritis, ankylosing spondylitis and lupus. Most inflammatory arthritis is categorized as an autoimmune disease. The body’s immune system becomes confused and begins to ‘attack’ the body, specifically the tissue in the lining of the joints. This causes swelling, pain, inflammation and joint destruction – early diagnoses and proper medical treatment is essential to minimize the long-term damage to the joint.

Visit www.arthritis.ca/understand-arthritis/symptom-checker to help determine if your symptoms could be arthritis.

Protecting Your Joints

Many people believe that developing arthritis is inevitable, a part of ‘growing old’. However, studies have shown that through active living, healthy eating, maintaining a healthy weight and managing stress, you can reduce the risk and manage the effects of arthritis. Finding a balance between staying active and keeping fit without stressing the joint is ideal.

Physical Activity and Exercise

Properly designed activities may not only decrease arthritis pain, but can also increase your flexibility, overall fitness and wellbeing. Keeping your joint active is also necessary to ‘feed’ the joint. Cartilage depends on joint movement to absorb nutrients and remove waste. As cartilage, ligaments and bone become stronger and more resilient with exercise, this helps keep the joint healthy!

Benefits of regular activity and exercise include:

- Decreased pain
- Increased muscle strength and endurance (stronger muscles help the joint not to work as hard, minimizing strain on the joint.)
- Increased bone strength & quality
- Healthy joints
- Increased joint range of motion
- Enhanced ability to perform daily activities
- Better sleep
- Improved balance
- Reduced risk of falls
- Enhanced self-confidence
- Healthy body weight (10 pounds of extra weight is equivalent to 40 pounds of pressure on your knees!)
- Improved ability to manage stress

A simple way to keep active during your day either at home or work is to incorporate our Top 10 Exercises into your daily routine. www.arthritis.ca/manage-arthritis/educational-resources-tools/printed-publications/top-10-exercises



The Arthritis Society is a charity that advocates on behalf of people living with arthritis. Since 1948, The Arthritis Society has been the largest non-government funder of basic and applied arthritis research in Canada, searching for underlying causes and subsequent cures for arthritis. With so many people in Canada living with

arthritis, it is our priority to offer a wide range of programming to provide education, information and services for those living with arthritis and their families. We advocate on behalf of Canadians living with arthritis, ensuring they have timely access to appropriate services and treatment options, while promoting a greater understanding of the disease.

If you would like to learn more about our programming and events in your area, visit our website at www.arthritis.ca.

**For previous *The Well Teacher* articles,
go to www.nstu.ca**

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#NSTUUnited at Labour Day celebration



This year’s Labour Day celebration in Halifax on September 5 saw another strong showing of NSTU members. Members of the HRRC (Halifax Regional Representative Council), which includes the Dartmouth, Halifax City and Halifax County Locals promoted NSTU involvement of the HRM event which was organized by the Halifax-Dartmouth District Labour Council. New NSTU president Liette Doucet joined close to 200 NSTU members and their family and friends at Victoria Park in downtown Halifax for the beginning rally before the march and parade of union representatives down Spring Garden Road and Summer Street.

NSTU REP PINS

The NSTU Rep pin is available for **purchase by NSTU Locals**, for their NSTU Reps. At only \$2.50 each, these brushed pewter pins are sure to be recognized at your school or campus.

To order, contact:

NSTU Public Relations Department

Phone: 902-477-5621 or Toll-Free: 1-800-565-6788

or Email: pr@nstu.ca



Congratulations to our June Book Winners!

PD – Melissa Falconer — CCRSB
FRESH – Ann-Marie Grad — HRSB
EQUITY – Jo-Anne Dickson — CCRSB

MULTIZONE

What is Multizone?

Multizone is an educational activity that engages children as they work together in teams to solve nutrition questions while participating in fun physical challenges. The constant movement of this game keeps children excited and interested in the learning experience. At the same time, the team component motivates everyone to do their best!



Get in the "Zones"!

Multizone brings to the table an impressive fusion of fun, nutrition knowledge and activity that children of all ages will enjoy.



Get in the "Zones"!

There are five energizing zones to this game. Each zone is tailored specifically for kindergarten to grade 6 students, providing age appropriate questions and activities that keep children motivated and entertained.

What Do I Need?

A member from our nutrition team brings everything required for the game. All you need is a gymnasium, approximately 45 minutes of time per classroom, and a teacher or coordinator to help assist with the game.

Who Can Apply?

Multizone is now available to all elementary schools throughout New Brunswick, Nova Scotia and Prince Edward Island.

What is the Cost?

This program is free of charge.

How Can I Register my School?

Don't delay! Schools will be scheduled on a first-come, first-served basis. Contact our dietitians today at 1-800-465-2697 (ext. 2) or e-mail us at infonutrition@dfc-plc.ca.



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Teachers who make a difference

James Wiseman



Past president Shelley Morse is shown above with Teachers Make a Difference recipient for the Annapolis Valley Regional School Board James Wiseman. Morse visited the school on June 22 to present Wiseman with his award. **From left to right:** Morse, Wiseman, Kings Local president Natalie MacIsaac, West Kings District High vice-principal Donna Griffin and principal Barry Squires.

While only in the early part of his teaching career, math teacher James Wiseman has been recognized as a teacher who makes a difference. Wiseman was one of ten recipients of the 2015-16 year’s *Teachers Make a Difference* awards. A member of the Kings Local, he was the selected recipient for the Annapolis Valley Regional School Board. “I have been teaching for eight years,” he says. “I have been actively involved in coaching for those eight years, coaching boys basketball and badminton. Any free time I have I am usually coaching or playing squash or playing with my new baby daughter Ava.”

The new father started his teaching career in Australia teaching math and science, then moved back home to the valley and spent five years at Annapolis West Education Centre teaching math and O2. He is entering his third year teaching math at West Kings District High School.

“The NSTU did a great job advertising and getting the word out about the teachers make a difference program,” continues Wiseman. “However, I was surprised and honoured to be nominated for this award.”

The student who nominated him praised him for his patience and taking time to enable students to understand concepts—*“He makes class worth going to and makes class a lot more interesting—he’s a huge Blue Jays fan, which is pretty awesome. When he explains something, he won’t move on until everyone understands. He’s just a great teacher.”*

As part of the recognition, Wiseman’s school received a cheque for \$300, intended for the school’s breakfast program or library. Wiseman was happy to be giving the \$300 donation to his school’s breakfast program and would like to see this initiative continue. “This is a great initiative. There are so many teachers that give extra time and work very hard and its great to see teachers get acknowledged for this.”

Teachers who make a difference

Holly Alick



Past president Shelley Morse presented Holly Alick with her Teachers Make a Difference Award presentation during an end of school year staff luncheon at River Hebert District High School on June 27. **Left to right:** River Hebert District High NSTU reps Gina MacGillivray and Karina Gagnon; Cumberland Local executive member Chris Weeks; Holly Alick; Shelley Morse; and school principal Vernon Taylor.

Cumberland county native Holly Alick was taken aback when she was contacted last November to let her know she was being recognized for making a difference for her students, school and community. “I was not aware of the *Teachers Make A Difference* campaign beforehand,” she says.

Alick was the randomly selected recipient for the Chignecto-Central Regional School Board among colleagues nominated through NSTU’s fourth *Teachers Make a Difference* program. She was one of 10 recipients chosen last year representing the provinces’ eight school boards, the Community College Local and APSEA. “I was very excited and very humbled. I work with some really amazing teachers, so to be singled out was quite surprising,” she comments.

Alick has been teaching at River Hebert District High School for the last nine years. She is a math and art teacher at the school. “Although I teach mainly senior high math courses, over the years I have taught global geography, geology, food sciences, sociology and learning strategies,” she says.

A BSc and BEd Mount Allison University grad, Alick spent a big chunk of her teaching career with the Halifax Regional School Board. “I started out working in Springhill and Amherst but eventually moved to Cole Harbour where I substituted for a year, taught a year at Auburn Drive High, followed by a half dozen years at Cole Harbour High.”

The student that nominated Alick says that she made a long-lasting positive impact. “The reason why I think Mrs. Alick should win this award is because she has stepped out of her way to help students in multiple ways. I personally do not have Mrs. Alick this year, but she has made a difference in my life this year, as well as previous years.”

Alick was very touched by the nomination. “The recognition was made extra special when I realized that a student had nominated me for the award,” she says. “Sometimes we don’t think that students appreciate and support us, but they do.”

Being recognized has made a difference for Alick as well. “Teaching is a very demanding profession where most teachers put their heart and soul into their jobs with very little praise or recognition,” she comments. “It is wonderful to hear someone say, ‘you make a difference.’”



Congratulations to:

Kubik appointed new Superintendent of Schools, Annapolis Valley Regional School Board



The Annapolis Valley Regional School Board announced the selection of **Roberta Kubik** as the new Superintendent of Schools, at its board meeting on June 15.

A Glace Bay native, who began her teaching career in the Annapolis County, Kubik has been an educator for 25 years. She has held positions as vice-principal, principal, and Assistant Superintendent. Her most recent experience has been with the Sooke School Board on Vancouver Island, BC.

As Superintendent of Schools, Kubik will work collaboratively with the governing board, staff, school communities, the Department of Education and Early Childhood Development, and partners. She commented that she is looking forward to working with the governing Board and staff with a focus on success for all students. Roberta Kubik succeeds Margo Tait, who retired at the end of July.

Milner appointed new Superintendent of Schools, South Shore Regional School Board

The South Shore Regional School Board (SSRSB) has announced the selection of **Scott Milner** as its new Superintendent of Schools at a board meeting on June 10.

Milner had been with the Chignecto-Central Regional School Board (CCRSB) for over 28 years holding many teaching and leadership positions within the CCRSB, including several years as a principal. His most recent role was as Director of Education Services, a position he held for the past six years. That role enabled him to work closely with the student services team to deliver quality programming and continuous improvement initiatives for students. All of these various positions have added to his vast knowledge of programming and leadership skills. Milner officially took over as Superintendent of Schools on July 18. Milner replaces Geoff Cainen who served the SSRSB as Superintendent of Schools for the last three years.



Eileen Crosby accepts a cheque from Steve Richard, CEO of Teachers Plus Credit Union to support the Bras d'Or Watch 2016, the 2nd annual Citizen Science Field Day. The program is part of the Bras d'Or Lake Biosphere Reserve Association.

Are you a new or returning substitute teacher?

Don't forget to fill out the Substitute Teacher Contact Information Form available on the NSTU website at www.nstu.ca (version française disponible).

PLEASE COMPLETE THIS FORM ANNUALLY TO ENSURE YOU REMAIN ON OUR MAILING LIST.

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NSTU Provincial Executive 2016-2017



Seated: Bill Murphy (Antigonish-Guysborough), Ferne MacLennan (Community College), Lori MacKinnon (Digby-Shelburne-Yarmouth), Crystal Isert (Halifax County), Thérèse Forsythe (secretary-treasurer, Annapolis-Hants West-Kings), Shelley Morse (past president), Liette Doucet (president), Wally Fiander (first vice-president), Cherie Abriel (second vice-president, Colchester-East Hants), Hope Lemoine (Cumberland), Sue Larivière-Jenkins (CSANE), and Nancy Doyle (Pictou).

Standing: Turk MacDonald (Halifax City), Angela Deagle (Inverness-Richmond), Colleen Scott (Digby-Shelburne-Yarmouth), Peter Day (Cape Breton District), Keri Butler (Halifax City), Marc Breaugh (Lunenburg County-Queens), Darlene Bereta (Northside-Victoria), Damian Hall (Community College), Chris Doiron (Dartmouth), Ron MacIntosh (Cape Breton District), Andrew McCara (APSEA), and Tim MacLeod (Halifax County).

Missing from photo: Allister Wadden (Annapolis-Hants West-Kings).



NOVA SCOTIA TEACHERS UNION

2016 - 2017 COMMITTEES



The NSTU Nominating Committee would like to thank the 116 members who applied for NSTU Provincial Committees. Thirty-seven positions were filled based on a number of criteria including: regional representation; experience in Union activities; curriculum/grade level representation; and gender representation. The Committee encourages members to continue to apply for NSTU committees.

*With the exception of the Resolutions Committee, the following list does not contain committees appointed at Annual Council or those members serving on external committees. **This list is current as of August 18, 2016.***

STANDING COMMITTEES

ADMINISTRATIVE

FINANCE & PROPERTY COMMITTEE

Thérèse Forsythe, Chair, secretary-treasurer; **Wade Van Snick**, Cumberland (2017); **Shelley MacKenzie**, Antigonish (2018); **Melanie Sampson**, Community College (2018); **Ron MacIntosh**, executive member; **Joan Ling**, NSTU executive director and **Ryan Barr**, NSTU financial officer

GOVERNANCE & POLICY COMMITTEE

Liette Doucet, NSTU president; **Nancy Doyle** (Chignecto); **Darlene Bereta** (Cape Breton); **Damian Hall** (Community College); **Keri Butler** (Halifax); **Colleen Scott** (Tri-County); **Angela Deagle** (Strait); **Allister Wadden** (Annapolis); **Marc Breough** (South Shore); **Joan Ling**, NSTU executive director; and **Janine Kerr**, executive staff officer

NOMINATING COMMITTEE (EXECUTIVE MEMBERS)

Liette Doucet, NSTU president; **Bill Murphy** (Antigonish-Guysborough), **Colleen Scott** (Digby-Shelburne-Yarmouth), **Hope Lemoine** (Cumberland), **Peter Day** (Cape Breton District), **Sue Larivière-Jenkins** (CSANE); **Joan Ling**, NSTU executive director

PERSONNEL COMMITTEE (EXECUTIVE MEMBERS)

Liette Doucet, NSTU president; **Cherie Abriel**, Chair, second vice-president; **Lori MacKinnon** (Yarmouth); **Turk MacDonald** (Halifax City); **Shelley Morse**; and **Joan Ling**, NSTU executive director

PROGRAM

COMITÉ DE PROGRAMMATION ACADIENNE

Suzanne Comeau, Chair, (2017); **Christophe Dol** (2017); **Tara Monk** (2018); **Melanie Belliveau**, (2018); **TBA** (2019); **TBA** (2019); **Sue Larivière-Jenkins**, executive member; **Stacy Samson**, NSTU staff liaison

CURRICULUM COMMITTEE

Adam Boyd, Chair, Hants West (2017); **Kelli Burgess**, Halifax County (2017); **Wendy Gould**, Colchester-East Hants (2017); **Chad Hanrahan**, Northside-Victoria (2017); **Mary MacLeod**, Cape Breton District (2018); **Jennifer Collishaw**, Kings (2018); **Bernard LeBlanc**, Richmond (2018); **Crystal Isert**, executive member; and **Adela Njie**, NSTU staff liaison

EQUITY

Nigel Tinker, Chair, Annapolis (2017); **Sheldon States**, Hants West (2018); **Christine Gallant**, Halifax County (2018); **Elizabeth Thomas**, Digby (2018); **John White**, Cape Breton District (2018); **Angela Deagle**, executive member; and **Adela Njie**, NSTU staff liaison

MEMBER SERVICES COMMITTEE

Wally Fiander, Chair, first vice-president; **Mary Currie**, APSEA, (2017); **Jo-Leigh MacPhee**, Kings, (2017); **Cindy MacKinnon**, Pictou, (2017); **Kevin Harnish**, Colchester-East Hants, (2017); **Mary MacPherson**, Cape Breton District, (2017); **Bernadette Julian**, Community College, (2018); **Ferne MacLennan**, executive member (Community College); and **Grant MacLean**, NSTU staff liaison

PENSION COMMITTEE

David Kokocki, Chair, Lunenburg County, (2017); **Bev Roy**, Kings, (2017 - 2-year term replacement); **Paul MacLean**, Richmond, (2018); **Anna Muise**, Cape Breton District, (2018); **Mary Alice Ali**, Pictou, (2018); **Ryan Lutes**, Halifax City, (2019); **Gary Archibald**, RTO representative; **Tim MacLeod**, executive member; **Shelley Morse**, pension board liaison; and **Kyle Marryatt**, NSTU staff liaison

PROFESSIONAL DEVELOPMENT COMMITTEE

Nancy Comeau, Chair, Dartmouth (2017); **Robert Lelièvre**, Inverness (2017); **Paul Syme**, Kings (2017); **Mai-Ling Storm**, Lunenburg County (2018); **Stephanie George**, Colchester-East Hants (2018); **Nathan Orman**, Shelburne County (2018); **Keri Butler**, executive member; and **Betty-Jean Aucoin**, NSTU staff liaison

PUBLIC AFFAIRS/ PUBLIC RELATIONS COMMITTEE

Neil MacIsaac, Chair, Antigonish (2017); **Paul Boudreau**, Halifax County (2017); **Ian Kent**, Queens (2018); **Randy Lucas**, Northside-Victoria (2018); **Jaylene Chase**, Lunenburg County (2018); **Marc Breough** and **Colleen Scott**, executive members; **Jim King**, NSTU staff liaison and **Angela Murray**, NSTU public relations and communications coordinator

STATUS OF WOMEN COMMITTEE

Nadine Arnold, Chair, Colchester-East Hants (2017); **Deborah Walker**, Digby (2017); **Jennifer Adams**, Dartmouth (2017); **Lori Richard**, Inverness (2018); **Kelli Brewer**, Cape Breton District (2018); **Mary-Claire MacMillan**, Halifax City (2018); **Hope Lemoine**, executive member and **Pamela Langille**, NSTU staff liaison

SUBSTITUTE TEACHER COMMITTEE - To be appointed October 2016. **TBA**, executive member; and **Kyle Marryatt**, NSTU staff liaison

TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES

Maxine Hardy, Chair, Northside-Victoria (2017); **Darrell LeBlanc**, Guysborough County (2017); **Monica Stoilov**, Halifax City (2017); **Heather Foote**, SAA representative (2017); **Phil Samson**, Richmond (2018); **Ian Comeau**, CSANE (2018); **Shelley Morse**, executive member; and **Grant MacLean**, NSTU staff liaison

TECHNOLOGY COMMITTEE

Suzanne Greenlaw, Chair Annapolis (2017); **Lauchie MacKinnon**, Colchester-East Hants (2017); **Mario Eleftheros**, Dartmouth (2017); **Allen Whittaker**, Yarmouth (2018); **Rona Chisholm-Cleary**, Halifax County (2018); **Duncan Smith**, Antigonish (2018); **Peter Day**, executive member; and **Betty-Jean Aucoin**, NSTU staff liaison

STATUTORY

APPEALS COMMITTEE

Paul Betuik, Chair, Halifax County (2017); **Heidi Tudor**, Digby (2017); **Lindsay Crossmaan Wheaton**, Cumberland (2018); **Doug Read**, Pictou (2018), **Rhonda Mossman**, Hants West (2018); **Char MacDonald**, Halifax County (2018); **Andrew McCara**, executive member; and **Stacy Samson**, NSTU staff liaison

OTHER COMMITTEES

INSURANCE TRUSTEES

Wanda Rodgeron Fuller, Yarmouth (2017); **Sharon Midwinter**, Cumberland (2017); **Michael Cameron**, Kings (2018); **Ronnie Carew**, Cape Breton District (2020); **Jason Ralph**, Halifax County (2021); **Sheila Hawley**, Inverness (2021); **Bruce Spares**, NSCC; **Joe MacEachern**, Dept. of Education and Early Childhood Development; **Sheila Landry**, Dept. of Finance and Treasury Board; **Janine Kerr**, NSTU staff liaison and **Joan Ling**, NSTU executive director

PROGRAM DEVELOPMENT ASSISTANCE FUND (PDAF) COMMITTEE

Angela Wisen, Halifax County (2017); **Kenna MacLean**, Cape Breton District (2018); **Roy Bourgeois** and **TBA**, Dept. of Education and Early Childhood Development; and **Adela Njie**, NSTU staff liaison

PROFESSIONAL ASSOCIATIONS COORDINATION COMMITTEE

Janice Graham-Migel (NSSCA, 2016); **Mike Landry** (SAA, 2016); **Steve Ranni** (TAPHE, 2016); **Jane Berrigan** (AST, 2017); **Holly MacDonald** (ATYA, 2017); **Beth MacInnis** (PISA, 2017); **Allister Wadden**, executive member; and **Betty-Jean Aucoin**, NSTU staff liaison

RESOLUTIONS COMMITTEE

Lori MacKinnon, Chair, executive member; **Pat Hillier**, Cumberland (2017); **Sandy Mitchell**, Lunenburg County (2017 - 1-year term replacement); **Meg Ferguson**, Halifax County (2018); **Gerry Alley**, Colchester-East Hants (2018); and **TBA**, NSTU staff liaison

SHEONORIL BOARD OF DIRECTORS

Joan Ling, Chair, NSTU executive director; **Debbie McVeigh**, Community College (2017); **Krista Moore**, Digby (2017 - 1 year term replacement); **Angela Gillis**, Halifax City (2018); **Alison MacPherson**, retired member (2018); **Jennifer Field**, Cumberland (2019); **Vera Ryan**, Yarmouth (2019); **Damian Hall**, executive member; **Wanda Rodgeron Fuller**, Insurance Trustees; **Liette Doucet**, NSTU president; and **Betty-Jean Aucoin**, NSTU executive staff officer

The NSTU is actively seeking membership for a couple of its committees.

Applications will be accepted until 4:30 p.m. on Friday, October 14 for the Substitute Teacher Committee and the Comité de programmation acadienne. There are two vacancies available on the Comité de programmation acadienne. (One member from the Northeast Region and one member from the Central Region.)

Committees will be appointed at the October 21 Executive Meeting.

Forms are available on the NSTU website at www.nstu.ca

NSTU hosts successful CONTACT 2016



Almost 80 teachers from across Atlantic Canada gathered at StFX University in Antigonish for the annual CONTACT (Conference on New Techniques and Classroom Teaching) August 2 to 5. “This conference brings teachers together and allows them to share best practices and ideas, to reflect on experiences and to celebrate teaching,” says new NSTU president Liette Doucet.

“Teacher driven on-going professional development is imperative for effective teaching, and this opportunity allows teachers autonomy in participating in PD that best suits their classroom and school need.”

The NSTU hosted this year’s conference with the theme *Teach Like a Jedi*. In keeping with the Star Wars theme, the “Jedi Council of Nova Scotia” featuring a team of talented NSTU members, used music, improv, theatre and the occasional Jedi mind trick to expose “The Evil Empire” and restore freedom, peace and good teaching practice to the “Eduverse” in a farcical take on the original Star Wars story.

The performance featured music teacher Meg Ferguson on keyboards and narration, Halifax County Local president Grant Frost as the evil “Garth Grader”, Auburn Drive High fine arts department head Melanie Kennedy as “Princess La La”, Halifax West Family of Schools fine arts facilitator Jonathan Grady as “General O My Gosh”, and Dartmouth High School drama teacher Dave Zinck as “Duke Hallwalker.”



Holly Shaffner and Leah Matheson

Weaving the challenges public education and the teaching profession faces in the current political climate, the Jedi Council of Nova Scotia takes on the Greed Corp, in its pursuance of increased standardized testing, central control of media sound bites and forcing teachers to not only burn the midnight oil, but “pay for the oil” for the “Data Star”. A highlight of the performance was Kennedy’s “Don’t Privatize Education” à la “Don’t Cry for Me Argentina.”

Another highlight of the conference was the plenary session: *Awaken the Force! Innovative Teaching from a Multicultural Perspective*, presented by Holly Shaffner and Leah Matheson, both teachers at Duc d’Anville Elementary School in Halifax. Shaffner and Matheson relayed their insight into teaching diverse communities in a school in which English is not the first language of almost 50 per cent of the student body. Duc d’Anville had an influx of 44 new students in the new year originating from Syrian refugee camps. “We knew that the resources we had were not relevant to half of our students,” says Matheson. “We knew something had to change.”



Both Shaffner and Matheson received PDAF grants in which a range of multicultural play-based materials were purchased so students can discover, explore and work with their peers in a safe, culturally relevant environment. Purchased text and audio resources accessible in English alongside the student’s first language also help to ensure links of learning for the school’s English as Additional Language learners.

Another plenary session featured Mindful Practice for Teachers, facilitated by NSTU executive staff officer Adela Njie.

In addition to the plenary sessions, workshops focused on providing practical, effective techniques to address classroom environment issues such as student mental and emotional health. Cape Breton District Local member Serena Matheson’s workshop on being an ally for LGBTQI+ issues was brought back from last year’s conference to CONTACT 2016. Principles of restorative practice for schools and developing culturally responsive teaching were other topics explored. Comments from this year’s CONTACT were very positive including: “NSTU really raised the bar for CONTACT this year,” and “Best CONTACT ever!”

CONTACT is a regional conference organized by the Nova Scotia Teachers Union, the New Brunswick Teachers’ Association, association des enseignantes et des enseignants francophones du Nouveau-Brunswick, Prince Edward Island Teachers’ Federation and the Newfoundland and Labrador Teachers’ Association. It provides teachers with the opportunity to remain current in their profession and make contact with colleagues from the Atlantic region.



CONTACT 2016 organizing committee. Seated: NSTU executive staff officer Stacy Samson, CSANE provincial executive representative Sue Larivière-Jenkins, Antigonish Local president Amanda Marchand. Standing: Christian Demers (CSANE) and Dean Marchand (Antigonish).



Above are members of the Jedi Council of Nova Scotia with NLTa delegate Ian Spencer. From left to right: Spencer, Jonathan Grady, Grant Frost, Meg Ferguson, Melanie Kennedy and Dave Zinck.



At Murphy’s The Cable Wharf we are pleased to offer day time sailings on our Tall Ship Silva public tours (12:30pm, 2:00pm and 4:30pm)* at a **25% discount** to members of the NSTU. Just show your NSTU ID when purchasing tickets.

Visit www.mtcw.ca, contact info@mtcw.ca or call 902-420-1015 to book!

*Tour times subject to availability. Check website for confirmed times.



executive highlights

July 6

- Approved a recommendation that Jim King be offered a probationary contract in Member Services effective August 1, 2016;
- Approved a recommendation that Cherie Abriel be placed on the Staff Negotiating Team;
- Approved a recommendation that the NSTU investigate any contractual or legal conflicts re: informing members that they have the option to withdraw their own children from large-scale assessments administered by the Province. In addition, the NSTU will investigate any contractual or legal conflicts that would not permit the Union to encourage members to exercise that option in reference to our own policy on assessment that states that “[t]

he Nova Scotia Teachers Union believes that teacher-developed and teacher administered in-house evaluation instruments are the most effective and accurate means of assessment of student achievement;

- Referred the Richmond Local Constitution to the Governance & Policy Committee.

July 21

- Approved the Negotiating Team to be Shelley Morse, Wally Fiander, Jane Dorey and Liette Doucet on a go forward basis for the current round of negotiations;
- Approved a recommendation that the Negotiating Team name the Chairperson from the incoming President, Liette Doucet or the current President, Shelley Morse.

The Retired Teachers' Legacy Foundation

The Retired Teachers' Legacy Foundation was established in 1994 to honour the life and work of former teachers in Nova Scotia. One of the objectives of the Foundation is to solicit; accept; receive; acquire by grant, donation, legacy gift, bequest; or otherwise; any kind of real or personal property and to enter and carry out agreements, undertakings and conditions in connection therewith. The interest on deposits of the Foundation is disbursed annually to benefit sick and/or challenged children. The Retired Teachers' Legacy Foundation Award may benefit institutes that provide medical treatment and/or educational training for sick and/or challenged children on a not-for-profit basis. It may also benefit charitable organizations that work for the benefit of sick and/or challenged children.



Individual Memorial and Donation Cards are available from RTO Branches across Nova Scotia and can also be obtained by telephoning or visiting the 'Reception Desk' at the NSTU building. The RTO hopes to have online donation arrangements in place in the very near future by visiting the RTO website at rto.nstu.ca. We encourage anyone who wishes to make a donation to honour a deceased teacher, family member or friend to keep the RTO Legacy Foundation in mind. Thank you for your anticipated support.

*Alan MacKinnon, Chair
Retired Teachers' Legacy Foundation*

**The deadline for the October issue
of The Teacher is September 23.**

**Contact Sonia at 902-477-5621 or
theteacher@nstu.ca**

**For advertising information in The Teacher
(rates & deadlines), contact Sonia Matheson at
902-477-5621 / 1-800-565-6788
or visit www.nstu.ca / email theteacher@nstu.ca**

aviso

We Want to Hear Your Story

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 2016-2017 academic year AVISO editions are:

Fall 2016 – Re-humanizing education - one teacher at a time

Winter 2016 – Agency, power and sustainability

Spring 2017 – Nourishing the whole self

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 2016-2017 sont les suivants:

Automne 2016 – Réhumaniser l'éducation - un enseignant à la fois

Hiver 2016 – Action, puissance et durabilité

Printemps 2017 – Nourrir la totalité de l'individu

SCHOOL BOARD ELECTIONS

SAVE THE DATE!

**Election day is Saturday,
October 15, 2016.**

Advanced polling dates vary across municipalities, and some municipalities may offer e-voting. Be sure to contact your local municipality if you are interested in voting on an advanced polling date or electronically.

When voting, be sure to ask about the school board elections in your area!

If you are eligible to vote in municipal elections, you are eligible to vote in school board elections. There are special eligibility requirements for the African Nova Scotian School Board Member election, and Conseil scolaire acadien provincial election.

Please visit www.schoolboardelections.ca for more information.

**SCHOOL
BOARD
ELECTIONS.CA**

Happy Hands Dispenser Design Contest

Winning schools receive \$500 donation; winning students awarded \$200 gift card

Registration is now open for its first Happy Hands Dispenser Design Contest. This program promotes the importance of proper hand hygiene at school in an artistic and creative manner by giving students the opportunity to design their own soap dispenser. Schools can pre-register for the contest online at info.debgroup.com/happyhands-ca through October 2, 2016.

The contest will award the winning design in each category—elementary, middle and high school—with a \$200 gift card. Each winning students’ school will also receive a \$500 donation. The winning designs will be custom printed for free on up-to 500 manual Deb soap/sanitizer dispensers for use at the students’ school.

“It is vital for children to understand the importance of proper hand hygiene,” said Isabelle Faivre, Vice President of Marketing, Deb North America. “As part of the contest, we’ll provide teachers with easy-to-understand hand hygiene awareness materials such as posters and other fun learning materials to educate students throughout the school year.”

The Happy Hands Dispenser Design Contest is open to all students in Grades Primary through 12. Designs will be evaluated for visual appeal, overall design, creativity and unique design elements.

Representatives from Healthy Schools Campaign will help select 10 finalists in each category. Between January 16, 2017 and February 19, 2017, the public will be able to vote for their favourite design among the finalists. The designs receiving the most votes in each category will be announced on March 1, 2017.

“We appreciate Deb Group’s support of our Green Clean Schools program and applaud them for developing the Healthy Hands contest to educate students about the importance of hand hygiene at school and home,” said Rochelle Davis, CEO and President, Healthy Schools Campaign. “The contest will teach students proper hand hygiene techniques early on, which will help them establish lifelong hand washing habits.”

Additional details about the Happy Hands contest will be announced on October 3.



TEACHERS’ PENSION PLAN INC. BOARD OF DIRECTORS

Call for applications

The NSTU Provincial Executive is inviting applications from **active** NSTU members for one (1) Director’s position on the Teachers’ Pension Plan Inc. Board. Operating under a Trust Agreement, this nine-member corporation oversees the administration of the Plan and the investment of the Plan’s assets.

The NSTU is currently seeking:

• **One (1) active member** - For a three-year term, renewable for a second three-year term. If you are interested in this appointment, please complete this application form and indicate your knowledge or experience with the criteria below and other related information.

Criteria for selecting persons for the above positions include:

- (a) Has considerable knowledge about the Teachers’ Pension Plan;
- (b) Has experience in and/or knowledge about investments particularly the investments of pension funds; and
- (c) Has experience as a Trustee or has a working knowledge of trusts.

Name: _____ Prof. Number: _____

Mailing Address: _____

Postal Code

Phone: _____ (Fax) _____ (Email) _____

Have you previously applied for an NSTU standing or *ad hoc* committee? Yes ☐

If so, when? _____ No ☐

OTHER PERTINENT INFORMATION (e.g., skills, interests, relevant courses, professional development, or experiences that relate to this Board. You may attach additional information to this application.)

**Please attach an additional sheet to list the NSTU Committees on which you served at the Local and Provincial Levels as well as the Offices you’ve held at the Local and Provincial Levels.*

Submit to: Executive Director, NSTU, 3106 Joseph Howe Dr., Halifax, NS B3L 4L7

**APPLICATIONS MUST BE RECEIVED IN CENTRAL OFFICE
BY 12:00 NOON, OCTOBER 14, 2016!**

The NSTU has an affirmative action policy that encourages participation of women, visible minorities, native persons and physically-handicapped persons within the teaching profession. Should you choose to provide any relevant information, please indicate:

This form is also found on the NSTU website. www.nstu.ca

JOB OFFER: Contract worker required

The Canadian Teachers' Federation (CTF) is looking for a fluently bilingual (English/French) contract worker to manage projects in its International and Social Justice Program. This person will work under the supervision of the Program's Director.

He or she will have the following knowledge, experience and abilities:

- Fluently bilingual (English/French)
- Good understanding of CTF's role in Canada and internationally
- Dedication to the principles of equality and social justice
- Ability to organize time and prioritize tasks
- Ability to work independently and as a team
- Excellent writing skills
- Excellent and tactful communication skills
- Previous work or volunteer experience in international cooperation, preferably with CTF
- Previous contributions to the development of teaching resources for the classroom
- Experience in managing projects and budgets

Additional consideration will be given to candidates with teaching and/or leadership experience.

The contract worker's responsibilities will include the following:

- Researching and writing various documents (e.g. reports, agreements, meeting agendas and minutes) in French or English for various groups, including trustees, committees, CTF partners, etc.
- Exploring and analyzing various issues and documents, making recommendations to the Director and following up as required
- Managing CTF's social justice programs, including Imagineaction and Speak Truth to Power Canada
- Developing lesson plans for CTF's social justice programs
- Supporting CTF's partner organizations in developing action plans and budgets that will lead to agreements between those organizations and CTF
- Following up on the implementation of initiatives included in the agreements between CTF and its overseas partners
- Organizing and attending meetings

This contract runs for a maximum of 39 working days between September 26 and December 23, 2016. The hourly rate will be negotiated, based on the candidate's experience and expertise.

Interested candidates are invited to submit their résumé and a cover letter to **CTF Secretary General Cassandra Hallett DaSilva**, via **Kelli-Ann McDonald, Executive Assistant**, at kmcd@ctf-fce.ca.

All applications must be received by **Wednesday, September 21, 2016**.

Candidates must provide references upon request.



For an up-to-date listing with details of

DEALS & DISCOUNTS

for NSTU members (including retired members),
please visit the website at www.nstu.ca
email theteacher@nstu.ca or phone 1-800-565-6788.

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coming events

September is...

Arthritis Awareness Month (www.arthritis.ca); **Breakfast for Learning Month** (www.breakfastforlearning.ca); **Childhood Cancer Awareness Month** (www.cancer.ca); **Ovarian Cancer Awareness Month** (www.ovariancanada.org/); **Prostate Cancer Awareness** (www.prostatecancer.ca); **World Suicide Prevention Day** (Sept. 10) (suicideprevention.ca/world-suicide-prevention-day/); **Scotiabank AIDS Walk for Life Week** (Sept. 25) (www.aidswalkforlife.ca); **The Terry Fox Run** (Sept. 18) (www.terryfox.org); **Muscular Dystrophy Month** (www.muscle.ca); **Alzheimer Coffee Break Day** (kicks off Sept. 15 and continues throughout the month and into October) (www.alzheimercoffeebreak.ca); **World Heart Day** (Sept. 29) (www.world-heart-federation.org); **International Day of Peace** (Sept. 21) (www.un.org); **Growth Awareness Week** (Sept. 19-24) (www.magicfoundation.org/www/docs/1282);

Learn @ Work Week (Sept. 19-23) (www.cstd.ca)

SEPTEMBER 9 TO 25

Scotiabank Aids Walk for Life 2016



With over 71,300 Canadians living with Aids, Scotiabank presents its yearly event to raise awareness and support for this disease with no cure. Local events are hosted by AIDS Service Organizations in your community. All Scotiabank AIDS Walk for Life proceeds remain in the community and provide necessary funds for support services and programs for people living with HIV/AIDS.

To register or for more information, please visit www.aidswalkforlife.ca/Home.htm

SEPT. 15 TO OCT. 7

Canada's Democracy Week 2016



For this year's Canada's Democracy Week (CDW2016), we're starting a conversation. We will be engaging with teachers in person and online to give them the tools and knowledge they need to feel confident teaching civics and electoral democracy.

The theme for CDW2016 is *"Teaching democracy: Let's talk teacher needs."*

The week launches on the International Day of Democracy (September 15), with events taking place in cities across Canada until October 7. Mark your calendars, and visit <http://democracy-democratie.ca/content.asp?document=home>, Twitter, Facebook, YouTube and email democracy-democratie@elections.ca for more information.

SEPTEMBER 29

Terry Fox National School Run Day

Millions of students across Canada take part in the Terry Fox National School Run Day every year raising funds for cancer research, making it one of the largest fundraising events in Canadian history. **Please check with your school for the correct date, some schools hold the run on other dates.*

Please visit <http://www.terryfox.org/SchoolRun/> for more.

OCTOBER 3 TO NOVEMBER 30

National Writing Contest for Grades 4-6

Shelter. Comfort. Family. The Meaning of Home contest invites Grades 4, 5, and 6 students from across Canada to submit a written essay about what home means to them for a chance to direct \$50,000 to a Habitat for Humanity build of their choice in Canada and \$1,000 cash prize for the school of the winning student.

For more information visit www.meaningofhome.ca.

OCTOBER 5

World Teachers' Day

World Teacher's Day is Wednesday, October 5. The 2016 Global Theme: *Valuing Teachers, Improving Their Status* is more urgent than ever. This year's event marks the 50th anniversary of the ILO/UNESCO Recommendation on the Status of Teachers.

OCTOBER 13

KSNS 25th Anniversary Fall Workshop
Featuring Denise Gagne!

Founder of Themes and Variations and Musicplay, Denise Gagne returns to Nova Scotia to share teaching strategies and activities from her rich 35-year career in music education and curriculum writing, that best support the new NS Music P-6 Streamlined Curriculum. She will provide engaging and effective lesson examples in a handout and links to videos that can be referred to after the workshop for additional support. This workshop will be held on Thursday, October 13, 2016 at the Halifax Music Centre, Oxford School, 6364 North Street, Halifax. The fee is \$60. For more information or to register, please visit: <http://kodalsocietyofnovascotia.weebly.com> (click on the "Workshops/Courses and Events" tab.) Come and share a day with colleagues and get inspired by one of North America's most in-demand and dynamic clinicians!

NOVEMBER 7

Holocaust Education Week Seminar

This year's Holocaust Education Week (HEW) Seminar will be held on Monday, November 7 from 9:00 a.m. to 3:00 p.m. at the Temple Sons of Israel, Whitney Ave., Sydney, N.S. and registration will be \$75.

The theme will be *Remember the Past, Work for Peace*. The speaker will be **Amanda Reddick**, a National Facilitator for the Canadian Race Relations Foundations and has worked as an independent contractor with numerous organizations.

For more information contact HEW Committee: educationholocaust@gmail.com or visit <http://holocausteducationweek.tumblr.com>.



2016 NSTU Professional Associations Conferences

Friday, October 28, 2016
Online Registration is Now Open
Closes – October 14
(No refunds after October 14)

NO ON-SITE REGISTRATION
Register Early!

1 AAE	NSCC Waterfront Campus, DARTMOUTH
2 AEA	École Beaubassin, HALIFAX , Forteresse de Louisbourg, LOUISBOURG & Université Sainte-Anne, POINTE-DE-L'ÉGLISE
3 AST	Halifax West High School, HALIFAX
4 ATA	HALIFAX, HUBBARDS, LUNENBURG, SYDNEY & YARMOUTH
5 ATEC	Cineplex, DARTMOUTH CROSSING
6 ATENS	Park Place Ramada Plaza Hotel, DARTMOUTH
7 ATYA	Riverside Education Centre, MILFORD STATION
8 BETA	HALIFAX/DARTMOUTH
9 EDANS	BADDECK
10 FSTA	Cregnish Recreation Centre, CREGNISH
11 MTA	Charles P. Allen High, BEDFORD
12 NSLTA/AELNE	Mount Saint Vincent University, Seton Academy, HALIFAX
13 NSMEA	Kings County Academy, KENTVILLE
14 NSSCA	World Trade & Convention Centre, HALIFAX
15 NSTALL	Cobequid Education Centre, TRURO
16 NSTEA	Sir John A. Macdonald High School, UPPER TANTALLON
17 PETA	Holiday Inn Harbourview & Conference Centre, DARTMOUTH
18 PISA	Mount Saint Vincent University, Rosaria Centre, HALIFAX
19 SAA	Best Western Plus & Centre, COOKVILLE & CENTRE SCOLAIRE DE LA RIVE-SUD
20 SPAA	The Comfort Inn, BAYERS LAKE
21 SSTA	Saint Mary's University, HALIFAX
22 TAPHE	StFX University, ANTIGONISH

While we encourage members to have a NSTU web account, one is **NOT REQUIRED** to register for a conference. You may register utilizing any email account. The advantage to accessing the form with a NSTU username and password, plus confirmation of your identity with either your professional or NSCC employee number, is that your personal information will be automatically entered into the registration form.

NSTU web account activation is automated. You may activate an account from the NSTU website. Simply follow this link (<http://www.nstu.ca/the-nstu/communications/nstu-web-account/>) to the page containing activation information. Please read the information on the page carefully before activating your account.

2016 Provincial Conference Sites



As per NSTU Operational Procedure 14(e)(iii): **RECEIPTS OF PAYMENT** and attendance will not be distributed until the conference has concluded.

For Conference details & Registration go to www.nstu.ca

NOTICE

Canadian Music Class Challenge Registration now open

CBC Music in association with MusiCounts, Canada's leading music education charity associated with CARAS and the JUNO Awards, have once again teamed up for the Canadian Music Class Challenge (formerly Canada's Greatest Music Class). The challenge, which kicks off September 30 and runs until December 16, will seek out students in music classes, music clubs and after-school programs nationwide. This year there will be more opportunities to win, with six categories including: *High School Instrumental; High School with Vocal/Choral (a cappella or with band); Junior High School Instrumental; Junior High school Vocal/Choral (a cappella or with band); Elementary School Instrumental; Elementary School with Vocal/Choral (a cappella or with band).*

The winning classes will be awarded hometown hero status, receiving a commemorative plaque and a high-tech classroom recording kit that includes a laptop computer, recording software, speakers, a keyboard, microphones, and more.

To enter the contest, a supervising teacher (the "Registrant") of an eligible music class, after school program or music club (the "Music Class") must register his/her music class by completing the entry form found at cbcmusic.ca/musicclass and submit an eligible video performance and "publicity" photo during the submission period.

The following 16 songs can be submitted for consideration: *"Ain't Gonna Bother"* by Rosie and the Riveters; *"Rolling Stone"* by Reuben and the Dark; *"Run This Town"* by Corb Lund; *"Soul Run"* by Tanika Charles; *"Wish You Well"* by Justin Hines; *"The Hockey Song"* by Stompin Tom Connors; *"Fil de Soi"* by Marie-Pierre Arthur; *"Le Mepris"* by Caracol; *"T'es Pas Un Autre"* by Buffy Sainte-Marie; *"We're Here For A Good Time (Not A Long Time)"* by Trooper; *"Stitches"* by Shawn Mendes; *"2 Heads"* by Coleman Hell; *"Bobcatyeon"* by The Tragically Hip; *"Ahead by a Century"* by The Tragically Hip; *"Aida"* by Sarah McLachlan; and *"Machine"* by Scott Helman.

A panel of musicians and CBC Music journalists will evaluate applications, and a regional shortlist will be revealed on December 7. The winning classes will be announced on Radio 2 Morning on December 16.

Schools who participate in the Canadian Music Class Challenge also have the opportunity to apply for new instruments and equipment through MusiCounts' Band Aid Program. Through this program, MusiCounts provides musical instruments in \$5,000 and \$10,000 value allotments to support public (elementary, secondary and separate) school programs across Canada. Visit www.musiccounts.ca for more information.

Important Dates for the Canadian Music Class Challenge:
Registration Opens: Thursday September 1, 2016
Submission period: September 30 - November 23, 2016
Judging period: November 23 - December 14, 2016
Winner announcement: December 16, 2016 on Radio 2 Morning

For more information on the Canadian Music Class Challenge, please visit cbcmusic.ca/musicclass.

BOOK WINNERS!!

The Teacher would like to announce the winners of the three sets of books from the June issue.

FIRST SET: Elementary Grades (P-5). PHYLLIS YORKE of Parrsboro
SECOND SET: Middle School Grades (6-9). SHARI MacGILLIVRAY of Antigonish
THIRD SET: High School Grades (10-12). ERICA ANS of Dartmouth

Congratulations!!

School Bus Safety Week (October 17-21, 2016)

The month of September is a busy transition time for many families. Children are in school, routines are being established, and school buses are back on the roads.

School Bus Safety Week, which runs from October 17-21, 2016, offers an opportunity to share important safety reminders to students, families and motorists. Safety Services Nova Scotia and the Nova Scotia School Boards Association will be working with school boards and law enforcement to promote school bus safety.

School bus red light violations continue to be a serious concern, with motorists passing stopped school buses when they are picking up or dropping off students. It is illegal to pass a school bus which is stopped with red lights flashing and the stop sign arm extended. During the 2015-2016 school year there were over 1600 school bus red light violations in Nova Scotia. This is a problem everyone needs to address to keep our children safe when they are travelling to and from school.

As part of the safety promotion, the annual Student Video Contest will be held again this year, with three age categories: elementary school, middle school/junior high, and high school. **The deadline is November 19**, and students are asked to submit videos that demonstrate school bus safety, and the importance of stopping for red lights on school buses.

In the past, the student video contest has been a great classroom project at all grade levels. In some cases, the entire class submits an entry, and in others, it is small group work. Students are given the opportunity to brainstorm ideas, write the script, act, direct and produce with technology like tablets and smart phones.

For more information, visit www.schoolbussafety.ca



EXCEPTIONAL TRAINING & RESOURCES -Mental Health, Counselling, and Violence Prevention

WORKSHOPS COMING TO NOVA SCOTIA THIS FALL:

MINDFULNESS COUNSELLING STRATEGIES—Activating Compassion and Regulation
Halifax: October 24-25, 2016

This workshop is designed to teach participants how to facilitate mindfulness-based strategies in their counselling work.

AUTISM—Strategies for Self-Regulation, Learning and Challenging Behaviours
Halifax: November 2-3, 2016

This workshop will provide practical strategies for working with high need individuals around self-regulation, learning practices and challenging behaviours.

ANXIETY—Practical Intervention Strategies
Halifax: November 17, 2016

This workshop provides practical and accessible strategies which can be applied across the lifespan and address the physical, emotional, cognitive and social aspects of anxiety.

BORDERLINE PERSONALITY DISORDERS—Understanding and Supporting
Halifax: November 18, 2016

This workshop's purpose is to increase the understanding of Borderline Personality Disorder (BPD) from the perspective of all those impacted, including caregivers, family members and those diagnosed.

CRISIS RESPONSE PLANNING
Halifax: November 24, 2016

This training will focus on how to organize effectively and quickly after a critical incident so that groups are better prepared to respond to the emotional needs of those affected by a tragedy.

DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™
Halifax: November 25, 2016

Participants of this workshop will develop a clear understanding of how to assess the potential for violence and respond with a diverse set of tools and strategies.

UNDERSTANDING MENTAL ILLNESS IN CHILDREN AND YOUTH
Halifax: December 6, 2016

This workshop will provide a general overview of common adult mental illnesses and their symptoms, causes and treatment.

MOTIVATING CHANGE—Strategies for Approaching Resistance
Halifax: December 12-13, 2016

This experiential workshop will equip helping professionals with new strategies that will strengthen their therapeutic relationships and maximize potential for motivating change.



TO REGISTER OR FOR MORE INFORMATION:

www.ctrinstitute.com
877.353.3205
info@ctrinstitute.com

WORKSHOPS COMING TO NOVA SCOTIA IN WINTER 2017:

WORKING WITH FAMILIES—Strategies for Engaging and Helping
Halifax: February 27-28, 2017

This workshop will review strategies for engaging and working with more than one person at a time and also ways to consider including the impact of family when working with individuals.

WORKING IN SOCIAL SERVICES—The Essential Skills
Halifax: March 9, 2017

This workshop will provide awareness and skill-building in core areas related to the helping role including: ethics, case management, communication, diversity, trauma and promoting helper resilience for those working in the Social Services field.

TRAUMA—Strategies for Resolving the Impact of Post-Traumatic Stress
Halifax: March 20-21, 2017

This workshop provides a framework which describes different stages in resolving the impact of trauma, and includes key principles and strategies for working with individuals.

SELF-INJURY BEHAVIOUR IN YOUTH—Issue and Strategies
Halifax: March 28-29, 2017

This workshop will help participants understand the experience and motivations of adolescents who intentionally injure themselves, and provide practical strategies for working with youth.

NEW THIS FALL!

LIVE STREAM WORKSHOPS

Participate in live, full-day workshops from any location. The workshop is streamed over the Internet and played back to you on your computer.

For a list of workshops being streamed this Fall, please visit our website at www.ctrinstitute.com.



Register three weeks in advance for public workshops and save 10%!

NSTU's leaders unite for leadership conference



New NSTU president Liette Doucet addresses delegates at the August Leadership Skills Development Institute.

and colleagues every day,” said new NSTU president Liette Doucet. “We must lean on each other, boost each other up and remind each other that those affecting our morale in a negative way are undermining us and thus affecting our students. We will continue rise above this and to help raise the morale of those around us. For this is what great leaders do.”

The opening night “Master Leader NSTU” session featured leadership challenges for Regions and Professional Associations to meet to become “Master Leaders of the NSTU.” The challenges included creating a poster that communicates the spirit and essence of Member Engagement Day 2016—#NSTUnited, and creating and sharing a slogan, jingle or tag line that leads to the development of a public relations campaign, which would be successful in eliciting public support for Nova Scotia teachers.

Once again, the talents of NSTU members were in full force during Thursday evening’s banquet. Back by popular demand after debuting at the NSTU organized CONTACT conference, a team of high school drama and music teachers—The Jedi Council of Nova Scotia—performed to a delighted audience. (See story on page 11 for details of CONTACT 2016).

NSTU’s annual Leadership Skills Development Institute, which took place August 17 to 19 at StFX University in Antigonish, involved 180 NSTU leaders including 54 new delegates to the conference. The Institute helps NSTU volunteers, including provincial executive members, Local presidents, Regional Representative Council chairs, Professional Association presidents and NSTU Local executive members expand and improve their leadership skills through presentations, workshops and networking.

“Union Leadership across this province is second to none. You, as current and future NSTU leaders are making a difference. You are on the front line, advocating for your students



Above are two of the 54 NSTU members new to the Leadership Skills Development Institute: Sue MacKay (Halifax City) and Randy Lucas (Northside-Victoria Local).



Above are delegates attending the Restorative Approaches renewal session during Leadership 2016.

This is the 12th summer that the two-day conference was held at StFX. The conference enables NSTU members to participate in sessions relative to their individual leadership requirements. The PD for NSTU leaders is a three-year curriculum-based program that focuses on providing training that enhances members’ volunteer roles within the NSTU.

For a third year, a renewal strand was included for NSTU leaders who have completed their training. This strand was comprised of information sessions related to current Union issues. The renewal sessions focused on social media and the code of ethics, teaching standards, the restorative approach, and collective bargaining.

As in previous years 20 workshops were offered. These included: NSTU Structure & Roles & Responsibilities Framework of the NSTU, Collaborative Professionals Relationships, Leading as a Professional, Financial Reports, and Navigating Technology within the Classroom and the Profession.




Queens Local president Stacy Thorburn, South Shore RRC Chair Ian Kent and Lunenburg County Local president Jaylene Chase participating in the Master Leaders of the NSTU session.

Courage to Teach® Retreat

at Tatamagouche Centre

Nov 11-13, Fri 2 pm - Sun 1 pm


Educators at all levels are experiencing a great deal of stress and pressure due to the increase of internal and external demands on the profession. The **Courage to Teach®** Retreat provides educators an opportunity for rest, renewal, and re-engagement with their identity and integrity as teachers. **Courage to Teach®** is a well respected program of personal and professional renewal, created by Parker Palmer & the Center for Courage & Renewal. Brian and Becky are registered facilitators of these retreats. For more information please go to our website www.tatacentre.ca



Leadership: Brian Braganza,
Becky McKenna PhD

Program Cost: \$490
(single occupancy lodging, meals & material)

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HALIFAX SEPTEMBER 24 & 25 REBECCA COHN AUDITORIUM DALHOUSIE ARTS CENTRE	MONCTON SEPTEMBER 26 THÉÂTRE CAPITOL THEATRE	FREDERICTON SEPTEMBER 27 & 28 THE FREDERICTON PLAYHOUSE
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PROJECT OVERSEAS 2017

Teachers' Action for Teaching

VOLUNTEER OVERSEAS WITH CTF!

Would you like to assist teachers in a developing country?
Are you interested in learning more about global education issues?
Can you see yourself volunteering during the summer?

PO has assisted teacher organizations in over fifty countries in Africa, Asia and the Pacific, and the Caribbean. PO currently places over fifty volunteers in approximately twelve countries every July and August.

If yes, Project Overseas (PO) might be for you!

CTF seeks English and French-speaking Canadian teachers who are interested in volunteering to offer in-services in a wide range of subjects in developing countries such as: Barbados, Dominica, Ghana, Grenada, Guyana, Haiti, St. Kitts, St. Lucia, St. Vincent & the Grenadines, Sierra Leone, Togo, Trinidad & Tobago, and Uganda.

Application criteria include:

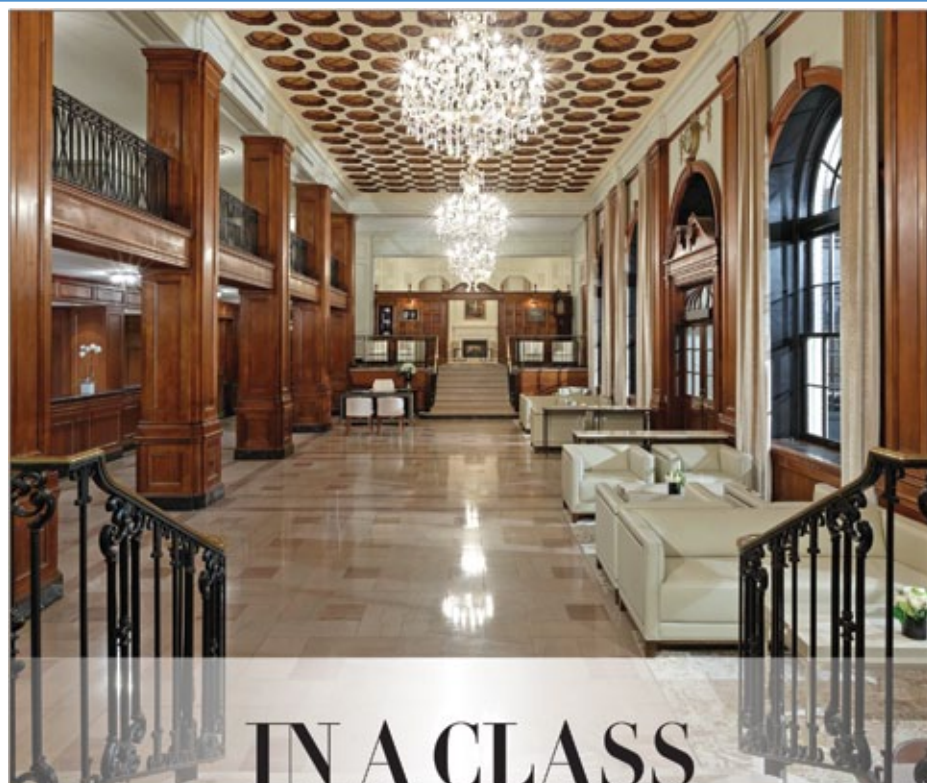
- Membership in a provincial or territorial organization that supports PO
- Valid teachers' certificate
- At least five years teaching in Canada by July 2017
- Canadian citizenship
- Excellent health and ability to work in developing country conditions (a doctor's letter is required)
- Show evidence of flexibility, mature judgment and a strong willingness to put the team and project needs above personal needs
- Canadian passport valid until at least December 2017, at the time of application (proof that a passport application has been made will be accepted)

PO is a volunteer experience. Administrative, travel, and living expenses are borne by CTF, provincial and territorial teachers' organizations (which are CTF members). No salaries or honoraria are paid to participants in PO and the sponsors do not cover costs associated with substitute teachers or release time.

Further information and application forms are available from
Victoria White, NSTU, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7;
pd@nstu.ca; www.nstu.ca; www.ctf-fce.ca or 902-477-5621 / 1-800-565-6788

APPLICATION DEADLINE: NOVEMBER 10, 2016

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update

The NSTU Group Insurance Program —An Overview for New Members

The NSTU Group Insurance Trustees would like to advise that if you are a new NSTU member and have a term, probationary or permanent contract, you are eligible for benefits under the NSTU Group Insurance Plan. Please review the information below carefully to ensure you enroll on a timely basis and receive the benefits you wish and are entitled to as a NSTU member.

The NSTU, through the NSTU Group Insurance Trustees, offer excellent coverages to active members of the Nova Scotia Teachers Union. Hopefully, this article will provide some useful information with regard to the coverages available.

Employer Cost-Shared Benefits You Need to Enroll In

Total Care Medical

The Total Care Medical Program is a comprehensive supplementary health care program available to all active Public School Members, APSEA Members, and Community College Members and the premium is paid 100 per cent by the employer. This program provides prescription drug coverage under age 65, semi-private hospital room, vision care, paramedical services, including physiotherapy and massage therapy, and many other benefits as outlined in the Group Insurance Profile you will receive. **This benefit is not automatic.** You may apply for this benefit at any time provided you are actively at work.

Total Care Dental

Similarly, the Total Care Dental Program provides comprehensive dental care coverage to NSTU members. Total Care Dental includes Basic Preventative Services, Major Restorative Services, and Prosthodontic and Orthodontic Services. The employer cost shares 65 per cent of the Basic and Major Restorative premiums of the Total Care Dental while the member pays 35 per cent for Basic Preventative and Major Restorative premiums, plus 100 per cent for Prosthodontic and Orthodontic premiums. **This benefit is not automatic.** You may enroll in the NSTU Total Care Dental Program once per year before October 15th. Also, new members have 31 days from the receipt of their new member package to enroll. If you do not enroll within 31 days of the receipt of your new member package, coverage will not be processed until the following September.

The current member cost for the Total Care Dental Plan is as follows:

Public School/APSEA Members

Single - \$17.70 per month – Difference paid by the Employer
Family - \$37.46 per month – Difference paid by the Employer

Community College Members

Single - \$17.68 per month – Difference paid by the Employer
Family - \$37.34 per month – Difference paid by the Employer

Coverage for both the Total Care Medical and Total Care Dental will take effect first of the month following receipt of application.

Automatic Coverage for Every New Member

Provincial Master Life Insurance

A \$50,000 term life policy is available to all active Public School Members, APSEA Members, and Community College Members. A Dependent Life benefit of \$3,000 for your spouse and \$1,500 for each eligible dependent child is also included in this coverage. The premium for this benefit is 100 per cent paid by each employer, therefore, there is no charge to the member for this coverage. It is very important that you designate a beneficiary and a contingent beneficiary for your Provincial Master Life Insurance.

Provincial Master Accidental Death & Dismemberment Insurance

As part of the Provincial Master Life Insurance coverage, a matching \$50,000 of insurance is included for Accidental Death & Dismemberment (AD&D).

As well, under the Provincial Master AD&D Plan there is a \$2,000 Critical Illness benefit for you, the member. This benefit provides a one-time lump sum tax free payment that may be payable, if you are diagnosed with one of the following critical illnesses: Heart attack, coronary artery by-pass surgery, stroke, life threatening cancer.

Long Term Disability

Effective August 1, 2014, the NSTU Long Term Disability Plan is mandatory for all members. However, if you have 35 years of pensionable service, less your accumulated sick leave, you will be exempt from the long term disability plan but you must notify Johnson Inc. As well, if you are 64 years of age and have enough accumulated sick time to reach your 65th birthday, you may also be exempt from the long term disability plan.

This coverage provides a benefit based on 70 per cent of your gross monthly salary at the time your claim commences. This is a taxable benefit as the employer contributes to the cost of the premium.

The Long Term Disability benefit is integrated with the Canada Pension Plan. The qualifying period before benefit payments would commence is the greater of 90 calendar days or your accumulated sick leave. When you are in receipt of long term disability benefits, members continue to accumulate pensionable service as contributions by both the member and employer are required.

The NSTU Long Term Disability Plan is cost-shared with the employer at 50 per cent.

Hospital Cash

A Hospital Cash benefit is provided to all active NSTU members. This coverage is a daily benefit of \$20.00 to an insured member when the member is in a hospital and under the care of a physician. This benefit will be paid from the first day of hospitalization, if hospitalized for at least four days. The premium for this coverage is paid 100 per cent by the NSTU Group Insurance Trust Fund.

Optional Coverages Paid By Members

There are a number of optional benefits available to NSTU members that provide the opportunity to purchase additional insurance coverages through payroll deduction, such as, Optional Group Life/Spousal Insurance, Voluntary Accidental Death & Dismemberment, MEDOC® Travel Insurance, MEDOC® Trip Cancellation/ Interruption Insurance, Voluntary Critical Illness Insurance, and Home/Auto Insurance. These coverages are 100 per cent paid by the member and are offered at competitive premium rates. Details on these programs are contained within the Group Insurance Profile.

NSTU Member Assistance Program

The programs and services that form part of the NSTU Member Assistance Program are briefly described below.

NSTU Counselling Services

The NSTU has two counsellors on staff that provide short-term counselling services to NSTU members, their partners, and dependent children. This service is designated to provide help and intervention at an early stage of difficulty. Intervention is also provided for schools in conflict and crisis. Members are referred to an appropriate community based resource for long term counselling if the short-term model has not fully addressed the issue(s). This service is confidential.

Resilience® – Employee and Family Assistance Program

Resilience® is an Employee and Family Assistance Program for active NSTU members who have a permanent, probationary or term contract. Through Resilience®, NSTU members and their eligible dependents can reach a team of experienced counsellors from Homewood Health™ who will listen to the issue, offer sound advice and help you create an action plan to address issues. This program also provides Plan Smart and Career Smart Services which includes Childcare and Parenting Caregiver Support Services, Elder & Family Care Services, Legal Advisory Services, Nutritional Support, and many others. The premium for this program is paid 100 per cent by the NSTU Group Insurance Trust Fund.

Early Intervention Program

This program is for active NSTU members only who are working or absent from work and experiencing injury or illness and struggling to remain at work or return to work. There are two Early Intervention Co-ordinators who are Occupational Therapists. Their focus is to maintain or improve a member's independence and help to decrease the incidence and duration of a disability. This is a confidential service and EIP staff can travel to your community.

CAREpath – The Cancer Assistance Program

All active and retired members of the NSTU are eligible to use the service of CAREpath. The CAREpath navigation system is a service provided by the NSTU Group Insurance Trustees. If you, your spouse, or eligible dependent children suspect having cancer, are diagnosed with cancer, or living with cancer, CAREpath is ready and able to provide support, guidance and answers. The premium for this program is paid 100 per cent by the NSTU Group Insurance Trust Fund.

The Seniors' Care Assistance Program

All active and retired NSTU members are eligible to use the service provided by the Seniors' Care Assistance Program. This program is the only service in Canada that connects members, immediate family and parents to a Registered Nurse who specializes in senior care assistance. The program helps members understand their senior care choices and ensure they get the right care every time. The premium for this program is paid 100 per cent by the NSTU Group Insurance Trust Fund.

Independent Psychological Assessment

This program is for active NSTU members only. This service is provided by a Halifax based clinical psychologist to assist members and access a timely assessment which will lead to quicker treatment. Reports are forwarded to the NSTU nurse for discussion with the member regarding further direction and treatment options.

Summary

This information provides a brief overview of the benefits detailed through the NSTU Group Insurance Program. Full details of your NSTU Group Insurance Program are contained within the Group Insurance Profile, which you should take the time to review carefully.

Once you receive your new member package or should you have any questions with regard to any of the programs above, please do not hesitate to contact Johnson Inc. at (902) 453-9543 (local) or 1-800-453-9543 (toll-free).

resources

media LIBRARY @LRTS

Digital Resources for Teachers

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!

Science Videos from the Media Library!

The following videos are available in DVD format for \$1.62. Click [HERE](#) to order or email us at mediadub@ednet.ns.ca.

Changing Phases of Matter (14 min.) Science 4-6

In this program, students will witness how a substance, such as water, can exist in several dramatically different phases. Easy-to-understand examples illustrate how phase changes occur. Additional concepts and terminology: states of matter, particles, solid, liquid, gas, plasma, melting, freezing, vaporization, boiling, evaporation, condensation, and sublimation.

Describing Matter and Its Properties (14 min.) Science 4-6

Matter is everywhere around us. This colourful video uses everyday examples to illustrate how matter is described, observed, and measured. Additional concepts and terminology: mass, weight, volume, density, hardness, texture, shape, flammability, size, and physical and chemical properties of matter.

Investigating Chemical Reactions (14 min.) Science 4-6

From cooking food to enjoying the warmth of a fire, we use chemical reactions every day. This exciting video highlights the major characteristics and types of chemical reactions. Additional concepts and terminology: reactants, products, physical and chemical changes, chemical equation, reaction rate, and indicators of chemical reactions.

Weather Around Us (14 min.) Science 4-6

This program introduces students to some of the fundamentals of weather including air pressure, wind, and moisture. The basic principles of cloud formation and precipitation are explored. Important terminology includes: heat energy, atmosphere, troposphere, sun, local winds, global winds, humidity, water vapour, evaporation, condensation, and precipitation.

Weather On The Move (14 min.) Science 4-6

This video program investigates some of the key elements responsible for weather formation. Different types of air masses and their origins are investigated, as are the formation of weather fronts. Specific weather phenomenon including tornados, hurricanes, and thunderstorms are illustrated in detail. Other important terminology includes: air mass characteristics, warm front, cold front, low pressure, storm surge, cumulonimbus clouds, and lightning.

Weathering and Erosion (14 min.) Science 4-6

This program illustrates the everyday, real-life processes of weathering and erosion. Easy-to-understand examples of weathering help students differentiate between the processes of mechanical and chemical weathering. Vivid footage of processes such as freezing, thawing, condensation, and rusting help students grasp how weathering works.

In Matter: Atoms, Elements and Chemistry (60 min) Science 4-6

This series of 19 animated episodes introduces viewers to matter and atoms and includes segments on the properties of matter, chemical reactions and the periodic table.

In the Clouds: Air, Weather and Water (60 min) Science 4-6

This series of 19 animated episodes reveals the wonders of water and how it moves and includes segments on the atmosphere, cloud formation and regional weather changes.

In the Body: Organs, Health and Nutrition (60 min) Science 4-6

This series of 21 animated episodes takes you inside the amazing machine that is the human body and includes segments on organ systems, how cells survive and nutrition facts.

In Force: Gravity, Friction and Work (60 min) Science 4-6

This series of 18 animated episodes presents the laws of motion and includes segments on reacting to two or more forces, unbalanced forces and simple machines.



Inter-University Doctoral Program in Educational Studies

The Inter-University Doctoral Program in Educational Studies (a collaborative partnership between Acadia, Mount Saint Vincent, and St. Francis Xavier universities) is continuing to accept applications. The program can support students in preparation for assuming the role of educational researcher in one or more of six themes: curriculum studies, educational foundation and leadership, inclusive education, lifelong learning (adult education), literacies, and psychological aspects of education.

Any enquiries about the program can be directed to:

Dr. David Young
Chair, Inter-University Doctoral
Administrative Committee
St. Francis Xavier University
dyoung@stfx.ca
902-867-2215

Ruth Ann d'Entremont
Doctoral Program Assistant
Mount Saint Vincent University
ruthann.dentremont@msvu.ca
902-457-6564

Apply for the July, 2017 intake by November 15, 2016.

<http://nsphdeducation.ca>

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Resilience®

EFAP/Employee and Family Assistance
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Counselling Services

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Separation/Divorce/Custody issues
Alcohol and Drug Abuse
and more.

Plan Smart and Career Smart Services

Childcare, Elder, and Family Care Services
Legal and Financial Advisory Services
Nutritional Support
12 Weeks to Wellness
and more.

Depression Care Services

Provides assistance for individuals suffering from certain types of depression

Wellness Sessions

One hour group wellness sessions for 10 to 35 members.
(Contact NSTU Liaison Officer for Trustees)

Access is Easy !

1-877-955-NSTU (6788)

Call collect if outside of Canada 1-604-689-1717

Pour service en français, appelez à frais virés au 1-514-875-0720

On-line access at: www.myresilience.com

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 **Sonia Matheson at 1-800-565-6788** or email theteacher@nstu.ca

CAR FOR SALE - 2008 Buick Allure (blue) 6 cyl, 4-door sedan, power steering/doors/brakes, heated seats, remote start, cruise control, CD, Bluetooth, new wiper blades, 71,000 kms, and new tires. OnStar available for hookup. Asking \$6,500. For further details, [call 902-252-5131](tel:902-252-5131).

FRENCH MATERIAL FOR SALE - Primary, One & Core French - New - Over \$1,500 worth of Teacher resources, Fiction/Non-Fiction Books & Posters. Free

classroom signage & French files and instructional materials also available. Contact Nancy at 902-475-1941.

EFTOURS TRIP TO JAPAN! - If you are interested in a fabulous cultural experience then this could be the trip of a lifetime. To view information and itinerary go to <http://www.eftours.ca/enroll> and the Tour number is **1812408XW** or contact the group leader at FMcW25@gmail.com

Antigonish Local husband and wife team publish children's book

Husband and wife Dean and Amanda Marchand are known for being active NSTU members, teachers with the Strait Regional School Board, and now—published authors.

The Marchands recently published their first book *Mom's Socks*, illustrated by Monica Sugg. It's based on a true story about Dean when he was a child. "I used to hate wearing socks and it was always a battle for my parents to get me to put them on, and I would



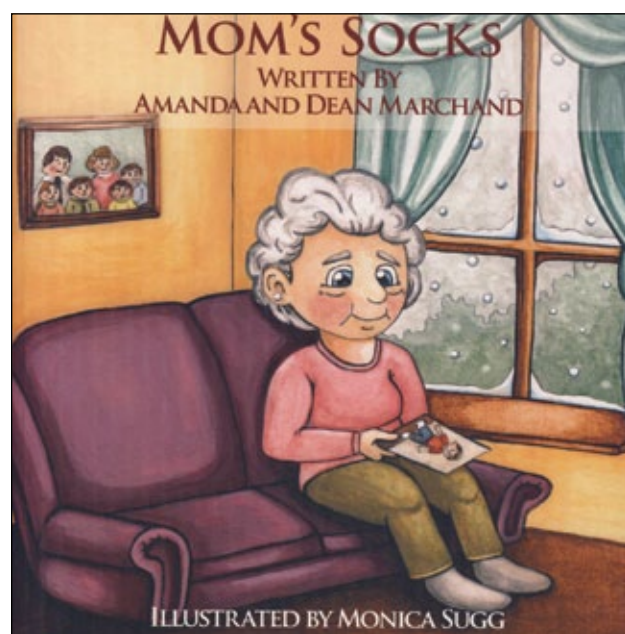
constantly hide them everywhere," he says. "It's really about life coming full-circle."

Here is a description of the book from Amazon.com. "Mom's Socks is a wonderful story about how many things, including simple, day to day activities in our lives, are the result of life coming full-circle between parents and their children. Using an activity most are familiar with (putting on socks), authors Dean and Amanda Marchand, supported with the warm illustrations of Monica Sugg, tell a heartwarming tale of family, closeness and the wonderful ways in which life comes full circle. With an easy to read vocabulary and pace, coupled with rich, inviting illustrations, *Mom's Socks* makes for a great bedtime or snuggle and cuddle read with your little one."

"Dean and his mom passed around this story for years, and when we were expecting our first child, we decided it was time to finally write a book about it," says Amanda.

It's been close to a six-year process to finally see their book in print. They sent it to a couple of different publishers, and shopped around for a few illustrators along the way too, and finally ended up with Monica Sugg. "Her drawings were vibrant and both child and adult friendly and really helped to drive the story," he says. Crafty Canuck Inc. published the book, but unfortunately the publishing house recently went out of business. "With the help of Crafty Canuck, we are transitioning to self-publishing," says Amanda. "And the book is available on Amazon."

The Marchands are excited to get the word out about their book and are looking forward to collaborating on other books in the future.



The Teacher has a copy of *Mom's Socks* to giveaway. Please send an email with "Mom's Socks" in the subject line by **October 7** to theteacher@nstu.ca to be eligible for the draw.

Student Vote: Building Future Citizens

Teachers play a vital role in building our country's future citizens and preparing young Canadians for the voting process can, and should, start at an early age.

Since 2003, CIVIX has been giving elementary and secondary school students the opportunity to experience the voting process firsthand and practice the habits of active and engaged citizenship through Student Vote.



Student Vote is a parallel election for students under the voting age, coinciding with federal, provincial and municipal elections. Students learn about government and the electoral process, research the issues and platforms, discuss the election with family and friends, and cast ballots for the official election candidates. The Student Vote results are shared with the media for broadcast and publication.

The Student Vote program applies the concept of the 'teachable moment' and uses the election as a springboard for discussing current affairs and practicing the skills and dispositions of effective citizenship. The real-life aspect of the parallel election enhances their interest to learn and dialogue, and become acquainted with the process. The publication of the Student Vote results allows students to feel that their voice matters and that they are part of something larger than their school.

"It is a real and relevant way for students to learn about government and elections. There is a great sense of connection with what is happening in the news and in the classroom." (Student Vote Team Leader, Nova Scotia, 2015)

During the last federal election, approximately half of all Canadian schools registered to participate in Student Vote. In the end, more than 922,000 students cast ballots from 6,662 schools, representing all 338 ridings in the country.

An independent evaluation found that Student Vote had a positive impact on student knowledge and understanding of Canadian politics and elections, as well as on their interest and confidence in discussing politics, and future voting intentions. The program was also found to foster learning and dialogue about the election at home, and 28 per cent of parents surveyed said their child's participation positively impacted their decision to vote.

With support from the Government of Nova Scotia, the Nova Scotia School Boards Association and the Government of Canada, CIVIX will be offering Student Vote for the 2016 municipal and school board elections across the province.

Registration for the 2016 municipal and school board elections is open until September 28. Participating schools receive educational resources, posters, ballots and ballot boxes. The program is offered at no cost and open to all schools in the province.

Schools can sign up today by visiting www.studentvote.ca or by calling our team toll-free at 1-866-488-8775.



For detailed information on individual businesses 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.

