

# Five in the running for NSTU President Election to take place May 23, 2018

Nova Scotia's public school teachers, administrators, school psychologists, speech language pathologists and other specialists working for the public education system, along with Community College faculty and professional support staff and teachers with Atlantic Provinces' Special Education Authority go to the polls on Wednesday, May 23 to choose among five candidates for NSTU president.

The five running for NSTU president are: incumbent president Liette Doucet; NSTU's second vice president Cherie Abriel (Colchester East-Hants); Halifax County Local president Grant Frost; Halifax County teacher Shawn Hanifen, and provincial executive member (Halifax County) Paul Wozney.

This is the first of two election issues of *The Teacher*.

All presidential candidates have an opportunity to publish a platform. You will find these starting on page 6. The May 2018 issue will also carry campaign statements. Candidate coverage is limited to these two editions.

Election posters for candidates have also been produced and have been distributed to NSTU worksites throughout the province.

An all candidates' forum will also take place during Annual Council on Saturday, May 5 at 2 p.m. Candidates are permitted a seven-minute presentation that will be followed with a 30-minute question-and-answer period. This will be recorded and will be available online for all members to view at [nstu.ca](http://nstu.ca).

Under the Teachers' Collective Bargaining Act all NSTU members employed on the designated voting

day shall be eligible to vote, including members on maternity leave, parental leave, educational leave, deferred leave or sick leave as long as dues are paid for the school/work year. Active reserve members and substitute/auxiliary teachers who are teaching on voting day may also vote.

Candidates running for NSTU president had to declare their intention by February 16, 2018 and official campaigning began on March 19. All candidates have their platforms posted on the NSTU website as well.

Provision for a run-off vote if required is in place for May 31. To become president of the NSTU you must win with a majority of votes (50 per cent plus one).

The next NSTU president elected will begin their term August 1, 2018.



Cherie Abriel



Liette Doucet



Grant Frost



Shawn Hanifen



Paul Wozney

# people

## TWAR Committee & SAA members meet in aftermath of Bill 72

Members of NSTU's Teachers with Administrative Responsibilities (TWAR) joined members of the School Administrators' Association's executive (SAA) from around the province on April 3 to discuss the implications for administrators being removed from the NSTU through Bill 72. This will be one of the last meetings of TWAR as an NSTU standing committee since administrators will no longer be permitted to be members of the Nova Scotia Teachers Union.



*Standing (l – r): NSTU executive staff liaison Jim King; Joyce Veniot Gates (SAA); Natalie McInnis TWAR's SAA representative; Joyce Lively (SAA, Cape Breton District); TWAR provincial executive liaison Sue Larivière-Jenkins; Heather Foote (SAA, South Shore); and TWAR committee chair Phil Samson. Seated: Steven Miller (SAA, Valley); Grant Dunn (SAA); TWAR committee member Ian Comeau (CSANE); Marc Poirier (SAA); April Weaver (SAA); Chris Nicholuson (SAA, Cape Breton District); and Susan Casey (SAA).*

*Missing: TWAR committee members Kathy Fougere (Colchester-East Hants), Jennifer Murray (Halifax County), and Chuck Williams (Halifax City).*

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## Nova Scotians Rise Up Rally

NSTU president Liette Doucet joined teachers, parents and other public sector workers for a rally/protest outside of the Nova Scotia Legislature on February 27. This day-long event was organized by Parents for Public Education and coincided with the opening of the spring sitting of the Legislature. The rally featured speakers fighting for education, health care, mental health care, collective bargaining rights and environmental, social, and economic concerns.



*Standing (l – r): Liette Doucet; St. Margaret's Bay Elementary teachers Julie Zinck, Kim Johnstone-Mcinnis, and Tera Fraser; and Harbourview Elementary School teacher Jennifer Walker. Kim Appleby also from Harbourview is shown in front.*

## Commission on Inclusive Education releases final report

On March 26, the Commission on Inclusive Education released its final report calling for a new model of inclusive education starting with targeted funding, greater access to specialists and better supports to address the success of all Nova Scotia students. Titled *Students First, Inclusive Education that Supports Teaching, Learning and the Success of all Students*, the report is the culmination of a year of research and engagement with more than 5,000 Nova Scotians.

“We made a commitment that we would not look backward to past practices or stand still within existing limitations, but instead work toward a new model of inclusive education that meets the needs of all students in

a feasible and sustainable way,” said Dr. Sarah Shea, the commission’s independent chair. “That is exactly what we have done by presenting a model of inclusive education that is focused on student needs and committed to student success—their learning, development and well-being.”

The commission outlined a five-year strategic plan, with priorities for changes in September 2018, including:

- more psychologists, behaviour support teachers and regional health nurses
- alternative program options
- intensive treatment programs
- teacher education

- behaviour intervention
- faster access to student assessments
- support for complex classrooms

“I want to thank the members of the Commission on Inclusive Education for their hard work and effort,” said NSTU president Liette Doucet. “It is clear they conducted a full and thorough consultation and have captured the concerns teachers, parents, students and stakeholders have been voicing now for several years.”

The new model is grounded in a multi-tiered system of supports that addresses students’ academic, social-emotional and behavioural needs in an integrated way. The three tiers form a flexible, interconnected and concurrent continuum of academic, behavioural and social-emotional-health supports at three levels—classroom, small group and individual.

“The main message of our report is that, despite the best efforts of students, parents and teachers, too many Nova Scotian students are not reaching their full potential and the public-school system is under considerable strain. This must change. We are recommending an immediate infusion of additional funding and supports this September to assist the students who are in the system now and cannot wait for long-term change. We are also recommending gradual increases in funding, specialists and supports over the next five years to build the capacity of the system to fully meet the needs of all students,” said Monica Williams, the commission’s government appointee. “These added supports, combined with the collaboration and assistance of other government departments will enable Nova Scotia public schools to provide inclusive education that is second to none.”

The vast majority of students will experience school success in the classroom through the core curriculum and core instruction. Some will require additional educational programs, services, interventions and settings in small groups or on a one-to-one basis at various points in their schooling to meet their identified strengths and needs.



Members of the Commission on Inclusive Education, Adela Njie, Monica Williams and Dr. Sarah Shea are shown at a news conference on March 26, in which the Commission’s Final Report was released.

*continued on page 18*

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# from the nstu president



## Much work to do to ensure inclusive education works for students

It seems to be a common theme that I write to you after yet another tumultuous occasion in NSTU history. Government continues to make decisions that fly in the face of good educational practice. In the midst of continued government attacks and criticism it becomes very difficult to stay positive, focused and united.

However, lost in the dark cloud, which is the McNeil government, there is a silver lining that is the direct result of your determination, resilience and perseverance. Specifically I'm referring to the final recommendations of the Commission on Inclusive education.

Contrary to the Minister's talking points, the idea for the commission was originally brought to the table by the NSTU. Let me be clear, the recommendations contained in the report would not have been possible without a strong stand by teachers and administrators with a great deal of support from parents and students. Your willingness to share your experiences and what is required to ensure positive, necessary change is reflected in the pages of this important report.

The report validates what teachers have been saying for many years now. More supports are needed within the classroom to improve composition and to ensure changes in the learning environment. If properly implemented it could lead to tangible improvements that will benefit you and your students both now and into the future.

That being said, we still have a lot of work left to ensure that government does what has been outlined in the report.

While Minister Churchill seems to say all the right things in the media, his testimony during budget estimates, in late March, has left a very different impression. In fact, aside from the money allocated in this year's budget to recruit more specialists, the Minister would not commit to increasing the budget as recommended in future years.

This highlights just how misguided the Glaze report and Bill 72 really were. Of course, we already knew they missed the mark.

Contrary to what we were told in the lead up to Bill 72, this is proof that removing principals from the union had nothing to do with improving education, and everything to do with petty politics.

The government's approach to the Commission on Inclusive education recommendations is also in stark contrast to its approach with the Glaze report.

While public policy should never be rushed without meaningful consultation, one has to question where the government's sense of urgency is when it comes to improving supports for students with special needs.

Moving forward, it is even more important to stay united and focused in order to ensure that truly meaningful reform is brought to our public education system. We may not always agree on decisions made or methods employed, but, as a united membership, we have certainly learned that we must remain determined and resilient as we face the next challenge.

## Beaucoup de travail reste à faire pour faire en sorte que l'intégration dans l'éducation fonctionne pour les élèves.

Il semble que ce soit souvent le cas que je vous écrive après encore un autre événement tumultueux dans l'histoire du NSTU. Le gouvernement continue de prendre des décisions qui vont totalement à l'encontre des bonnes pratiques en matière d'éducation. Harcelés par les attaques et les critiques constantes du gouvernement, il nous devient très difficile de rester optimistes, déterminés et unis.

Toutefois, cachée dans le nuage noir que représente le gouvernement McNeil, il y a une lueur d'espoir qui est le résultat direct de votre détermination, de votre résilience et de votre persévérance. Je fais plus précisément référence aux recommandations finales de la Commission sur l'intégration dans l'éducation.

Contrairement aux arguments du ministre, l'idée de la commission a été proposée à l'origine par le NSTU. Soyons clairs, les recommandations contenues dans le rapport n'auraient pas été possibles sans une ferme prise de position de la part des enseignants et des administrateurs, solidement appuyés par les parents et les élèves. La bonne volonté dont vous avez fait preuve en partageant vos expériences et en expliquant ce qui était nécessaire pour apporter des changements positifs et indispensables est reflétée dans les pages de cet important rapport.

Le rapport atteste ce que les enseignants disent depuis de nombreuses années maintenant. Davantage de soutiens sont nécessaires au sein de la salle de classe pour améliorer la composition des classes et apporter des changements dans l'environnement d'apprentissage. S'il est correctement mis en œuvre, ce rapport pourrait entraîner des améliorations concrètes qui vous profiteront, à vous et à vos élèves, maintenant et à l'avenir.

Cela étant dit, nous avons encore beaucoup de travail à faire pour veiller à ce que le gouvernement fasse ce qui est décrit dans le rapport.

Bien que le ministre Churchill semble dire exactement ce qu'il faut dans les médias, son témoignage durant les prévisions budgétaires, à la fin mars, a laissé une impression très différente. En fait, mis à part l'argent alloué dans le budget de cette année pour recruter plus de spécialistes, le ministre a refusé de s'engager à augmenter le budget dans les années à venir, comme recommandé.

Cela souligne à quel point le rapport Glaze et le projet de loi 72 étaient malavisés. Bien sûr, nous savions déjà qu'ils faisaient fausse route.

Contrairement à ce qu'on nous a dit durant l'époque qui a précédé le projet de loi 72, ceci est la preuve que le retrait des directeurs d'école du syndicat n'avait rien à voir avec l'amélioration de l'éducation et tout à voir avec la politiquerie mesquine.

L'approche adoptée par le gouvernement à l'égard des recommandations de la Commission sur l'intégration dans l'éducation est en opposition totale avec son approche à l'égard du rapport Glaze.

Alors que les politiques publiques ne devraient jamais être lancées précipitamment sans de sérieuses consultations, on ne peut que s'interroger sur le sentiment d'urgence du gouvernement lorsqu'il s'agit d'améliorer le soutien aux élèves ayant des besoins spéciaux.

Pour aller de l'avant, il est encore plus important de rester unis et déterminés afin de s'assurer qu'une réforme vraiment constructive soit apportée à notre système d'enseignement public. Nous ne sommes peut-être pas toujours d'accord avec les décisions prises ou les méthodes employées, mais, en tant que membres unis de ce syndicat, nous avons certainement appris que nous devons rester déterminés et résolus pour relever le prochain défi.

## 2018 REGIONAL ELECTION INFORMATION FOR LOCALS

*All regional elections will be conducted by electronic vote.*

Region	Date of Election
Annapolis-Hants West-Kings	Allister Wadden Acclaimed
Antigonish-Guysborough	April 17
Cape Breton District	Peter Day Acclaimed
Colchester-East-Hants	Drew Moore Acclaimed
Community College	Suzette Lowe Acclaimed
Dartmouth	Mike Jamieson Acclaimed
Digby-Shelburne-Yarmouth	April 18
Halifax City	April 19
Halifax County	April 19
Inverness-Richmond	April 10
Lunenburg County-Queens	Ian Kent Acclaimed

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# Bill 72 brings division and conflict to public education: NSTU President

NSTU president Liette Doucet says the passage of Bill 72 marks the beginning of a more fractured education system in Nova Scotia. The legislation bans administrators from the NSTU public school bargaining unit and places them in an affiliated association. It also eliminates all English language school boards across Nova Scotia.

“The collegial model, that has been the foundation of our public education system for decades, is badly damaged by Bill 72 and morale amongst teachers is at an all-time low,” says NSTU President, Liette Doucet. “The toxic environment created by this government will not be easy to overcome.”

Originally, the government was going to include other elements of the Glaze report to Bill 72 that were even more damaging. However, after the NSTU received an 82 per cent strike mandate the government agreed not to create a Nova Scotia college of educators, a central bureau of assessments, and a province-wide seniority list.

“Thanks to a strong mandate by teachers the government chose to reject many of the more problematic elements of the Glaze report that would have increased bureaucracy at the expense of resources our schools desperately need,” says Doucet. “Similarly, a province-wide seniority list would have placed rural communities at risk, so we are pleased it was dropped from being introduced in the Bill.”

*continued on page 11*



*NSTU public school members get a reality check about how the recommendations in the Glaze Report would affect teachers and administrators during a regional meeting on February 7 at the Delta Halifax.*

## Bill 72 Timeline

Background/Timeline	Action to Date
Jan. 23, 2018	Avis Glaze Report released
Jan. 24, 2018	Government Accepts Glaze Report
Feb. 2, 2018	NSTU ends participation on Council to Improve Classroom Conditions
Feb. 5, 2018	Divide and Distract and #NSTURealityCheck campaigns begin
Feb. 5 to 8, 2018	Regional meetings for Administrators and other public school members on Glaze Report recommendations.
Feb. 13, 2018	Strike Vote called by Provincial Executive Telephone Town Hall held
Feb. 14 & 15, 2018	Strike Vote regional meetings
Feb. 20, 2018	Strike Vote held
Feb. 21, 2018	News Conference to release Strike Vote results 82.5% of public school members vote in favour of strike
Feb. 22, 2018	Meeting with Education Minister Zach Churchill
Feb. 26, 2018	Meeting with Premier Stephen McNeil
Feb. 27, 2018	NS Legislature opens
March 1, 2018	News Conference to respond to introduction of Bill 72 Job Action Suspended
March 5, 2018	Law Amendments re: Bill 72 Telephone Town Hall for Administrators
March 6 & 7, 2018	Regional meetings – Bill 72 overview
March 8, 2018	Bill 72 passes

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## WHAT TEACHERS ARE SAYING ABOUT CHERIE:

"Paul McCormick ends his book on the recent history of the NSTU by saying, 'There is a debt owed to those who will work to further the teaching profession in the future, and likewise, an obligation due to those who have laboured in the past.' This quote represents exactly why I am supporting Cherie Abriel. She is someone who recognizes our place in the struggle for quality public education and respect for teachers as a moment in history, building off the efforts of those who came before us, working together with others now, and fighting for a better future."

- Drew Moore, Colchester-East Hants Local

***"The whole system of education is being force marched into drastic changes over the next few years. With Bill 82, government has effectively closed the door on any other options."***

- Former NSTU Executive Director Ron Morrison (1993)

It was 1993. Cherie was working full time as a high school teacher, expecting her first child, and spending her evenings and weekends working to get a teacher into government to oppose John Savage and his Liberal government's attacks on education. "I felt it was important and necessary to be part of a movement to raise issues around public education. I learned all aspects of campaigning - phoning for votes, going door-to-door for the first time, organizing community events, and finally, becoming the campaign's Election Day Organizer to ensure we pulled the vote on election day," Cherie says.

It was Cherie's first foray into politics. "It inspired me with an understanding of how important it is to be part of a larger movement in order to ensure issues around public education and social justice are heard." And while her candidate was not successful, Cherie met lifelong friends, and made connections which have helped her ensure that the issues she valued remain a priority for those who would become elected.

In her 29 years as a teacher, Cherie has spent more than 20 giving her voice to the concerns of her colleagues and students. She has experience as a school rep, local executive member, member of Regional Representative Council, Annual Council delegate, and Provincial Executive member.

Over the past year and a half, Cherie has found herself once again standing in opposition to our provincial government's attacks on education. What struck her then, and what strikes her now, is the power of collective voice and action. "Teachers have come together to knock on doors, march in rallies, speak at Law Amendments and tell our stories. It is only through these connections that we can keep pressure on government to create positive change for education."

At this point in our history, we need a leader who can create a tipping point to move government in a positive direction. We need a leader who can create a shift and can get government onside with us. We can only do this by continuing the work we've started to create coalitions and build relationships in our local areas with parent and community groups, as well as local leaders.

"We must stand our ground against these attacks and this style of governance in order to protect and preserve quality public education for all areas of this province. We must also work together to support each other and speak as a collective, so that all parts of our province become stronger," Cherie says.

We have been here in this fight before and we find ourselves in this struggle again. We have won before, and we can win still, together. **Let's Rise Again!**

"Throughout these very difficult years, Cherie's passion for the advancement of teachers' rights have been a calming force within the NSTU. While others have sought division and upheaval, Cherie's dedication to public educators has remained collegial and above all, professional. Cherie's commitment to teachers and knowledge of the job has taught us the importance of a representative that understands what it means to be a teacher in Nova Scotia."

- Lori MacKinnon, Provincial Executive, Digby-Shelburne-Yarmouth

"Cherie présente une voix ferme et calme. Elle est très vocale et passionnée lors des manifestations courantes ainsi qu'e celles de l'an dernier dans sa région et à Halifax. Elle a plusieurs années d'expérience au NSTU avec une variété de rôles dans le syndicat qui lui seront indispensables en tant que future présidente du NSTU."

- Sue Larivière Jenkins, Provincial Executive, CSANE

## CONTACT CHERIE:

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*Coalition*

*Clarity*

*Courage*

# Positive leadership in challenging times

A new day is dawning in the history of the Nova Scotia Teachers Union.

I am committed to being the agent of the changes that must occur as we move forward. NSTU members in both the public school and community college systems continue to face unprecedented challenges.

With government's attitude toward unions and the need for a more open and accountable NSTU, it is time to change how the NSTU does business. I am committed to examining the past direction of the NSTU so that we may move forward together by changing our structures to allow for a more open and accountable NSTU.

As our education system undergoes massive reorganization over the next few months, we must work together to ensure that these changes are positive, our school administrators are supported and all members can benefit from the opportunities that change brings.

We must become more labour oriented and must move together toward a more politically active agenda. The status quo is not serving members well.

As your president, I will be the positive leader through these challenging times.

Liette Doucet  
NSTU President

#### **About Liette:**

Liette has been a senior elementary teacher for 28 years. Since 2016, she has served as NSTU president. She is a proud soccer mom to her 17-year-old son, Cameron. In addition to teaching and her work with NSTU she is an artist, a photographer and enjoys growing her own food. Her personal qualities include integrity, passion, commitment, leadership, courage and tenacity.

Liette has been an active NSTU member for 28 years, both as a school representative and as a Local executive member. She served as president of the Halifax City Local for 10 years (including APSEA for seven) and chair of the Halifax Regional Representative Council for six. She has been involved in three rounds of regional negotiations, provincial negotiations, management-teacher relations, grievances and professional development. As well as currently serving as NSTU president, she is one of two NSTU members to be elected vice-president of the Nova Scotia Federation of Labour this past November.

#### **Her education includes:**

B.A., St. Mary's University  
A.Ed., Nova Scotia Teachers' College  
B.Ed., St. Mary's University  
M.Ed. in Curriculum Studies (Science), Mount St. Vincent University  
M.Ed. in Curriculum Studies (Technology), Mount St. Vincent University  
Negotiation and Conflict Management Program, Dalhousie Continuing Education



# Liette

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## Proven Leadership    A Clear Vision    A Strong Voice

### Biography:

Born and raised on Cape Breton Island, I moved to Halifax in 1988 and spent six years waiting tables and attending Dalhousie University. Somehow in there, I managed to meet and marry my amazing wife, with whom I am happily marking twenty five years this summer.

After graduating Dal in '94, I would spend the next 10 years teaching in a variety of settings including a Northern First Nations Reserve, A 7-12 school in the Annapolis Valley, and the then new high school in Eskasoni, Cape Breton.

In 2005, I left Cape Breton once again and headed for Halifax. I got my permanent contract with HRSB at Millwood High in 2008.

### Proven Leadership:

I first got involved in the NSTU as a school rep in 2010 and was elected in 2012 to serve as the First Vice President, Economic Welfare for Halifax County. During this time, I was also heavily involved with the Educational Drama Association of Nova Scotia (EDANS), first attended Annual Council, and sat on two provincial committees; the Curriculum Committee and the PA/PR Committee. I also became involved at the National level with an organization called the Canadian Education Association, sitting on the editorial board of their publication, "Education Canada". In 2016, I was elected Local President for Halifax County and have, in that role, chaired a number of regional committees. Finally, since 2012, I have been involved in bargaining for two regional agreements.

### A Clear Vision:

The current state of our public education system, and what the future holds, is beyond concerning. Our system has been under almost constant attack for the past twenty-five years by those who would create a new model for our schools. This model would see buildings run as nothing more than businesses, would see principals becoming nothing more than managers, and would see our students become nothing more than products.



This new "educational reformation" has its roots deep in the ideals of neoliberalism, where competition is considered the best way to improve, and where free market thinking reigns.

It is now, more than ever, essential that we put ourselves in the best position to fight back. We are not simply up against a government. We are up against an ideology. We must adapt, and we must do so quickly

If we have any hope of reversing these trends, we must look forward and focus on three key areas:

#### 1. Reframing the Narrative.

We need to think strategically, so that we are not just prepared to defend ourselves against the challenges, but to take the offensive. In short, we will need to know our enemy, and be able to lay out a plan for the next four years that will see educators driving the narrative around public education policy.

2. **Political Action.** This Liberal government won an election on an anti-union platform and has continued to promote neo-liberal reformist initiatives as solutions to perceived problems in our education system. We must, again, seize control of this narrative. Bill 72 was a tremendous blow, however, there are leverage points. We need to be able use them to our advantage to improve the working conditions for our members, and the learning conditions for our students.

3. **Restructuring.** We need to ask ourselves some very tough questions and look to our own vulnerabilities. What can we do to ensure that our structure is continuing to meet the needs of the membership in these trying times? Do we have the will to fix some of the problems (perceived or otherwise) as pointed out by our members? Do we have the capacity to respond quickly enough when issues arise? Finally, where are we vulnerable, and what actions are we willing to take on these issues?

### A Strong Voice:

Since my first blog post in 2012, (A criticism of Paul W. Bennett I called "The worm in the apple") I have written well over 100 articles, commentaries and columns on educational issues. These have appeared in local, provincial and national publications including The Cape Breton Post, The Chronicle Herald, and the Canadian Education Association magazine, Education Canada. These articles have run the gamut from defending teacher's rights, to criticizing governments, to promoting the adoption of the four-day school week as a viable alternative to closing rural schools. 2015 saw the release of a self-published book "It's a Blog's Life", and a

second book on the current state of education in Nova Scotia is currently in the works with Formac publishing.



Along with this writing has come a considerable amount of public speaking about the relevant issues, and many appearances on both television and radio broadcasts. What I am probably most proud of, though, is that this experience has allowed me to branch out into the creation of Education East, a television show through EastLink TV. This production offers the opportunity for educators other than myself from across Nova Scotia to raise their voices and tell their own personal stories.

### Summary:

I am a city boy with decidedly rural roots. Since 2012, I have been using every means at my disposal to fight for public education and to show that, for our system to survive, educators must be a priority. If you will allow me, I will continue to do so from the most prominent platform in the province.

I ask for your support on May 23<sup>rd</sup>.

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# Shawn Hanifen

## elisez elect

### FOR PRESIDENT OF THE NSTU

#### Leadership and Integrity

I would appreciate your support in the upcoming election for Provincial President. The past two years have been turbulent times for our members and the NSTU. Our refusal to accept three tentative agreements that were subpar and the mandate given by the membership for an illegal strike has demonstrated the militant ability of our members when they are constantly under attack.

Our union needs leadership that will radiate that to the public. The NSTU needs a leader that not only understands the severity of this government's disdain, but also how to combat those intrusions with not just militancy, but understanding of what the union wants and needs.

The President of the Nova Scotia Teachers Union comes with a great responsibility. First, and foremost, is to its members. The state and well-being of public education is prevalent upon this one truth.

#### Negotiations (Salary and Benefits)

The three unsuccessful rounds of public school negotiations has been challenging to our union. The government dictated the terms of the agreement and it used the public to do so. There were many opportunities during these negotiations that could have swayed the public, and informed the government that our union would not submit to their tactics. The NSTU needs to change tactics regarding negotiations.

#### Workload and Working Conditions

Workload still lists high on the demands of teachers. The administrative tasks on members have continued to increase, while the prep time has continued to be reduced to the minimum. These unrealistic demands need to be properly addressed by our union.

#### Testimonials:

*I am so happy to hear that Shawn is running for NSTU president. I have known Shawn for the past 10 years through union meetings and through school events. Shawn is a dedicated teacher and he is very knowledgeable about issues that affect teachers' everyday. He is a vocal leader and is willing to stand up for the rights of teachers. We need a voice like Shawn to be our next NSTU president.*

Colleen Harris, JL Ilsley High School

*I've known Shawn for the past 15 years on a personal and professional level. Without question I endorse Shawn for our NSTU President. I can tell you that Shawn represents many characteristics that I value in leadership. He is honest, sincere, compassionate, personable and hard working. He will stand up for our rights and be committed to having our voices heard.*

Cory Binder, Clayton Park Junior High

#### Class Size and Composition

Class size and composition issues need to be addressed as this is one of the major components attributing to workload. Caps need to be set at all levels of public education and class composition (IPP, Adaptations, Behaviour Plans, etc.) must also be accounted for in those caps.

# Take Back Your UNION!

#### Funding

While the current government did restore funding levels there has been minimal new investment in educational funding. The government has inflated the education budget through moving budget lines to fall under education and with large infusions of federal funding like Pre-Primary.

Increased funding would have a major impact on the education system. Additionally, the union also has to be one of the many voices to make this government

accountable to the increases in child poverty rates and its effects on our students and their learning. High school programming and the NSCC need more investment for their initiatives and apprenticeship programming currently being carried out by our members.

#### Violence against Members

The NSTU needs to and hold the department more accountable to enable our members to feel safe in their workplace. Still cyber-bulling, harassment, threats, abuse from students and parents occur in our workplace at alarming rates and more can be done for members.

#### Disconnect with EECD and Government

The amount of "educational changes" from the department to the newly described "regions" has been startling. Members are being micro managed with the ever increasing move towards standardization and data driven assessment by the department. There needs a strong voice for the members echoing that professional autonomy is a critical to both student success and job satisfaction.

The government needs to be taken to task regarding its actions the past two years on its mottos of "legislate don't negotiate" and "dictate instead of collaborate" when creating educational change within our profession.

#### Give the NSTU back its Unity

There was a positive to come from the rejection of the tentative agreements and voting to have an illegal strike. The percentage of members that voted showed there is still member engagement. The members of this province are united, but they need a leader who will lead them, a leader who will radiate and articulate their voice in the public.

### My NSTU experience and activities include:

#### LOCAL

- VP of Public Affairs-Public Relations
- MAL of Public Affairs-Public Relations
- Voting Delegate, Annual Council
- School Rep for Gorsebrook, Brookside and St.Catherine's

#### REGIONAL

- Halifax Regional Representative Council
- Public Affairs-Public Relations

#### PROVINCIAL

- Provincial Executive Member 2012-2015
- Shenoroil
- Public Affairs
- APSEA Liaison
- John Huntley Participant
- Summer Leadership and Annual Council

#### Contact Shawn:

Facebook – Shawn Hanifen for NSTU President

Web – <http://shawnhanifen.ca/>

Email – [sehanifen@nstu.ca](mailto:sehanifen@nstu.ca)

On May 23rd, VOTE Shawn for President of the NSTU Votez pour Shawn le 23 mai

# Paul Wozney



Leaders who listen are in short supply. Some members question whether those that represent them hear what they have to say and understand what they value.

Transparency and good governance were major themes of the last presidential election, yet for many it feels like little has changed. Who will confront these issues and move governance and internal communication forward?

Members are frustrated with the NSTU's messaging and public voice. They often feel a step behind, playing defence and attempting to correct a narrative we don't seem to do much to frame or shape.

This election provides members with the opportunity to redefine what NSTU leadership looks and sounds like, and how it operates.

To progress and realize reform, the NSTU president must lead by listening, acting and advocating.

## Courage to Listen

Listening isn't always comfortable, especially when people are making critical statements. Listening is different than hearing. It means a leader not only hears what others say but shows understanding by making choices and taking action informed by valued input.

NSTU members are looking for leaders who listen. I am listening.

Since I last travelled the province asking for your support as NSTU president in 2016, you spoke of two things you wanted to see from me:

1. Engage with the NSTU to gain experience and insight
2. Exercise my courage and ability to articulate issues

I listened:

- I took a role as VP Communications with the Halifax County Local. I worked with a team that delivered a new website during job action that integrated our social media presences to streamline communication to better reach members without NSTU webmail access
- I was part of our local's job action committee and helped organize and lead the one day strike where thousands of NSTU members staged the largest one day protest in Nova Scotia history.
- I ran for and was elected to represent the Halifax County Local on the NSTU provincial executive (PE). I have worked with others ever since to make sure that member priorities have been implemented.

A vote with Wozney establishes a leader who seeks out constructive input from a range of perspectives to inform strategy and action.

## Boldness to Act

As VP Communications, I worked with a team to build and refine a website during a critical time for our local to enhance communication for the largest local in the NSTU.

During job action, I spoke at Law Amendments. I worked with opposition parties to shape counter legislation. I lead chants and rallies. I got food and supplies for thousands of members in the middle of the night who were cold, hungry and thirsty.

I have used my PE role to actively support resolutions from Council that members stand behind.

When the PE was confronted with wrinkles in joining the Nova Scotia Federation of Labour, I helped spearhead a series of motions to ensure that we navigated those issues to follow through on affiliating as per members' wishes.

Boldness to act requires strong personal resolve. a variety of skills and the willingness to partner in creating change members care about. For

the NSTU president, the ability to mobilize and engage the table to sustain initiatives that come from our members is paramount as chair of PE.

Your vote with Wozney affirms a leader who recognizes the power of working with others to achieve shared priorities, a leader that possesses a variety of tools and experiences to navigate this process effectively.

## Strength to Advocate

The most vital role of NSTU president is to act as its public spokesperson. It is essential that this voice projects clarity, authority, and credibility.

*A vote with Wozney establishes a leader who seeks out constructive input from a range of perspectives to inform strategy and action.*

My record as a speaker, writer and social media presence speaks for itself. I have spoken publicly on negotiations, Bills 148, 75 and 72 via radio (CBC and News 95.7), television (CBC, Global, CTV), in print (Local Xpress, The Herald, in national syndication via Metro, Globe and Mail, etc) and online through Facebook (notes, posts, video sharing), Twitter and Instagram.

During the lead up to Bill 72, I collaboratively pioneered hosting and supporting presenters at town hall meetings around the province.

While I offer a strong public presence, the president cannot be the sole voice for the NSTU anymore. Though the skill and persona of the president are critical, the president must confidently empower other voices when they are the most powerful ways to advance our cause.

It was an honour during the law amendments process for Bill 72 to cede my appointment time to ensure that Dr. Cynthia Bruce (Acadia University faculty and member of the Nova Scotia Provincial Accessibility Advisory Board representing the disability community) had an opportunity to present first-voice perspective regarding the lack of disability supports.

This was more powerful than presenting my own views, and it led to two amendments to Bill 72 that ensured first-voice disability representation was established on the Provincial Advisory Council on Education, and that the strength of original legislation ensuring access to fair supports for inclusion was preserved.

Strength to advocate means knowing when to speak and being able to do so with conviction, while recognizing moments when deferring to others' voices accelerates our interests in a way that my own cannot.

Your vote backs a leader whose voice projects the strength, passion and insight necessary to articulate our interests in interviews, press releases and editorial pieces, a leader with the confidence to amplify other voices when it's the right thing to do morally AND strategically.

## Voting For What You Value

In a few short weeks, NSTU members won't merely elect a president. They will either cling to what leadership means within our union and the values that guide it, or they will act to reset both. I believe your vote is a transformative step in our present and future. On May 23, I invite you to step forward towards the Nova Scotia Teachers Union you value by voting with Wozney.



# For President



withwozney.com  
#withwozney

continued from page 5

Doucet adds the decision not to use the strike mandate was a difficult one, which only came after several hours of debate by the Provincial Executive. While the government did compromise on many points, the banning of administrators from the union is both bad for public education and painful for all NSTU members. Ultimately, the decision came down to balancing the impact of a strike on students and teachers, against the potential for more compromises on the part of government.

“After government dropped some elements of the Glaze report, provincial executive members asked each other two main questions: Would a strike result in more gains? What are the potential risks of a strike? In the end we decided a job action would result in far more risks than rewards. There were no guarantees we could achieve more gains or that launching a strike would benefit members—although we all relate with a desire to take a stronger stand, says Doucet.”

As has become the practice for the current government, the legislation was rushed through in a matter of days and not without considerable controversy.

As was the case with Bill 75, the government used its majority to limit the amount of time allocated for Law Amendments, preventing members of the public from having their say. The original version of the bill removed language from the Education Act that guarantees the right to “inclusive” education for all Nova Scotia families. The government claimed the mistake was inadvertent, and eventually introduced amendments to restore the provision.

“It’s apparent that Bill 72 was poorly designed and the government did not invest the adequate time to consider the consequences of its application,” says Doucet. “The fact that language to guarantee inclusive education was ‘accidentally’ eliminated is telling. Teachers, parents and students are justified in their concerns that our schools are about to be thrown into the same turmoil we are experiencing in our hospitals.”

The NSTU is also concerned about the lack of transparency that will come from eliminating elected school boards, and replacing them with an advisory council appointed by the Minister. Unlike school boards, the council will not hold meetings in public.

“As a result of Bill 72, Nova Scotia now has the most secretive education system in Canada,” says Doucet. “Major decisions about the allocation of funds, school closures, and the awarding of contracts will all take place behind closed doors, by individuals hand picked by the Minister. Without any level of transparency how can the public be certain decisions are being made in the best interests of students?”



NSTU president Liette Doucet and members of the provincial executive are shown during a news conference at the NSTU building on February 21 in which the results of the February 20 strike vote were released. Eighty-two and a half per cent voted in favour of job action. Ninety-four per cent of NSTU public schools members participated in the vote.

# 92nd Annual Charter Night

Join us on April 19th  
to celebrate 92 years of Rotary in Truro and Area

Keynote Speaker Maggie MacDonnell will be sure to inspire us all as she shares her experience as an educator in Salluit Quebec, a Northern Inuit Community.

April 19, at 6:00 p.m.  
Best Western Glengarry

three course meal  
tickets are \$60  
rotarycluboftruro.ca

“Whenever I’m working with young people my goal is to be able to give them the tools that they need to be masters of their own destiny.”  
Maggie MacDonnell



Rotary  
Club of Truro



## Poll Results Report for Provincial Vote February 20

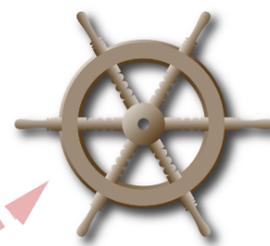
Local	Region	Accept	Reject	Total	Eligible Voters	% of Voter Turnout
Annapolis	Valley	122	39	161	176	91.48%
Antigonish	Strait	167	30	197	215	91.63%
Cape Breton District	CB-Victoria	547	111	658	711	92.55%
Colchester-East Hants	Chignecto	601	135	736	814	90.42%
CSANE	CSANE	365	122	487	519	93.83%
Cumberland	Chignecto	247	55	302	314	96.18%
Dartmouth	Halifax	541	98	639	713	89.62%
Digby	Tri-County	85	32	117	119	98.32%
Guysborough County	Strait	64	10	74	78	94.87%
Halifax City	Halifax	884	130	1014	1082	93.72%
Halifax County	Halifax	1841	280	2121	2175	97.52%
Hants West	Valley	139	38	177	185	95.68%
Inverness	Strait	154	33	187	200	93.50%
Kings	Valley	454	119	573	635	90.24%
Lunenburg County	South Shore	337	89	426	447	95.30%
Northside-Victoria	CB-Victoria	221	44	265	283	93.64%
Pictou	Chignecto	308	89	397	434	91.47%
Queens	South Shore	88	9	97	99	97.98%
Richmond	Strait	54	9	63	63	100.00%
Shelburne County	Tri-County	106	29	135	140	96.43%
Yarmouth	Tri-County	155	88	243	265	91.70%

### Final Results

Yes	7480	82.48%
No	1589	17.52%



# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## Copyright and Fair Dealing for Teachers

Teachers and students today have greater opportunities for learning as a result of a Supreme Court of Canada decision in 2012 which clarified how “fair dealing” applies in the classroom. Canada’s copyright law supports learning, fosters innovation, and drives knowledge creation by providing teachers and students with the legal right to deal fairly with the copyright-protected works of others.

It is important for teachers to have a working knowledge of “fair dealing.” Fair dealing permits teachers to communicate or use “short excerpts” from copyright-protected works for students in their classes without seeking permission from the copyright owner or paying copyright royalties, provided the dealing is for an educational purpose and is “fair.”

To ensure compliance with copyright law, the education community in Canada has established the *Fair Dealing Guidelines* to help educators determine what is “fair.” The Fair Dealing Guidelines describe a safe harbour, not absolute limits. Copying or communicating a copyright-protected work within the prescribed limits will, according to the advice of legal counsel, almost certainly be fair. Copying or communicating beyond those limits may, or may not, be fair.

The *Fair Dealing Guidelines* inform educators about their rights—as well as their obligations. For example, the guidelines prohibit systematic copying that cumulatively results in copying beyond the quantitative limits in the guidelines.

Throughout Canada, copyright is respected by teachers, school boards, and government ministries and departments. Respect for copyright is taught in schools. As responsible stewards of copyright and education, teachers understand the importance of complying with the *Copyright Act* and being aware of their rights and responsibilities when they use the copyright-protected works of others.

To learn more about copyright and fair dealing, teachers are encouraged to visit [www.CopyrightDecisionTool.ca](http://www.CopyrightDecisionTool.ca). With this on-line resource, teachers have, at their fingertips, the information they need to decide if a particular use of a short excerpt is fair or not. All teachers need to be aware of their rights—and their limits—when relying on fair dealing in their classrooms.

Visit (and bookmark!): [www.CopyrightDecisionTool.ca](http://www.CopyrightDecisionTool.ca)

### The Copyright Resource for Teachers

Teachers play a leadership role regarding copyright:

- Set an example of respect for copyright for your students.
- Know and respect the limits of the *Fair Dealing Guidelines*.
- Know your rights and obligations in the *Copyright Act*.
- When in doubt, contact your school principal for further information and assistance.



TEACHERS AND  
COPYRIGHT  
CopyrightDecisionTool.ca



The Copyright Decision Tool helps teachers decide, with a few clicks, whether fair dealing permits classroom use of print materials, artistic works, or audiovisual materials without getting copyright permission.

Can I use this in the classroom?  
The answer is at your fingertips!



It takes 30 seconds to find the answers with

[CopyrightDecisionTool.ca](http://CopyrightDecisionTool.ca)



### CONGRATULATIONS TO OUR JANUARY/FEBRUARY BOOK WINNERS!

PD — Tracy Walsh — HRSB  
EQUITY — Janice Zed — HRSB  
FRESH — Sally Hines — AVRSB



### Charting Your Course FOR PROFESSIONAL DEVELOPMENT

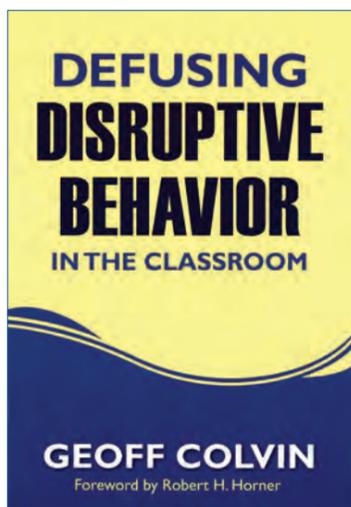


Email your name, home address, and the name of your school or campus with *PD Giveaway* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 7, 2018 to be eligible for the draw.

#### Defusing Disruptive Behavior in the Classroom

By Geoff Colvin

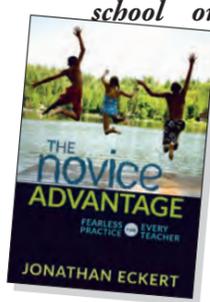
Defusing Disruptive Behavior in the Classroom published by Corwin, a Sage Company offers teachers even key behavioural principles and a range of research-based approaches for immediately defusing disruptive situations, avoiding escalation, and correcting behaviours. This resource features strategies for specific behaviours, common classroom scenarios and solutions, and checklists and action plans.



# fresh

## Putting new members in the KNOW!

Email your name, home address, and the name of your school or campus with *FRESH* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 7, 2018 to be eligible for the draw.



#### The Novice Advantage by Jonathan Eckert

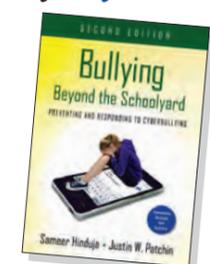
Published by Corwin, a Sage Company, *The Novice Advantage: Fearless Practice for Every Teacher* highlights the value of “the first days” transformational experiences that help teachers grow personally and professionally. With humour and insight, this resource focuses on the fundamental belief that the best teachers grow through risk, reflection, and revision.

## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and the name of your school or campus with *EQUITY* in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by May 7, 2018 to be eligible for the draw.

#### Bullying Beyond the Schoolyard by Sameer Hinduja and Justin W. Patchin

The second edition of *Bullying Beyond the Schoolyard: Preventing and Responding to Cyberbullying* published by Corwin, a Sage Company, is an excellent resource updated from the first edition with new research and evolving best practices for prevention and response. Exploring the intersection of teens, technology and trouble—where cyberbullying occurs, this resource integrates the voice of youth affected by cyberbullying and helps to bring understanding to cause and consequences of online aggression.



# DEALS & DISCOUNTS

for NSTU members (including retired members), please visit the website at [www.nstu.ca](http://www.nstu.ca)

## Lockeport Regional High School a Solve for Tomorrow Challenge regional finalist

Congratulations to Lockeport Regional High School, one of 50 regional finalists in Samsung Electronics Canada Inc.'s 2018 Solve for Tomorrow Challenge. This program, now in its third year, aims to inspire Canadian students to discover a deeper passion for science, technology, engineering and math (STEM)-based learning by applying STEM to real-world challenges facing their communities. The 50 regional finalists now move closer to being awarded one of four \$20,000 Samsung Solve for Tomorrow technology grants for their schools, which will be announced this June. Lockeport Regional High School is the only Nova Scotia school that made it as a regional finalist.

Each of the 50 regional finalist schools will receive a Samsung technology package which includes a Samsung Gear VR, Galaxy Tab A, Galaxy S8 and Samsung Gear360 camera to assist them in completing their next bit of 'homework' as part of the Challenge: to document the implementation of their community solution in a two-minute video. Videos will go on to be reviewed by a panel of Samsung Solve for Tomorrow judges, with the top-scoring four schools being named Regional Winners in June 2018.

## HARLEM GLOBETROTTERS ARE COMING TO HALIFAX!



**Scotiabank Centre**  
Saturday, April 28<sup>th</sup> @ 12PM

**SAVE UP TO \$15 PER TICKET!!**

To secure your tickets and save money on your order contact:

Cole Arrington at 678-497-1877

Or email

[arrington@harlemglobetrotters.com](mailto:arrington@harlemglobetrotters.com)

[Tickets may also be purchased here with savings available by entering promo code: COLEG](#)

**Ask us how to upgrade your tickets with Magic Pass!**

\*Purchasing Magic Pass online subject to regular rate



Price Level	Online Price	Your Price
Red	\$127.50	\$125.50
Blue	\$99.50	\$92.50
Green	\$79.50	\$70.50
Yellow	\$64.50	\$49.50
Pink	\$44.50	\$33.50
Purple	\$32.50	\$27.50
Light Pink	\$27.50	\$23.50

All tickets and seat locations are subject to availability. Tickets must be purchased in advance by mail, phone, email or fax. Orders will be filled on a first come, first serve basis. No refunds or exchanges. Children under 2 do not require a ticket provided they sit on adult's lap.

# Learn how teaching yoga can bring joy to a school.



Inspire growth, inner peace and connection in your students.

## YOGA in schools

## CANADIAN CONFERENCE

This Yoga in Schools Conference, themed **Power of Now**, presents leaders in the field of mindfulness and is applicable to both the curious beginner and the certified yoga instructor. It also provides the opportunity to become certified through the full Yoga in Schools 200hr summer intensive Yoga Teacher Training. Workshop titles include: Mindfulness in the Classroom, Mindfulness activities, Mindfulness from a Native perspective and Mindfulness for mental health. Other specialty workshops include Yoga for Special Needs, Autism, and advanced yoga postures.

### Conference Leaders:

**Jenny Kierstead**, author of 8 yoga school programs and award-winning educator, is founder of Breathing Space Yoga Studios.

**Blair Abbass** has been teaching meditation and stress reduction for students and teachers for over 30 years and was the first teacher to bring Yoga 11 to HRSB.

**Who can attend:** This program is suitable for all teachers/specialist especially Phys.Ed., support staff and guidance.

**Date(s):** July 16th-19th, 2018  
**Location:** Chocolate Lake Hotel, Halifax, Nova Scotia  
**Fee:** \$ 500.00 + HST

### NEW Certification!

Full 200hr Yoga in Schools & studio intensive Yoga Teacher Training, July 3-22nd - with this 4 day conference included.

BreathingSpace YOGA STUDIO

Register early to secure your spot! Call 902.444.YOGA or email [info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca) to register.



## DIVERT NS CHAMPION of the ENVIRONMENT SCHOLARSHIP NOW OPEN

Divert NS is offering a total of **\$20,000** in the form of seven scholarships to grade 12 students who have exemplified leadership in protecting our environment. Submissions are due April 22, 2018.

For full scholarship details including entry criteria and application information, visit [divertns.ca/scholarship](http://divertns.ca/scholarship).



## TEACH IN CHINA WITH AEI



We can offer you an enriching professional and cultural experience teaching in China. Since 1997, more than 500 educators have been hired through partnership agreements between AEI, the New Brunswick Department of Education and Early Childhood Development and our international partners.



### Benefits of teaching at a New Brunswick affiliated school

- Competitive salary
- Chinese taxes paid for by the employer
- Designated accommodations
- Airfare to and from China is provided
- Contribution to medical insurance
- 2 year contract
- Enhanced opportunity to travel

Looking for an adventure?

Apply here:

[aei-inc.ca/jobs-listing](http://aei-inc.ca/jobs-listing)

Atlantic Education International  
P: (506) 453-8300  
F: (506) 453-5894

[aei-inc.ca](http://aei-inc.ca) | [aei@gnb.ca](mailto:aei@gnb.ca) |

The deadline for the May issue of *The Teacher* is May 4.

Contact Nancy at 902-477-5621 or [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

## Negotiations Update Community College

Since the beginning of 2018 a negotiation session was held on January 16 and 17. After 14 days of negotiations since the opening of negotiations on February 23, 2016, and with no collective agreement reached, the NSTU filed for conciliation on February 7. A conciliation session was held on March 26 and 27, 2018. Conciliator Peter Lloyd remains available to the parties. The collective agreements for both Faculty and Professional Support bargaining units expired on August 31, 2014.



### Attention Teachers:

- ❖ All the acupuncture treatments are performed by Dr. (TCM) Wei Yuan and Tom Tian from China with more than twenty years of clinic experience.
- ❖ With what can our treatment help you?
  - ▶ **Stress management:** including depression, anxiety, insomnia.
  - ▶ **Acute and chronic pain treatment:** headache & migraine, neck and shoulder pain, back pain, tennis elbow, arthritis and many more.
  - ▶ **Sport injury and car accident injury**
  - ▶ Health maintenance program to promote your energy level.

Your treatment is 80% covered by your health benefit under acupuncture and direct billing to Blue Cross is available. So arrange a time to visit us, you deserve a healthier and happier life. Call 902-444-3111 to make an appointment. The clinic is located at 6021 Young Street (at Robie Street). You can also visit the website at [www.istoppain.ca](http://www.istoppain.ca) to get more information.

## THE LEADERSHIP ACADEMY

### INSTRUCTIONAL LEADERSHIP PROGRAM

*Until April 30, online Applications are now being Accepted for Cohort 8, beginning September 2018.*

Are you a principal, vice-principal, department head, consultant, or coordinator? Are you interested in pursuing graduate studies in instructional leadership? Then consider applying for the Nova Scotia Instructional Leadership Program.

The Instructional Leadership Program leads to a Diploma in Instructional Leadership, granted by the NS Department of Education and Early Childhood Development, and **with approval from the Office of Teacher Certification (EECD)**, may be used for a raise in your teacher certification level.

For more information about the program and access to the online application form, visit the Leadership Academy webpage at <http://www.nselc.ca/nsila/nsila-home>. (En français: <http://www.nselc.ca/elpne/bienvenue>.) Or, contact Sue LeBel, program coordinator, at [slebel@nselc.ca](mailto:slebel@nselc.ca) or 902-354-8134.

# coming events

APRIL 19

## 92nd Annual Charter Night with Global Teacher of the Year

To celebrate 92 years of Rotary in Truro, the Truro Rotary Club is hosting an event featuring the 2017 Global Teacher Prize winner Maggie MacDonnell. MacDonnell, a Nova Scotian will share her experience as an educator in Salluit, Quebec, a Northern Inuit Community.

The event will take place at 6:00 p.m. at the Best Western Glengarry in Truro. To register: The Truro Rotary Club Event Online Registration: <http://rotarycluboftruro.ca/event/92nd-annual-rotary-club-of-truro-charter-night/>

For more information about Maggie MacDonnell, Global Teacher of the Year 2017: <https://www.youtube.com/watch?v=mh3gPBmauZg>

MAY 2 TO 5

## Speech-Language & Audiology Canada (SAC) Conference

Interested in learning more about interprofessional collaboration and techniques to assist you in working with fellow education professionals? Speech-Language & Audiology Canada is hosting a full-day workshop, open to all professions, May 2 in Edmonton, Alberta, entitled, *How to Walk the Talk: Best Practices in Collaborative Care*. This is a hands-on learning and engaging discussion on how best to maximize the benefits of interprofessional collaboration to adjust to changing professional landscapes in health care and education. For further information visit: <https://www.sac-oac.ca/how-walk-talk-best-practices-collaborative-care> or contact **Michelle Jackson** SAC's Manager of Professional Development at [michelle@sac-oac.ca](mailto:michelle@sac-oac.ca), 800.259.8519 / 613.567.9968 x244.

JUNE 14 TO 15

## Care 4 You Conference

Are you experiencing burnout, compassion fatigue and/or vicarious trauma. The CARE4YOU is a conference that addresses the natural consequences that can affect professionals working in high-stress, trauma exposed environments.

Change, uncertainty, reorganization, conflict, stress, trauma-exposure, funding...these and many other factors can compromise the health of you and your workplace. At CARE4YOU, we provide you with the tools to address and manage the normal consequence of the vital work you do.

CARE4YOU is for anyone continuously giving of themselves, caring for and helping others and has sessions for all members of a team from leadership to front-line staff. Early Registration: \$295(CAN) until April 30th (or until sold out), groups of 6+ receive 20% off. The CARE4YOU Conference is taking place at the Marriott Harbourfront Hotel in Halifax. To register and for more info visit: [www.CARE4YOUconference.com](http://www.CARE4YOUconference.com)



JUNE 27 TO 29

## Teaching about the Holocaust and Human Rights in Canada Seminar

Montreal Holocaust Museum, in partnership with the USC Shoah Foundation is offering a summer seminar for Canadian educators from June 27 to June 29, 2018 in Montreal. *Teaching about the Holocaust and Human Rights in Canada* will answer various questions about teaching difficult subjects, with particular attention to the Holocaust and human rights from a contemporary Canadian perspective. Seminar participants will learn more about the history of the Holocaust and human rights, as well as how to use different pedagogical initiatives and tools to help teach these subjects.

Workshops and presentations will address a variety of questions: the historical method of study, critical thinking, analytical judgment, reflection on contemporary world issues and respect for diversity through the lens of Canadian history and curricular needs.

Interested educators can apply until **April 15, 2018** by filling out a pre-registration form on the Montreal Holocaust Museum's website at <http://museeholocauste.ca/en/resources-training/training-seminar-for-educators/>. Scholarships for accommodation and transportation are available to qualified candidates. Places are limited for the seminar; only selected participants will be contacted by the Museum.

To learn more, contact Cornélia Strickler, the Museum's Education Coordinator by email at [education@museeholocauste.ca](mailto:education@museeholocauste.ca) or by phone at (514) 345-2605, extension 3054.

## executive highlights

February 1, 2018

- Approved a recommendation that the NSTU no longer participate in the Council to Improve Classroom Conditions.

February 9, 2018

- Approved amendments to Operational Procedures 22. Negotiations.

February 21, 2018

- Approved a recommendation that NSTU members receive the provincial results by voter participation and percentage in favour of strike action, via press release and internal memo to members, at 3:15 p.m. on February 21, 2018. The breakdown of results by local will be released to members within 24 hours.

March 1-2, 2018

- Approved a recommendation that the NSTU rejoin the Council to Improve Classroom Conditions;
- Filed the Table Officers Report;
- Selected members to serve on the Council Steering Committee;
- Selected members to serve on the Council Elections Committee;
- Approved a recommendation that Janine Kerr be appointed as Acting Executive Director beginning immediately until our current Executive Director returns;
- Approved a recommendation that expenses incurred by Provincial Executive members who present at Law Amendments regarding Bill 72 be covered;
- Processed the 2018 Policy Review on Economic Welfare & Working Conditions for Council 2018: reaffirmed 5 policies; amended 8 policies; and referred 3 policies;
- Approved a recommendation that future budgets include a line to cover Disaster Relief for NSTU members and that the staff draft Operational Procedures to cover the budget line;
- Approved a resolution be forwarded to Annual Council 2018 regarding Policy 83 – Early Childhood Development;
- Approved a resolution be forwarded to Annual Council 2018 regarding a new Policy – Early Childhood Education.

March 23, 2018

- Filed the Table Officers Report;
- Approved a recommendation that a Table Officers email be created so that agenda items are correctly sent and that the email address be included in the Provincial Executive Reference Manual;
- Approved Audited Financial Statements as of July 31, 2017 to be forwarded to Annual Council 2018;
- Approved a recommendation that that an amount of \$1,000,000 be transferred from the Reserve Fund to the operating account to cover crisis related costs incurred during the 2016-2017 fiscal year;
- Approved the draft budget to go forward to Annual Council 2018 for 2018-2019;
- Approved the draft alternate budget to go forward to Annual Council 2018 for 2018-2019;
- Approved a resolution be forwarded to Annual Council 2018 regarding the Reserve Fund;
- Appointed Jed Corbett as Independent Chairperson for Annual Council 2018;
- It was noted that Hope Lemoine has been selected as Parliamentarian for Annual Council 2018;
- Approved a permanent contract for Jim King dated December 7, 2017.

# resources

**media**  
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@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!

## *Physically Active Lifestyles Videos from the Media Library*

This month, we are highlighting videos that you can stream and download from Learn360. You can access Learn360 from either the EduPortal or Google Apps for Education without an additional login. Once you have accessed Learn360, simply click on the links below to access these videos and many more.

For DVDs you can purchase for your classroom, please visit us at <https://medialibrary.ednet.ns.ca/exercise-and-fitness>

**Keeping Fit** (grades 9-12)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=11399>

Sedentary jobs and pastimes. Foods high in sugar, fat, and cholesterol. A superabundance of labor-saving technologies. Is it any wonder that a recent study by the Mayo Clinic shows that more than sixty percent of all adult Americans are statistically overweight? This program describes the basic components of physical fitness and the numerous health benefits that derive from regular physical activity while explaining why exercise is helpful in reducing overall health risks. (29 min.; c.1998)

**Nutrition and Exercise** (grades 6-8)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=71818>

Teaches students about nutrition and exercise through an older student role model explaining the basics of nutrition, as well as provides brief discussion questions for class interaction. (20 min.; 2004)

**Exercise! It's Good For You!** (grades P-2)  
<https://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74699>

Shows how to adopt healthful routines to avoid the onset of disease often associated with sedentary lifestyles. Stressing the importance of a healthy diet and such physical activity as jogging and yoga, the presentation reviews the food guide pyramid and looks at the connection between bodily health and success in school and in personal relationships. (12 min.; c.2002)

**The Weight of the Nation for Kids Series** (grades 9-12)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=116489&wID=114538>

This three-part series interviews young students as they make simple changes to their diets, school menus, or activities, and reveals just how effective these kids are at bringing about bigger changes in their world. Driven to improve themselves and their communities, they are an inspiration to those of all ages. (ca. 30 min each; c.2012)

**Deskercises Series** (grades P-2)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=73344&wID=114538>

With 174 short videos to choose from, this daily classroom fitness series is both fun and educational, engaging both the body and the mind! (ca. 10 min each; c.2006)

**Pilates Kids Series** (grades 3-8)  
<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=146800&wID=114538>

Help students excel in and out of the classroom with simple but effective pilates exercises! This series introduces kids to the benefits of pilates while showing how to use pilates to increase physical and mental wellbeing. (ca. 10 min each; c.2017)

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. Please log into the EduPortal and click on the link for "Online Video Library/Learn360" to access these digital titles.



**For detailed information on individual businesses in our Deals & Discounts Program for our NSTU Members (including RTO Members) – go to [www.nstu.ca](http://www.nstu.ca) and click on Communications and then Deals & Discounts.**



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Taxes not included. Based on single/double occupancy per night and includes self-parking for \$10, complimentary local and long-distance access fees, and HSA. NSTU card must be presented upon check-in.

[WWW.MARRIOTT.COM/YHZHF](http://WWW.MARRIOTT.COM/YHZHF)

## HAVE A GOOD IDEA FOR SUPPORTING PEACEFUL SCHOOLS, CAMPUSES AND COMMUNITIES?

### We can help you turn your idea into a useful practical program!

If you, your class, or your colleagues have ideas to share with other teachers, classrooms and campuses in Nova Scotia, get a Sheonorail Project Application Form from [sheonorail.nstu.ca](http://sheonorail.nstu.ca).

#### Our Mandate

is simple. The Sheonorail Foundation will extend financial resources to any active or retired member of the Nova Scotia Teachers Union, to any group of active or retired NSTU members, or to any group of public school or Community College students working in cooperation with a teacher advisor(s) faculty member.

#### Our purpose

is to support research, inquiry, reflection, writing, distribution of information and interventions which focus on all forms of peaceful schools/campus initiatives.

#### Our Pledge

is to award funding grants for peaceful school/campus programs that have a direct and immediate impact on public school and Community College classrooms, students, administration and community.



#### PROJECT APPLICATION MAILING ADDRESS

Sheonorail Foundation  
Project Review Committee  
3106 Joseph Howe Drive,  
Halifax, NS B3L 4L7

**DEADLINE**  
April 13, 2018

**SHEONORAIL**  
**FOUNDATION**



update

# NSTU – Good News!!

## Introducing HealthCareAssist From CAREpath For Active and Retired NSTU Members

### Frequently Asked Questions

The NSTU Group Insurance Trustees are pleased to introduce HealthCareAssist from CAREpath, a valuable and unique benefit under the umbrella of the NSTU Member Assistance Program. This program is available to all active and retired NSTU members, spouses and dependent children effective **March 1, 2018**. For information regarding this new program and the other programs offered to NSTU members through CAREpath, please see the frequently asked questions below:

**Q: What is the new HealthCareAssist program from CAREpath and how can it help NSTU members and their families?**

**A:** The HealthCareAssist program is a comprehensive navigation service that provides NSTU members, spouses and dependent children with answers, guidance and support before, during and after treatment, in the event of an illness or health crisis.

HealthCareAssist provides individual case management of all types of medical conditions. A Nurse Case Manager provides a single point of contact, creates continuity of care and ensures patients receive the right treatment, at the right time, in the right place.

HealthCareAssist combines CAREpath's team of highly trained and caring nurses with Cleveland Clinic Canada's global network of physicians and specialists.

#### Here is how HealthCareAssist helps:

- Dramatically improves the overall quality of care, recovery and outcomes.
- Provides in-depth assessment of treatment plans to ensure they are consistent with medical best practice.
- Explains options for tests and treatments specific for the individual.
- Facilitates access to diagnostic tests, treatments and clinical trials.

- Through Cleveland Clinic Canada, provides virtual doctor-to-doctor consults with the patient's local treating physicians after completing medical second opinions.
- Guides patients to alternate treatment locations in and outside Canada, when requested or required.
- Delivers telephonically, making the service timely and efficient.

**Q: What other valuable programs does CAREpath offer to the NSTU?**

**A:** As NSTU members, you already have access to the following CAREpath programs:

- **Cancer Assistance Program:** A comprehensive program that helps cancer patients, their spouses and dependent children navigate the public health care system. Accredited oncology nurses provide ongoing one-on-one counselling, guidance and support, helping to reduce cancer's physical and emotional impact.
- **Seniors' Care Assistance Program:** A registered nurse helps you understand and navigate publicly and privately funded seniors' care options for yourself, your immediate family or elderly parents, ensuring you receive the right care at the right time.

**Q: How can you access the services under these programs?**

**A:** For more information about these programs, please visit [www.carepath.ca](http://www.carepath.ca) or call 1-844-453-6788. The NSTU nurse can also provide assistance by calling 1-800-565-6788, press 4, or by e-mail at [nurse@nstu.ca](mailto:nurse@nstu.ca).

**Look for a communication from the NSTU Group Insurance Trustees providing additional information with respect to these programs in the near future.**

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Johnson Insurance is a tradename of Johnson Inc. ("Johnson" or "JI"), a licensed insurance intermediary. Home and auto policies underwritten by Unifund Assurance Company ("UAC"). Described coverage and benefits applicable only to policies underwritten by UAC in NL/NS/NB/PEI. JI and UAC share common ownership. Eligibility requirements, limitations, exclusions, additional costs and/or restrictions on percent savings apply, and/or vary by province/territory. \*Full 30% savings amount available on auto insurance if the following discounts are applicable: NL/NS/PEI: long term, multi-line, conviction free, select and member discounts NB: Long term, Multi Line, multi-vehicle, Conviction Free and Member discounts. Percentage savings may vary otherwise. Vehicle may vary from illustration. BMW Canada Inc. including its parent company, subsidiaries, divisions and other operating entities, has neither authorized, sponsored, nor endorsed this Contest. BMW, BMW model designations and all other BMW related marks and images are the exclusive property and/or trademarks of BMW AG. †NO PURCHASE NECESSARY. Open January 1, 2018 – December 31, 2018 to legal residents of Canada (excluding NU) who have reached the age of majority in their jurisdiction of residence and are a member of a recognized group with whom JI has an insurance agreement. One (1) grand prize available: 2018 BMW 230 xi xDrive Coupe vehicle (approx. retail value \$50,650). Odds of winning depend on the number of eligible entries received. Math skill test required. Rules: [www1.johnson.ca/bmw2018](http://www1.johnson.ca/bmw2018)

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Throughout the consultations, teachers, parents and students were unanimous in their priorities for a new model of inclusive education—behaviour, mental health, literacy, mathematics and life skills.

“We heard about students who waited years for assessments, who couldn’t see a speech language pathologist when it was clearly needed, who were eligible for the severe learning disabilities program but unable to receive the service,” said Adela NJie, the NSTU’s appointee to the commission. “We have recommended new staffing ratios for specialists that have been determined-based on extensive feedback about current needs combined with what we anticipate will be required to support the new model.”

The commission recommends moving from enrolment-based funding to a needs-based funding model over the next few years. The early priorities for new, targeted funding are key support staff and specialists, including behaviour support teachers, learning support teachers, school psychologists, autism specialists, speech-language pathologists, guidance counsellors, assistive technology specialists and regional school health nurses.

“For the new model to work effectively, teachers need more time to teach and administrators need more time to spend with teachers. One of the benefits of the new model is the collaborative problem-solving process that is used to address learning challenges as soon as they appear,” said Williams. “This four-step collaborative approach serves as the basis for a streamlined program planning process in which parents are full partners and replaces the current eight-step program planning process.”

Based on feedback from the consultations, the commission also identified parent and school collaboration as an area for focused improvement and is recommending a number of steps to create strong home and school relationships, including giving teachers more time to collaborate with parents and adding transition specialist/parent support positions to improve the support to parents in navigating the inclusive education system, collaborating as members of the school team and planning for transitions.

“Teachers, teacher assistants and administrators all expressed concerns about feeling ill-prepared to meet the demands and challenges of inclusive education,” said NJie. “We are recommending revamping existing teacher preparation and professional development programs so teachers can successfully meet diverse student needs. Creating new preparation and professional development programs in inclusive education for teachers, administrators and teacher assistants would address these concerns.”

Nova Scotians consistently identified the need for major policy changes in inclusive education. They emphasized the importance of accountability, examining and clearly defining the purpose of inclusive education and honouring the voices of the disability community. They want systemic and accountable policy change that results in improved educational outcomes for all students, which includes the need for a number of new strategies focused on mental health, autism, behaviour and others.

To steward this significant degree of change, and provide accountability, the commission is recommending the creation of the Nova Scotia Institute of Inclusive Education (NSIIE), an arm’s-length body accountable to the public. Its mandate will include establishing benchmarks, outcome measures and the process for measurement to assess how well inclusive education is working in the province for students, educators, administrators, parents and the public.

“It was the NSTU that first brought the concept of an independent commission to look at inclusive education to the table,” said Doucet. “This would not have been possible without a considerable amount of effort on the part of teachers with the support of parents,” said Doucet. “In many ways this report validates the stand teachers have been taking over the past two years.” She said she looks forward to working with government and all stakeholders, to ensure the recommendations in this report are properly implemented.

“It will take time, action and the commitment of everyone involved to break with the past and work toward a better future for our students,” said Shea. “Successful implementation begins with the end in mind. Our vision is to move from a fragmented and under-resourced education system that does not meet the needs of all students to a unified and well-resourced education system that supports teaching, learning and the success of all students.” The Council to Improve Classroom Conditions will review the Commission’s Report at its April meeting.

The final report is available on the commission’s website at [www.inclusiveedns.ca](http://www.inclusiveedns.ca).

## Appeals Committee



NSTU’s Appeals Committee held a meeting on January 12 at the NSTU building in Halifax. Clockwise from the left: Adam Martin (Northside-Victoria); provincial executive liaison Andrew McCara; Theresa Pelley (Kings); Rhonda Mossman (Hants West); Char MacDonald (Halifax County); Daniel Doroschenko (Colchester-East Hants); and Committee Chair, Lindsay Crossman Wheaton (Cumberland). Missing from the photo: NSTU staff liaison Janine Kerr.

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Provides assistance for individuals suffering from certain types of depression

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

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Educational Leadership Consortium of Nova Scotia

### NOVA SCOTIA ASPIRING LEADERS PROGRAM

#### Applications for Cohort D Beginning August 2018 Now Being Accepted

##### The Program:

The Nova Scotia Aspiring Leaders Program (ALP) is a professional learning program for teachers, mentors, and department heads who are interested in becoming effective school principals and vice principals. The program is offered by the Nova Scotia Department of Education and Early Childhood Development (DEECD) in partnership with the Nova Scotia Educational Leadership Consortium (NSELC) and participating school boards.

ALP extends over 14 months beginning in August and includes two summer institutes and seven Friday-Saturday seminars. An eight-day residency program with an experienced school principal is integrated throughout the program. A certificate is granted following an exit assessment and successful completion of all program components.

The program has been designed to be a balance between knowledge and skills, theory and practice. Reflection and networking opportunities are incorporated into each seminar and institute.

##### Application Process:

Applications are submitted through each participating school board. Applicants must provide three work-related references that include their current supervisor. School board staff will review applications and make selections based on identified criteria. All applicants will be notified following the selection process. Short-listed applicants will be interviewed by a panel of school board personnel. The interview panel will make the final selection of successful candidates.

\*The deadline for applications for the 2018-2019 Cohort D program is April 15, 2018. \*

For more information about making application to ALP, please contact the ALP contact person in your board.

Participating school boards and ALP board contacts are:

AVRSB – Erica Weatherbie, Director of Human Resources  
[Erica.weatherbie@avrsb.ca](mailto:Erica.weatherbie@avrsb.ca)

CBVRSB – Marlene Urquhart, Coordinator (NSTU / CUPE) [urquhart@cbvrsb.ca](mailto:urquhart@cbvrsb.ca)

CCRSB – Dr. Chris Boulter, System Development Supervisor [BoulterC@ccrsb.ca](mailto:BoulterC@ccrsb.ca)

SRSB – Darrell LeBlanc, Coordinator of Human Resources / IT  
[darrell.leblanc@srsb.ca](mailto:darrell.leblanc@srsb.ca)

SSRSB – Jeff DeWolfe, Director of Programs and Student Services  
[jdewolfe@ssrsb.ca](mailto:jdewolfe@ssrsb.ca)

TCSB Charmaine Romkey, Director of Human Resources  
[Charmaine.romkey@tcrsb.ca](mailto:Charmaine.romkey@tcrsb.ca)

You may also contact Margo Tait, ALP Coordinator, at [mtait@nselc.ca](mailto:mtait@nselc.ca) for more information about the program and any questions you have.

## NSTU STANDING & OTHER COMMITTEES



Would you like to serve the NSTU at the Provincial Level?

The NSTU needs input from the widest-possible cross section of its members to make the most effective contribution to education. Members serve on most provincial standing committees for a maximum of two years,\* so we are constantly in search of skilled and interested persons to make our committee structure operate successfully. Committee membership is open to Active and Active Reserve Members.

\*NSTU Operational Procedures state: Appointment to a committee will be for one defined term of two years. In extraordinary circumstances, an extension of one year is permissible.

- APPEALS** – reviews applications for assistance on appeals under Section 26 of the Education Act and decides if the appealing teacher is to receive legal assistance from the Nova Scotia Teachers Union.
- COMITÉ DE PROGRAMMATION ACADIENNE** – studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.
- CURRICULUM** – studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- EQUITY** – is concerned with matters pertaining to equity, diversity and social justice.
- FINANCE & PROPERTY** – prepares the annual budget for Council, keeps informed of the Union's financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure on property.
- MEMBER SERVICES** – identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiators; reviews results of most recent contract bargaining. **NOTE: One appointment will be made to a Community College member.**
- PDFAF** – reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- PENSION** – studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **NOTE: Three appointment will be made from the Chignecto, Strait and Cape Breton Regions.**
- PROFESSIONAL DEVELOPMENT** – reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.
- PUBLIC AFFAIRS/PUBLIC RELATIONS** – promotes the involvement in public affairs by encouraging NSTU members (and others) to take an active part in government affairs pertaining to public education. Examines and reviews NSTU public relations and communications programs.
- SHEONOROIL BOARD OF DIRECTORS** – the Sheonoroil Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding. **NOTE: Two appointments will be made, one of which will be a retired member.**
- STATUS OF WOMEN COMMITTEE** – promotes ways of enhancing the status of women in the teaching profession and in society.
- SUBSTITUTE TEACHER** – advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- TECHNOLOGY** – To provide advice on the content, delivery and design of technology
- I would be willing to serve on any committee.

### Applications must be received in Central Office by Friday, May 18, 2018

You may download the NSTU Standing/Other Committees application form from the NSTU website or apply online by going to the following link (you do not require an NSTU webmail account to apply online):

<http://www.nstu.ca/the-nstu/structure/provincial-executive/committees/>

*The NSTU reserves the right to re-advertise any position if a sufficient number of applications are not received by the deadline.*

# classifieds

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

**CCRSB music teacher** seeking job share partner for 2018-2019 school year. Job share would be 40% music (30% Rawdon District School, 10% Enfield District School). Please contact Gillian Sproul at [sproulgillian@gmail.com](mailto:sproulgillian@gmail.com) if interested.

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

**SRSB elementary teacher** looking for an exchange with a teacher in the CCRSB for the 2018-19 school year. Please contact [goughmaria@nstu.ca](mailto:goughmaria@nstu.ca) if interested.

**HRSB resource teacher** looking for an exchange with a resource teacher in the CBVRSB for the 2018-19 school year. Please contact [dmlachowicz@nstu.ca](mailto:dmlachowicz@nstu.ca) if interested.

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

**Teacher Exchange:** Permanent elementary teacher with the HRSB interested in an exchange with a teacher in the CBVRSB or possibly SRSB (St. Peters area) for the 2018-2019 school year. Permanent exchange desirable. If interested, please contact: [whaler2780@gmail.com](mailto:whaler2780@gmail.com).

**Teacher Exchange** – Permanent contract teacher with the SSRSB (Physical Education) looking for a permanent exchange with someone from the HRSB. Please contact [h\\_deal35@hotmail.com](mailto:h_deal35@hotmail.com).

**Need longer weekends?** Experienced Resource/Learning Center teacher looking to job share one day a week in HRSB 2018/19. Very flexible with an excellent work ethic. [tpostler@nstu.ca](mailto:tpostler@nstu.ca).

## The John Huntley Memorial Internship Program

*The deadlines for application for the John Huntley Memorial Internship Program for the 2018-2019 school year are*

*November 1, February 1 and April 1.*

*Applications for active NSTU members are available through your NSTU rep, on the NSTU website at [www.nstu.ca](http://www.nstu.ca) or at Central Office 477-5621 or 1-800-565-6788.*

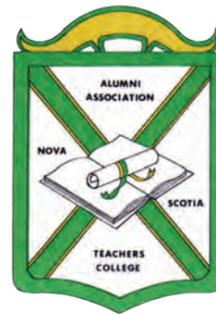
*The internship provides members with an opportunity to learn more about the NSTU.*

**Nova Scotia Teachers Union**



## Nova Scotia Teachers College Reunion

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



August 17 to 19, 2018

Best Western Glengarry Hotel, Truro

Keynote Speaker Mary K. Connolly, 1968 Grad

Musical Tribute, by the Class of 1968 music grads, to honour the memory of the late Vivian Brand, former music professor

Special Draw to win a free registration

To update your \$25 membership and register contact [alumni-nstc@uniserve.com](mailto:alumni-nstc@uniserve.com)

More info [www.nsteacherscollege.ca](http://www.nsteacherscollege.ca) and [reunion@nsteacherscollege.ca](mailto:reunion@nsteacherscollege.ca)

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

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







**The Artisan Leader Conference**  
**August 14 and 15, 2018**  
 9:00am – 4:00pm  
 Best Western Plus Dartmouth Hotel & Suites

This leadership conference is a new offering from Dr. Mike Rutherford and the Rutherford Group, creators of the widely acclaimed educational program, The Artisan Teacher™.

**Conference Focus**  
 The conference is crafted to build on the professional learning needs of instructional leaders (for example, graduates of the Instructional Leadership Academy or other leadership programs) who desire to take leadership skills to the next level.

**Conference Modules**

- Leading and Designing Change
- Communication, Influencing, and Persuasion Skills
- Leading High Performing Teams

We have 15 rooms available at the Best Western Plus at \$130.00+ hst  
 To make a reservation, call the hotel directly at 1-902-463-2000 or 1-866-676-9846, and ask for the room block for **NSELC Leaders**. Reservations can also be made online using the following link:  
[https://www.bestwestern.com/en\\_US/book/hotel-details.65013.html?groupid=9C0IE6G5](https://www.bestwestern.com/en_US/book/hotel-details.65013.html?groupid=9C0IE6G5)  
 There is an NSTU rate of \$135.00 available and there are also other hotels in the area.

**Cost**  
**\$499.00 + hst**  
 = \$573.85

Registration available on the NSELC website  
[www.nselc.ca](http://www.nselc.ca)

**Space is Limited! Register Early**



### Teaching and administrative opportunities in the Nova Scotia International Programs

Experience a new culture while teaching the Nova Scotia curriculum, or bring your school leadership expertise to an exciting new learning environment.

Nova Scotia international programs in the People's Republic of China (grades 10-12) and the United Arab Emirates (grades P-12) offer competitive pay, annual return flights, apartment or living allowance, and paid holidays.



For a list of opportunities see:  
[www.internationalprograms.ednet.ns.ca](http://www.internationalprograms.ednet.ns.ca)