

First meetings of Council to Improve Classroom Conditions held in Halifax

The first meetings of the Council to Improve Classroom Conditions were held in Halifax from March 21 to 23. The Council and its composition were outlined in Bill 75 (Teachers' Professional Agreement and Classroom Improvements (2017) Act). It consists of nine public school teachers, a parent, a student, and a guidance counsellor and is co-chaired by Joan Ling, Executive Director of NSTU, and Sandra McKenzie, Deputy Minister of Education and Early Childhood Development.

NSTU has raised concerns with the Council and will continue to carefully monitor the situation, however, NSTU president Liette Doucet is quick to praise the members who have volunteered their time to pursue positive change.

"We've raised our concerns with how the council was selected by superintendents and with the lack of transparency on the part of the McNeil government," says NSTU President Liette Doucet. "However, moving forward, our main priority is holding the government accountable and ensuring that sound recommendations are adopted that bring some needed reform to our classrooms."

Doucet adds, "I have every confidence that the teachers and other members will work extremely hard on behalf of their colleagues and their students and bring forward good ideas to improve education. I understand they brought a tremendous amount of enthusiasm and passion to the first series of meetings."

According to Bill 75 the Council will have \$10 million in each of the next two years to address classroom conditions. A neutral facilitator is also appointed by the co-chairs to assist the committee. In the event that a dispute arises, the legislation provides for an arbitrator to be appointed to settle the disagreement. The provision for an arbitrator was originally included in the final tentative agreement but removed by the government in the original legislation. The NDP caucus introduced an amendment to Bill 75 to restore the arbitrator provision and it was accepted.

The twelve members of the council are: Sean Barker, (Antigonish Education Centre), Mélanie Belliveau (École Acadienne de Pomquet in Antigonish Co.), Cheryl Bourque-Wells, Drumlin Heights Consolidated School in Argyle) Elizabeth Brideau-Clark, (Bayview Community School in Mahone Bay),



Top Row (from left): Deputy Minister Sandra McKenzie, Rachel Ross-Mantley, Myles Fox, Kerry Lynn Power, Pamela (Pam) Doyle, Sean Barker, Elizabeth (Liz) Brideau-Clark, April Howe (Facilitator). Bottom Row (from left): Michael Cosgrove, NSTU Executive Director Joan Ling, Cheryl Bourque-Wells, Reagan O'Hara, Amy MacKinnon, Mélanie Belliveau, Melanie Morrissey.

Michael Cosgrove (Dartmouth High School), Melanie Morrissey (Bible Hill Junior High School), Reagan O'Hara (Avon View High School in Windsor), Kerri Lynn Power (Memorial High School in Sydney Mines), Rachel Ross-Mantley (Central Spryfield Elementary), Grade 10 student Myles Fox (Cobequid Educational Centre in Truro), parent Amy MacKinnon (Shelburne County), and Pamela Doyle a guidance counsellor at Lockview High School (Fall River).

The Council focused on five priority areas for the first set of meetings. The five priority areas are as follows: PowerSchool, TIENET and other technology work-related processes; student attendance; data collection and reporting; pupil evaluation, classification and administrative days; and assessment and evaluation. As a result of their discussions 18 recommendations were submitted to government. They include: permitting teachers to publish marks less frequently on PowerSchool; requiring EECD to present alternatives to entering adaptations into TIENET; instituting a five-year moratorium on any new board or EECD-initiated assessments; allowing teachers up to two business days to respond to emails; and requiring EECD to publicly report information on the number of IPPs in the school system.

A full list of recommendations along with a summary of the proceedings can be viewed at www.novascotia.ca/classroomcouncil.

At press time, none of the recommendations had been implemented.

Dartmouth High School English Teacher Michael Cosgrove was positive when asked by the CBC about the experience. "It was good. I guess ultimately time will tell. The teachers, students, parents, and Nova Scotians will be ultimately the judge of it," said Cosgrove. "We got a lot done...we spent a lot of time in that room talking about some of the issues that Nova Scotians and educators really feel deeply about."

NSTU President Liette Doucet praised the council members for their

recommendations and said more work needs to be done both inside and outside of the council.

"These recommendations can help but they alone won't fix the tremendous challenges facing our education system as a result of the government's neglect. Major improvements like reduced class sizes and increased support for students with special needs are badly needed. These reforms will require more investment than what has been allocated to the Council," says Doucet.

The council first official report is due on April 28, 2017. Its next series of meetings will be held from April 18-20.

Teachers' Provincial Agreement video

The NSTU has posted a video outlining the changes to the Teachers' Provincial Agreement as amended by the Teachers' Professional Agreement and Classroom Improvements (2017) Act, which was the contract imposed on public school members through Bill 75 on February 21, 2017. NSTU public school members have access to this video, which is located under the Negotiations menu on the NSTU website within the Communications to Members subsection.



people

Professional & discipline committees hold joint meeting

On March 24, members of NSTU’s discipline and professional committees met jointly to learn more about their roles and mandates. Members of both these committees are appointed during Annual Council. The discipline committee may adjudicate conduct of Union members that are inimical to the interests of the organization. The professional committee investigates charges of conduct unbecoming a member of the teaching profession.



Shown (l-r) seated: professional committee member Cathy Burgess (Kings); discipline committee members Jeff Morse (Dartmouth) and Terry Ryan (Halifax County) and professional committee member Shelley Luddington (Halifax County). Standing: professional committee members Tami Cox Jardine (Hants West); Theresa Nickerson (Colchester-East Hants); and Lana Pothier (Annapolis). Missing: Discipline committee members Scott Murchison (Cape Breton District), Drew Moore (Colchester-East Hants), and Susan MacIntyre (Cape Breton District); professional committee member Tammy Fox (Colchester-East Hants) and staff liaison to both discipline and professional committees Stacy Samson.

Member Services Committee

NSTU’s Member Services Committee held its first meeting of the school year on March 24. The mandate of this committee includes reviewing results of the most recent provincial contract bargaining, considering resolutions that may be referred by Annual Council, identifying bargainable items and trends and developments in teacher bargaining across Canada with an emphasis on the Atlantic Provinces, and planning appropriate workshops for local negotiators.



Shown (l-r) seated: Provincial Executive liaison Ferne MacLennan; Mary Currie (APSEA); Committee Chair, First Vice-President Wally Fiander; Jo Leigh MacPhee (Kings); and Kevin Harnish (Colchester-East Hants). Standing: Mary MacPherson (Cape Breton District); Cindy MacKinnon (Pictou); and Bernadette Julian (Community College). Missing: staff liaison Louis Robitaille.

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Daughters of the Vote


The Canadian Teachers’ Federation (CTF) hosted about 40 teachers from across Canada in preparation for the historic *Daughters of the Vote* event organized by Equal Voice, which took place on March 7-8 in Ottawa, coinciding with International Women’s Day. The teachers, including Shelley Morse, NSTU’s past president, CTF vice president, and Chair of CTF’s Status of Women committee, facilitated group discussions with the 338 *Daughters of the Vote*. These 18 to 23-year-old women were selected to represent every federal riding. The NSTU and other CTF Member organizations provided contributions towards the hotel accommodation costs of the *Daughters* during their stay in Ottawa. Most of these *Daughters* are former students educated in the Canadian public education system, and it was meaningful and symbolic to have the teachers accompany them at the threshold of their political lives and support the women and adhere to Equal Voice’s slogan ‘Be Her. Support Her. Celebrate Her’.



Above is NSTU’s past president Shelley Morse (far right) shown with (l - r) Bethany MacLeod, President of the Prince Edward Island’s Teacher Federation; Susan Swackhammer, First Vice-President, Elementary Teachers’ Federation of Ontario; and CTF president Heather Smith.




Sarah Dobson who was a “Daughter of the Vote” representing the riding of Halifax West and the seat of the Speaker of the House, Geoff Regan, had the opportunity to sit in the speaker’s chair. She is shown with Prime Minister Justin Trudeau in the foreground.



Charting Your Course

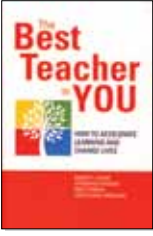
FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and the name of your school or campus with PD Giveaway in the subject line to theteacher@nstu.ca by April 24 to be eligible for the draw.

The Best Teacher in You By Robert E. Quinn, Katherine Heynoski, Mike Thomas and Gretchen M. Spreitzer

The Best Teacher in You: How to Accelerate Learning and change Lives published by Berrett-Kohler Publishers Inc. provides a framework based on the exploration of seven incredible teachers who have transformed their classrooms. It outlines four dimensions of effective teaching evident in the practice of these teachers’ classrooms.



The Best Teacher in You

Page 2, The Teacher, April 2017

Commission on Inclusive Education Named

The Teachers' Professional Agreement and Classroom Improvements (2017) Act, requires the formation of the Commission on Inclusive Education to be established, by the Minister and the NSTU, within 30 days of Royal Assent of the Act.

On March 24, Education and Early Childhood Development Minister Karen Casey announced the three commission members chosen who will examine the model of inclusive education in Nova Scotia.

Dr. Sarah Shea, independent chair, was co-appointed by government and the Nova Scotia Teachers Union, Adela Njie was appointed by the Nova Scotia Teachers Union and Monica Williams was appointed by government.

Njie and Williams will begin their work immediately. Dr. Shea will join the commission by June 1.

The commission will examine the model of inclusion for students. It will review current practice and policy and develop a plan that will include recommendations on improvements and goals. The recommendations will address funding, resources, professional development, and improving teaching and learning conditions.

It will engage front-line teachers, parents, students, and associations, and review best practices across Canada.

The commission will issue an interim report by June 30 with a final report within one year of its appointment.

About the commission members:

Sarah Shea is a medical doctor and a professor in the Department of Pediatrics at Dalhousie University. She formerly served as physician leader of clinical neuroscience and eye care teams and as head of the division of developmental pediatrics at the IWK Health Centre. Dr. Shea has served in an advisory capacity with Autism Nova Scotia, the Nova Scotia Provincial Early Years Partnership, the Nova Scotia Early Intensive Intervention Services project, and the Alström Society.

Adela Njie has a master's degree in education (French Immersion Cohort) and is currently employed in the Faculty of Education at St. Francis Xavier University. She has a master's degree in Curriculum and Resource and is completing a master's in Educational Leadership and Administration with St.FX. She has taught both English and French at the elementary, junior high and high school levels in the province. She has experience as a classroom teacher, resource teacher, and student services consultant. Most recently, Njie served NSTU members as an executive staff officer with the Nova Scotia Teachers Union.

Monica Williams has masters' degrees in speech language pathology and educational administration, and is completing a doctorate in educational leadership with research on leadership for inclusion. She has experience as a classroom teacher, administrator, and has worked as an elementary reading specialist, resource teacher, itinerant teacher of the visually impaired, and clinical speech language pathologist. Williams previously served as an executive director with the Department of Education and Early Childhood Development.



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For a list of opportunities see:
www.internationalprograms.ednet.ns.ca

Education Week April 16-22

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Teachers *Plus* Credit Union

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Saturday, April 22, 2017

11:00 am – 1:00 pm

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from the nstu president



Moving Forward under an imposed contract

The past several months have been stressful to say the least. I hope you were able to enjoy some quality time with your friends and family over March Break. I recognize the stress you have faced, while perhaps paused for a pittance of time, has not disappeared. You continue to face the same unacceptable classroom conditions and a workload that continues to rob you of your work-life balance.

Last week, the Council to Improve Classroom Conditions held its first set of meetings. I feel it is important to point out, as this legislated Council begins, that NSTU staff and your bargaining team attempted over and over again to address the very issues being discussed at this new Council table. I continue to find it disturbing that there is a perception, and a continued insistence by government, that these important issues were not brought forward by the NSTU as the voice of its members. Because of this insistence from government, I continue to have concerns as to the commitment of government to make necessary changes. These changes, and more, could have been made many months ago through both discussion and bargaining. If this Council is to prove successful the McNeil government must be held accountable to ensure the proper recommendations are adopted. Right now that is our primary focus.

The recommendations made by the Council during its first set of meetings last week are a good starting point. However, they alone won't fix the tremendous challenges facing our education system as a result of the government's neglect. Major improvements like reduced class sizes and increased support for students with special needs are badly needed. These reforms will require more investment than what has been allocated to the Council, so it's crucial we remain #NSTUnited and keep pressure on the government. We must also work to ensure positive changes are made for specialists and administrators. I would like to thank the NSTU members serving on this Council. They have taken on a tremendous task.

Over the past several weeks, we have been preparing for the court challenge on Bill 75. It will take some time to develop an effective strategy. I understand that you may be frustrated with a lack of information being sent to members related to this challenge, however, I would ask for your patience in understanding that we will not be able to discuss the details of our legal strategy. I will provide you with any details I am able to share as they become available. It may take several years to overturn Bill 75, but we will do whatever is necessary to restore your right to a fair collective bargaining process. Thankfully it will be the courts that have the final say—not the Premier.

Moving forward, I, as your president, and the NSTU as a whole must reflect on the challenges we have faced, and prepare for the challenges we will face as we navigate through working under a legislated contract, and toward another round of bargaining for our public school members and ongoing bargaining for our Community College members. I, along with the Provincial Executive and NSTU Staff remain committed to this organization and believe strongly what we stand for—elevating the teaching profession and improving the quality of public education.

Aller de l'avant sous le joug d'une convention imposée

Les derniers mois ont été stressants, c'est le moins que l'on puisse dire. J'espère que vous avez pu profiter de bons moments avec vos amis et votre famille durant les vacances de mars. Je sais que le stress que vous avez subi, bien qu'il ait peut-être été interrompu pendant un tout petit moment, ne s'est pas évanoui. Vous continuez à faire face aux mêmes conditions inacceptables en classe et à une charge de travail qui vous prive toujours de votre équilibre travail-vie personnelle.

La semaine dernière, le Conseil pour l'amélioration des conditions en classe a tenu sa première série de réunions. Je pense qu'il est important de souligner, alors que débute ce Conseil mandaté par la loi, que le personnel du NSTU et votre équipe de négociation ont tenté à maintes reprises d'aborder les questions mêmes qui sont discutées à la table de ce nouveau conseil. Je trouve toujours très troublant de constater qu'il existe une perception, et une insistance constante de la part du gouvernement, que ces questions importantes n'ont pas été mises en avant par le NSTU, en tant que porte-parole de ses membres. À cause de cette insistance de la part du gouvernement, j'ai toujours des inquiétudes quant à l'engagement réel du gouvernement à apporter les changements nécessaires. Ces changements, et bien d'autres, auraient pu être apportés il y a de nombreux mois, à la fois par le biais des discussions et des négociations. Si ce conseil veut s'avérer productif, le gouvernement McNeil doit être tenu responsable de s'assurer que les recommandations appropriées sont adoptées. À l'heure actuelle, c'est notre objectif principal.

Les recommandations faites par le Conseil la semaine dernière sont un bon point de départ. Toutefois, elles ne suffiront pas à surmonter les énormes défis auxquels est confronté notre système éducatif en raison de la négligence du gouvernement. Des améliorations majeures, comme la réduction des effectifs des classes et le soutien accru aux élèves ayant des besoins spéciaux, sont absolument nécessaires. Ces réformes exigeront des investissements plus importants que ceux alloués au Conseil et il est donc crucial que nous restions #NSTUni et que nous maintenions nos pressions sur le gouvernement. Nous devons également veiller à ce que des changements positifs soient apportés pour les spécialistes et les administrateurs. Je tiens à remercier les membres du NSTU qui siègent à ce conseil. Ils ont entrepris une tâche monumentale.

Au cours des dernières semaines, nous nous sommes préparés pour la contestation judiciaire du projet de loi 75. Il faudra du temps pour élaborer une stratégie efficace. Je comprends que vous soyez peut-être frustré par le manque d'information envoyée aux membres au sujet de cette contestation; toutefois, je vous prie d'être patient et de comprendre que nous ne pourrions pas discuter des détails de notre stratégie juridique. Je vous fournirai tous les détails que je serai en mesure de partager avec vous dès qu'ils seront disponibles. Il faudra peut-être plusieurs années pour rejeter le projet de loi 75, mais nous ferons tout ce qui est nécessaire pour rétablir votre droit à un processus de négociation collective équitable. Heureusement, ce seront les tribunaux qui auront le dernier mot – et non le Premier ministre.

Pour aller de l'avant, moi-même, en tant que présidente, et le NSTU dans son ensemble, devons réfléchir aux défis que nous avons rencontrés et nous préparer à relever les défis que nous allons rencontrer tandis que nous allons gérer notre travail sous le joug d'une convention imposée par la loi et en direction d'une autre ronde de négociations. Le Comité exécutif provincial, le personnel du NSTU et moi-même restons profondément dévoués à cette organisation et croyons fermement aux principes que nous défendons : la promotion de la profession enseignante et l'amélioration de la qualité de l'éducation publique.



Pre-Retirement Seminars 2016 - 2017 SCHEDULE



DATES:

LOCATIONS:

April	10 & 11 (Monday & Tuesday)	SSRSB (Best Western Bridgewater)
	12 & 13 (Wednesday & Thursday)	HRSB (Comfort Hotel Bayers Lake)

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Dates/locations subject to change

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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 17th-20th, 2017
Location: Chocolate Lake Hotel, Halifax, Nova Scotia
Fee: \$ 500.00 + HST



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2017 REGIONAL ELECTION INFORMATION FOR LOCALS

All regional elections will be conducted by electronic vote.

Region	Date of Election
Annapolis-Hants West Kings	Therese Forsythe was acclaimed
APSEA	Andrew McCara was acclaimed
Cape Breton District	Ron MacIntosh was acclaimed
Community College	Damien Hall was acclaimed
CSANE	April 19
Cumberland	April 19
Digby-Shelburne-Yarmouth	April 19
Halifax City	Nancie de la Chevotiere was acclaimed
Halifax County	April 18
Northside-Victoria	Darlene Bereta was acclaimed
Pictou	April 19

1st Vice President Candidate

Tami Cox Jardine



Our union is comprised of Public school teachers, Community College faculty, professional support staff and APSEA; a diverse alliance with differing challenges and workload issues.

Our professions are varied within our particular educational communities and it is essential that **our voices** be heard as we, the NSTU, move forward...

Our union has experienced an array of challenges over the past two years. Not only did we become the first members in history of the Provincial NSTU to go on strike, we have been confronted with legislation that removed our constitutional rights in collective bargaining. Globally, teacher unions are being challenged and we have witnessed this first hand nationally with the BCTF and ETFO. The negotiated articles that we already have present in our collective bargaining units did not come easy. We are facing even more resistance with reasonable requests of cost of living increases and adequate working conditions. Whether it has been for the members in the public school system, the community college faculty or professional support staff, the benefits we have now have were negotiated by dedicated individuals who put forth valuable hours towards bettering conditions for all members. The need still exists to have leaders willing to work on our behalf.

My career has already spanned over four decades. It began in Colchester East Hants, which then became Chignecto-Central Regional School Board and then, in 2009, I began teaching in the Annapolis Valley Regional School Board. I resigned from one board and started over in another. Throughout these transitions, one thing did remain constant and that was my indebtedness to the NSTU. This union has negotiated some incredible benefits that permitted me to job-share when my three children were young—unlimited, self-directed professional development and a multitude of leadership experiences and training that I would never have received as an employee of a company. Reengaging in unionism when I arrived in the Annapolis Valley Region for me has been my way of “giving back” to an organization that provided me with so many benefits and opportunities throughout my 28 years.

When I began teaching in 1989, there were very few jobs and many educators were moving out-of-province for employment. Permanent contracts were scarce. It took seven years of term contracts for me to finally become permanent. As a teacher in the 90s, I recall “Savage Days” and rollbacks so I can say that I have already experienced some problematic times as an educator and union member in Nova Scotia. The past 16 months, we have seen it return. As a delegate at the Canadian Teachers’ Federation, I have listened first hand to what is happening to educators and teacher unions across the country. This has inspired me to pursue the opportunity at provincial level for the role of 1st Vice President. I have extensive experience at the local level, most recently as a Local President, regional experience in the Annapolis Valley Region, provincially with roles, committees and the professional association NSTALL and nationally as a CTF delegate and I am presently serving on the Aboriginal Advisory Committee; all of these speak to my commitment and level of union engagement.

We have two years before our “contract” expires or the legislation terminates. We need to be ready for 2019. Having almost 30 years in this profession and a vested interest at the local Regional, Provincial and National levels, I feel that I am the candidate that will represent you and our members as we move to the next round. I offer you my experience, my leadership skills, my dedication, my passion and most importantly my unwavering commitment to unionism. I ask for your support as 1st Vice President on May 6th at Annual Council.

Merci pour votre support!

Our Union. Our Profession. Our Voice. Ready For 2019!

Notre syndicat. Notre profession. Notre voix. Prêt(e) pour 2019!

tjardine@nstu.ca or call 902-792-8030

#tamifor1stVP2017

VOTE Tami !

Education:

- Associate in Education (NSTC)
- Integrated Program French (DoE)
- Master of Education – Curriculum (MSVU)
- 28 years teaching experience in AVRSB and CCRSB
- Elementary, Junior High and High School Experience
- Fluent in English & French
- 3 years Technology Integration Mentor
- Dept of Ed Summer Technology Facilitator 2001 to 2015
- Facilitator -Belize Educators 2016,2017

Provincial Experience:

- Professional Committee 2015-17
- Annual Council Delegate 10+ years
- Professional Development Committee (2013-15)
- Registrar NSTALL
- Executive NSTALL – Communications

Regional Experience:

- Annapolis Valley Regional Representative Council
- Management - Teacher Committee
- Regional Returning Officer – NSTU Provincial Presidential Election
- Regional Elections Committee
- Regional Finance Committee
- Hants West Local representative - AVRRC
- Regional Rep Planning Co-chair
- Local Experience:**
- Local President, Hants West 2 Terms
- Local Job Action Committee Chair
- VP –Communications
- VP- Public Relations & Public Affaires
- Professional Development
- Local Table Officer
- Chair, New Teacher Committee
- Chair, Hants West Local Annual Retirement Banquet Committee

Resolution 2016-24 Update

In the October 2016 edition of *The Teacher* it was reported that the NSTU was working with National Public Relations to meet the following resolution:

Resolution 2016-24: ***BE IT RESOLVED THAT \$500,000 be allocated toward a Public Relations campaign focused to effectively communicate the realities of changes in education and improving public perception of the teaching profession.***

Through feedback from members attending the Public Relations Strategies workshop at Leadership, public opinion polling, discovery brainstorming with the PA/PR committee, and delegates at the Communications Conference, and sessions with the Provincial Executive, National developed the #BetterEd and then the Act For Education campaign and associated collateral materials helped to convey that: “Teachers are champions for the quality of Nova Scotia’s education. They are the stewards for our future workforce, and are preparing our students to succeed.”

National was engaged to tell stories of the profession and raise awareness about the realities of teaching in Nova Scotia. The Act For Education website included stories from 11 public school members about the sweeping changes in public education and the realities of education teachers face on a daily basis. An animated 60-second video was also produced for the website and shared via social channels. It focused on valuing and respecting the vital role education plays for the future. A three-week television, print, digital and social campaign took place from November 14 to December 4. Two 30-second television ads were produced featuring all 11 public school members featured on the website. A number of social media shareables were created, disseminated and promoted as part of the campaign.

The Act For Education website went live on November 9, the media campaign, which included, provincial print, digital (Facebook, YouTube & Twitter) and television ran from November 12 to December 4. The web analytics for the Act For Education website from the November 9 to December 5 timeframe (beginning of the work-to-rule-job action) resulted in 97,315 sessions, 69,984 unique users, and 195,834 pageviews. The December 5 #ReadyToTeach social campaign saw 1,300 entries on Facebook and Twitter which drove a Twitter Moment (algorithmic) and the hashtag trending on Facebook and Twitter in Canada on that day. The social media activity during the same timeframe resulted in 17,252 Twitter users, 51,201 Tweets and 82 million impressions.

Circumstances changed in a significant way when the file became a high profile labour relations issue with government in early December once the NSTU’s work-to-rule job action began. National Public Relations as a firm does not undertake campaigns that focus directly on political action or collective bargaining. As our issue moved more in this direction, National made the decision to step back.

The Act For Education website continued to be utilized throughout the work-to-rule action in particular the MLA letter function, which tracks geographic/ electoral boundary analytics and the mass emailing function to subscribers of the Act For Education website. As of mid-December the Act For Education website was still utilized with the assistance of Charcoal Marketing, a small firm that has provided ongoing web updating, MLA letter dissemination, social media shareables, and social media scanning.

Up to the end of 2016, the money spent with National was approximately \$400,000 (taxes in). This includes: \$156,000 for professional fees including social media scanning, \$134,000 for media-TV, digital & print buy, \$42,000 for video production and \$10,000 for MLA letter module build and hosting and \$4,500 for photography.

Knowing that there is clear member expectation around continuing a campaign especially in the lead up to an election, the NSTU sought a proposal from Now Communications, a firm that does work for the NSGEU, but more importantly works with BCTF, ETFO and Manitoba Teachers’ Society.

The PA/PR committee met with this firm at their March 10 meeting in continuing the effort set forth in Resolution 2016-24 in positioning the NSTU to have a strategic impact on the next provincial election and make investing in education a top issue in the campaign.

Resolutions Committee

- PD Committee
- PA/PR Committee
- Constitutional Review Committee
- Finance Committee
- Professional Development Committee
- Communications Committee
- School Representative
- National Experience:**
- Canadian Teachers’ Federation Delegate (15 &16)
- CTF Advisory Committee on Aboriginal Education (15, 16 &17)
- Leadership Development:**
- Local Presidents’ October and April Conferences
- NSTU August Leadership Development
- Contact
- Mentoring Module CCRSB
- Accreditation Co Chair Internal review; 3 External Review Teams (2 en français)

NSTU Conferences:

- Equity
- Pension Symposium
- Professional Development
- PA/PR
- Substitute Teacher
- New Teacher
- Other Related Experience:**
- Fluent in English & French
- Facilitator & Coordinator, CCRSB and Nova Scotia Dept of Education & Early Childhood Technology Integration Summer Institute (2001-present)
- Facilitator for Professional Development Project – Belize 2016-2017
- Teacher/ Instructor Nova Scotia International Summer Program 2011, 12, 13

Things to Consider when Quitting Smoking

by *Robert MacDonald*
Director of Health Initiatives, Lung Association of Nova Scotia

New Year’s resolutions most often include lifestyle changes to improve one’s health, so it may come as no surprise that quitting smoking ranks among the most common of resolutions that people make. Smoking remains a significant issue in Nova Scotia as shown by the latest CTADS report that indicates we have among the highest smoking rates in the country. That being said, 80 per cent of smokers do want to quit and it is important that support systems are in place to assist them to be successful.

At the Lung Association of Nova Scotia (LANS), we offer assistance and information to those wanting to quit by promoting therapies that are approved by Health Canada. There are a variety of methods available such as nicotine therapy replacements (NRTs), prescription medications, and of course cold turkey. All of these proposed methods have a higher success rate when combined with counselling and we recommend that you work with your health care provider to design a quit plan best suited for your lifestyle.

Quitting smoking can be a difficult task. A cigarette contains the highly addictive drug nicotine, which hrough smoking, your body and your brain have become accustomed to, and suddenly cutting off this supply can cause withdrawal symptoms. Some people will find their symptoms easy to manage while others will find them unbearable. It is important to remember that in most cases, withdrawal symptoms begin to decline after the first week.

While each individual will face their own unique symptoms for withdrawal, common ones include: Irritability, Low Energy, Sleepiness, Dizziness, Lack of Focus, Hunger, and Chest Tightness.

To be successful, one must find effective ways to cope with cravings. When you have an urge to smoke, try

- one of the following tactics instead:
 - Drink water as much as possible, especially during cravings
 - Take a deep breath break instead of a smoke break. Breathe in and pause for a few seconds, and slowly exhale. This will help you relax
 - Delay as long as possible and eventually



it will pass. Don’t believe that you ‘can just have one’ as this often leads to using tobacco again.

Distract yourself by staying active. It is important to avoid your triggers by switching up your routine.

Since nicotine is the addictive component in tobacco, NRTs which includes nicotine gum, patches, lozenges and inhalers are commonly used in quit smoking attempts. All forms can be purchased without a prescription at a pharmacy. NRTs will enter nicotine into your bloodstream after being absorbed through the layers of the mouth or skin. This differs from smoking where nicotine enters your body through the lungs. To minimize or avoid withdrawal symptoms, NRTs allow your body to still receive nicotine, without the harmful additives that come with tobacco. The amount of nicotine in an NRT may be less than the amount derived from smoking.

Recommended dosages can be adjusted and NRTs can be used in conjunction with each other. This may help for those with greater nicotine dependence or for those who have experienced withdrawal effects during a previous quit attempt. Health care providers can assist in individualizing treatment plans.

Tobacco dependence can be viewed as a chronic addiction, requiring repeated episodes of treatment. Therefore, you may find it helpful to use some form of medication to stop using tobacco. Consult with your health care provider as there can be circumstances when medical prescriptions are not recommended (e.g. incompatibility with other medications). Medications come with side effects and it is useful to discuss this with a health care professional. If you normally smoke within the first half-hour of waking, or you smoke more than 15 cigarettes a day, medications are likely to be of even greater assistance. Check to see if your health care insurance plan offers any financial support. Varenicline and bupropion are the two prescription medications for quitting smoking that are currently available in Canada.

There is also the option of cold turkey

which is quitting smoking immediately without any medications. Recently, LANS hosted a Quit Cold Turkey Challenge which encouraged participants to quit smoking for 30 days and if successful they would receive a free turkey for Christmas. The sentiment behind it was that the best gift you can give to yourself and your family for Christmas is your health. The response was overwhelmingly positive and over 100 people were able to quit smoking. It showed that many smokers want to quit and only need a little motivation which can go a long way to better health. LANS is committed to assisting people to quit smoking and are always looking to partner with the public or organizations such as the NSTU on creative health initiatives.

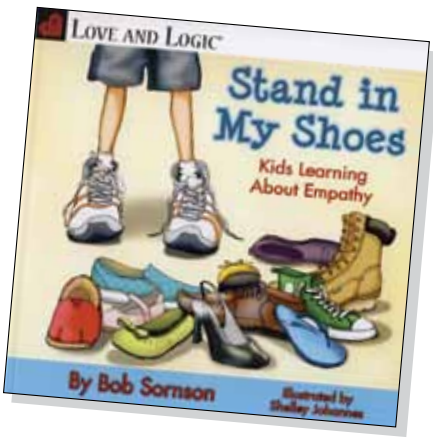
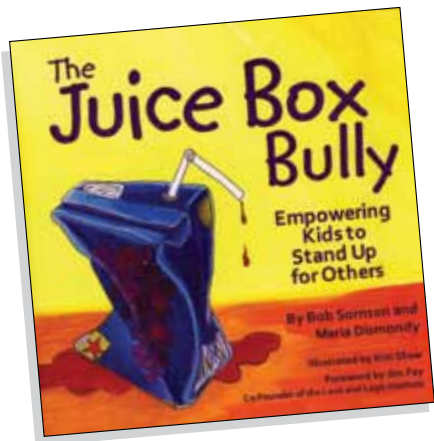
For those attempting to quit, it is important to realize that smoking is an addiction. It is easy to get down on oneself when going through the process, therefore, support from family and friends is vital. People quit for a variety of reasons whether it is to save money, to improve personal health, or to protect loved ones from second hand smoke. Whatever the reason may be remember that quitting smoking can be done and the benefits are definitely worth it.

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 by April 24 to be eligible for the draw.

Stand in My Shoes by Bob Sorenson
The Juice Box Bully by Bob Sorenson and Maria Dismondy

This duo of books deal with kids learning about empathy—Stand in My Shoes and empowering kids to stand up for others, The Juice Box Bully. Stand in My Shoes, a publication by the Love and Logic Institute and published through project coordination by Nelson Publishing & Marketing/Ferne Press is illustrated by Shelley Johannes. The Juice Box Bully, published by Ferne Press and illustrated by Kim Shaw has a foreward by Jim Fay, the co-founder of the Love and Logic Institute.



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 by April 24 to be eligible for the draw.

Ma première classe: Stratégies gagnantes pour les nouveaux enseignant
Adaptation franciase par Hélène Bombarier et Elourdes Pierre, Cheneliere McGraw-Hill

Ma première classe est un guide des plus complets que répond efficacement aux questions que se posent les nouveaux enseignants du primaire et bon nombre de leurs collègues plus expérimentés.



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2017 Candidate for CTF Delegate

Turk MacDonald

Involvement, Experience, Commitment

I started volunteering with the union as an NSTU rep and my involvement has continued in many capacities over the last 32 years. Through my positions as Provincial Executive table officer, Local Executive Member, RRC Treasurer, Local Committees and through involvement with the Professional Associations I have gained valuable leadership experience and a vast understanding of every level of this organization. Each of these roles has allowed me the opportunity to work on behalf of the members of the NSTU. Since my first days of involvement in the NSTU I have sought to serve the members, to stand up for the rights of members and improve our benefits. The learning curve over the last couple of years has been considerable and has given me the opportunity to increase my union knowledge and added to my skill set.

I would consider it an honour to continue to serve all NSTU members at the national level as your NSTU representative at CTF. I have a wealth and a far-reaching set of experiences, the leadership skills and the commitment necessary to represent NSTU members at the CTF. I ask for your support and vote on May 6th at Annual Council 2017.

J'ai commencé à faire du bénévolat avec le syndicat comme représentant, et je continue dans d'autres fonctions depuis 32 ans. J'ai siégé sur la comite exécutive provinciale, le comité exécutif de la section locale, le conseil des représentants régionaux (CRR) comme trésorier, d'autres comités locaux, et les associations professionnelles. J'ai pu développer mes qualités de leader à travers toutes ses expériences, et également augmenter mes connaissances de l'organisation au niveau local, régional et provincial. J'ai eu l'occasion de servir les membres dans tous ces rôles. Je me bats toujours pour les droits de membres, et je continue à travailler pour augmenter ou améliorer nos bénéfices.

Ce sera un honneur de continuer de servir tous les membres de NSTU au niveau national. J'ai des expériences riches, et des habiletés de leader nécessaires pour vous représenter à la Fédération canadienne des enseignantes et enseignants (FCE). Je souhaite avoir votre appui pour le vote à l'assemblée générale annuelle, le 6 mai 2017. Un grand merci. Turk MacDonald



Provincial Positions

Current Provincial Executive Member for
Halifax City
Personnel Committee
Resolutions Committee
Pension Committee
Special Awards Committee
Professional Development Committee
Discipline Committee
Completed NSTU Leadership Development
Institute

Regional Positions Halifax Regional
Representative Council (HRRC)

Treasurer
Substitute Committee
New Member Committee
Local Positions Kings Local
School representative in Halifax County and
Halifax City for over 20 years

Current Provincial Executive Member for
Halifax City
CONTACT delegate
Annual Council Delegate numerous times over
three decades.

Executive Member at Large Halifax City
Treasurer and member of the Finance
Committee Halifax County
Communications Committee
Nominations and Resolutions Committee
Women in Education Committee
Professional Development Committees
Social Committee
Economic Welfare Committee
Ad Hoc Committee

National Positions

Nova Scotia's Advisor for the Parliamentary
Teachers Institute
Professional Information
Associate in Education (NSTC)
Bachelor of Education
Diploma in Special Education

M. Ed. Resource
M.A. Educational Administration
M.Ed. Counselling
M.Ed. Leadership currently
33 years' teaching experience
5 schools
Currently Citadel High – Guidance Counsellor
Life-long commitment to learning
Professional Association Level Social Studies
Teachers Association
Treasurer
Secretary
Past Conference Chair and Registrar
Conference Committee for 18 Conferences
Site Coordinator for 8 Conferences,
Delivered over 45 workshops and published
numerous social studies online lessons
Leadership Development
Teachers Institute on Canadian Parliamentary
Democracy
National Geographic Society Institute
HRSB Leadership Development Program
Historica Canadian History Institute
Nova Scotia Educational Leadership
Consortium Facilitator Module
Queens Geography Institute
Halifax Regional School Board & Department
of Education
Writer on the Geography 10 Course for DOE
Canadian History 11 Implementation Team for
DOE
HRSB Leadership Development Program
Curriculum Coordinator for Social Studies
English curriculum coordinator
Representative on the Assessment and
Evaluation with the Department of
Education
Led in-services regarding formative and
summative assessment and evaluation
Delivered workshops in Canadian History,
Global Geography, Geography 10

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Submitted by Adam Boyd, Curriculum Committee Chair

The 2016-2017 Curriculum Committee had a busy and productive first meeting on November 4, 2016. The committee members this year are: chair Adam Boyd (Hants West), Wendy Gould (Halifax County), Chad Hanrahan (Northside-Victoria), Mary McLeod (Cape Breton District), Bernard LeBlanc (Richmond), provincial executive liaison Crystal Isert (Halifax County), and NSTU staff liaison Adela Njie. We were pleased that several representatives from the Department of Education and Early Childhood Development (EECD) met with us with updates on curriculum changes and Treaty Education.

Jennifer Burke, Director of Curriculum Development, described the extensive work done by teachers to update the Grades 4 to 6 curriculum. The teachers revised the 389 outcomes to create 90 outcomes each with approximately four performance indicators. The committee expressed that teachers do not feel that the number of outcomes was really reduced since indicators seem to be outcomes by another name. Burke suggested the outcomes are broad and deep enough to drive student learning, whereas the performance indicators are not outcomes and are not listed in PowerSchool for reporting. The committee suggested that EECD do more to communicate what teachers should do with indicators – how to mark them, how to report on them, and that not every indicator has to be met for a student to have met the outcome.

Every Grade 4 to 6 teacher had professional development on the new curriculum. The committee expressed concerns, particularly that teachers did not feel they had enough time to engage meaningfully with the new curriculum, develop comfort with the new technology, or make connections between the activities and the curriculum outcomes they are meant to address. The committee made several suggestions such as using a phased-in implementation model, and offering PD in multiple formats (e.g., in person, online, in professional learning communities, and through videos).

Burke described some of the changes to the curriculum document format, including that each of the competencies (problem solving, critical thinking, etc.) are on a continuum to describe what they look like at each grade level. She explained that the new 4 to 6 curriculum is not integrated like it is in P to 3 because teachers said they want students to begin to focus on subject areas such as science.

Several high school courses are in the process of being revised including: Entrepreneurship 12, Manufacturing Trades 11, the Mathematics Essentials pathway (10 to 12), the Pre-Calculus and Calculus pathway, and Citizenship 9, which will replace Social Studies 9. Also, several schools are offering the new Extended Mathematics 11 course this year, and it will be implemented for all schools next year.

Jude Gerrard, Ian Doucette, and Janet Porter, consultants from Mi'kmaq Services Division, shared what has been happening with Treaty Education in Nova Scotia. This work is part of the Minister's Action Plan, but has also been part of the Education Act (Section 138) for many years. Treaty Education is about relationship building and knowing each other and our shared history. One of their accomplishments this year was the Drum Project, where all elementary schools received a drum, all elementary music teachers received PD, and students are learning the Mi'kmaq honour song.

Porter described four guiding questions which will be part of creating curriculum for all grades: Who are the Mi'kmaq, historically and today? What are the Treaties and why are they important? What happened to the Treaty relationship in Nova Scotia? How can we reconcile our shared history? Porter showed the committee a draft Treaty Education Progression chart with concepts integrated from Primary to 6. After being developed, these will eventually have to be added to the revised P to 6 curriculum, and incorporated within the 7 to 12 curriculum as revisions occur.

For younger children, Treaty Education will be about appreciating, celebrating, and fostering a positive perception of the Mi'kmaw culture. Students will start to learn about history, up to and including the present day, at Grade 4. Porter showed us several books including *Teaching About the Mi'kmaq* which was distributed to all schools with students in P to 9 and *Secret Path* by Gord Downie and Jeff Lemire.

Doucette shared information about the updated Mi'kmaq language curriculum and the new Mi'kmaq Studies 11 course. The Mi'kmaq language curriculum was rewritten based on the framework of French as a Second Language so that students will learn mainly how to speak it so they can use it, with some reading and writing. Instead of by grade, it is organized by student readiness: low, basic, and intermediate.

The new Mi'kmaq Studies 11 courses is in place of a similar course at the Grade 10 level. Doucette explained that Mi'kmaq Studies needs to be at the Grade 11 level, like the other cultural studies courses, so that students will be academically, cognitively, and socially ready for the work expected of them. Doucette emphasized that the new course was written for students in Grades 11 or 12.

The curriculum committee appreciates the open and honest discussion we had with each representative from EECD. We had an informative session on recent and upcoming changes to the existing curriculum, and we felt that our concerns regarding PD and implementation were heard. We learned much about Treaty Education and how important it is for all of our students to have a knowledge and appreciation for Mi'kmaq culture and history, as we are all Treaty people.

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.
- ☐ **INSURANCE TRUSTEES** - oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/Total Care Dental, LTD, MEDOC® and Home & Auto. **NOTE: Two appointments will be made, one from the Chignecto Region and one from the South Shore/Tri-County Regions.**
- ☐ **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.
- ☐ **PENSION** - studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **NOTE: Two appointment will be made from the Annapolis Region and the South Shore/Tri-County 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.
- ☐ **TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES** - provides a voice, within the NSTU, for teachers with administrative responsibilities.
- ☐ **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.
- ☐ **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. **NOTE: Appointments to the Substitute Teacher Committee are made at the October meeting of the Provincial Executive. Therefore, the deadline for receipt of applications to this Committee is October 13, 2017.**
- ☐ **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 19, 2017

Note exception: Substitute Teacher Committee (October 13, 2017)

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.



update

Does the NSTU Group Insurance Plan offer Voluntary Coverages to NSTU Members? Frequently Asked Questions

There are a number of voluntary or optional group insurance benefits available to both active and retired members of the NSTU. Voluntary coverages can be purchased by you through payroll or pension deductions. Over the years, the NSTU Group Insurance Trustees have expanded the voluntary benefits available to plan members. Therefore, a quick overview of the benefits to refresh memories is a good idea to ensure NSTU members can take advantage of these coverages as part of your overall financial planning.

Q: What voluntary benefits are available to NSTU members?

A: The following voluntary benefits are available to NSTU members:

1. Voluntary Optional Life / Spousal Life Insurance (equal to or less than your amount)
 - Initial amount – \$30,000
 - Additional coverage available in units of \$5,000 to a maximum amount of up to \$300,000 for both member and spouse
 - Medical evidence of insurability required. (Except for \$30,000 of coverage for new members if applied for within 31 days from date of new confirmation letter)
 - Dependent Life coverage of \$10,000 spouse / \$5,000 dependent child
 - Many members use this coverage as an option for mortgage insurance
 - NSTU rates are very competitive
 - Retirees under age 65 can now increase coverage or apply for the first time
2. Voluntary Accidental Death & Dismemberment
 - Coverage available in units of \$5,000 to maximum amount of \$300,000 (reduces to \$100,000 at age 70)
 - Coverage for accidental loss of life, loss of limbs or loss of use of limbs per the loss schedule
 - Family coverage is automatic if you have dependents
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 - Protects members against unforeseen circumstances that may prevent or discontinue trip and is meant to complement your MEDOC® coverage
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 - Trip Interruption – maximum \$5,000 per insured for each covered trip
 - Annual plan
 - Pre-existing conditions apply
 5. Voluntary Critical Illness Insurance
 - Provides up to \$300,000 coverage for 29 conditions
 - Spousal and dependent coverage available
 - Pays a lump sum tax-free benefit
 - \$50,000 of coverage available without medical evidence for both the member and spouse
 - Pre-existing conditions apply

Q: Why do the NSTU Group Insurance Trustees make voluntary coverages available?

A: The Trustees make the coverages available to allow members the opportunity to purchase, at group rates, insurance coverages that are important to plan members and spouses as part of their overall financial planning. Purchasing coverage through the NSTU program also provides convenience as premiums can be taken through payroll or pension deduction.

Q: How can I get information on these benefits?

A: You can contact Johnson Inc. at 453-9543 (local) or 1-800-453-9543 (toll-free) for additional information and enrollment material.

If you are interested in receiving information regarding the premium rates for any of the coverages above, please contact Johnson Inc. at the number(s) indicated above.

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resources

media LIBRARY @LRTS Digital Resources for Teachers

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

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

Anti-Bullying Videos from the Media Library

The following videos are available in DVD format for a limited time and in limited quantities for only \$1.62 each except where noted. Visit us online at <https://medialibrary.ednet.ns.ca/anti-bullying> to order your copy or email us at mediadub@ednet.ns.ca.

Bully Dance

Grades P-12

The “stick people” in Bully Dance are imaginary, but this gritty tale of childhood bullying is all too familiar. While this video offers no simple solutions, it does compel viewers to take stock of their actions and to find ways to end the painful experience of peer abuse. (2000; 11 min.)

Bully Smart

Grades 4-6

This four-video set explores positive ways to recognize and deal with bullying situations. Students are encouraged to work together to build a zero-tolerance policy toward bullying, while practicing skills that will both prevent and reduce bullying problems. Titles include: Don't Stand By (15 min.), Five Ways to Stop a Bully (15 min.), Are You a Bully? (20 min.) and Help! I'm a Bully (15 min.). (4 DVDs \$6.48)

Feather Boy

Grades 4-6

This six-part series is adapted from the award winning children's book, *Feather Boy* by Nicky Singer. The story is about Robert Nobel, a boy who is the butt of classroom jokes and a victim of Niker, the classroom bully. His life changes when a storyteller invites some of his class to Mayfield House, a place Robert has already dreamed about, where he meets a spiky old lady called Edith Sorrel who chooses him as her partner. He embarks on a series of events that will change their lives forever. (2004; 180 min.) (6 DVDs \$9.72)

Gum in My Hair

Grades 4-9

Did you know: 41% of students reported being involved in social bullying as either victims or bullies; bullying occurs in school playgrounds every 7 minutes and once every 25 minutes in class; every month, 13% of Canadian students report being victims of electronic bullying? This video is an engaging, entertaining answer to the serious problem of bullying. It offers young people concrete techniques that they can practice and use in response to ongoing bullying. (2006; 21 min.)

In Other Words

Grades 7-12

Homophobic language is a common verbal put-down among young people. This video speaks to teens and offers a valuable tool to teachers, counsellors and community youth leaders who want to explore the homophobic language heard in schools and other youth hangouts. Weaving together slang, music media images and dictionary definitions, the film examines how language shapes attitude. Teacher preview recommended. (2001; 27 min.)

One of Them

Grades 7-9

A group of high school students plans events to raise awareness about racism, sexism and homophobia. Jamie is shocked when she and her best friend become victims of homophobic name-calling but she must face up to her own reactions as she realizes that her friend is one of them, and needs her support. And Jamie's boyfriend must decide if he will support Jamie. Teacher preview recommended. (2000; 26 min.)

See a Bully, Stop a Bully

Grades P-3

Bullying expert Detective Bill E. Finder shows young elementary students how they can become “Junior Bullying Detectives.” Using his old case files, Detective Bill helps viewers identify various types of bullying, appreciate how the targets of bullying feel, and gain insight into what children really think about bullies. This lively program helps viewers consider the consequences of their own behavior, understand the behavior of others, and feel comfortable turning to adults for support. (2006; 15 min.)

We're In, You're Out : Looking at Cliques

Grades 4-6

Finding their niche in a particular social group can be the most important focus in a youngster's life. The idea of being left out or not belonging to a particular group can make kids miserable. This program helps youngsters look at the positive and negative impact of cliques on both individuals and groups. (2005; 16 min.)

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.

executive highlights

March 2-3, 2017

- Filed Table Officers Report;
- Selected members to serve on the Council Elections Committee and Council Steering Committee;
- Received the Audited Financial Statements for the Group Insurance Trustees as of July 31, 2016;
- Approved recommendation that guidelines be developed and provided for Professional Associations (PA) around attendance of non-NSTU members at PA conferences & partnerships with non-NSTU organizations/groups to host conferences. Guidelines shall be provided to Provincial Executive for review;
- Referred a motion to the Executive Director to report back at the April 2017 meeting regarding an unfair labour practice complaint;
- Selected Melanie Sampson, Strait Area Campus to serve on the Faculty Duties Committee;
- Approved amendments to Article X (5) & (6) Halifax City Local Constitution;
- Approved an amendment to Operational Procedures Section 1 Governance Sub-section 1. Annual Council Procedures;
- Approved a resolution be forwarded to Annual Council 2017 re: unceded Mi'kmaq territory;
- Approved a recommendation that Resolution 2016-60 be referred to Governance & Policy Committee;
- Referred a motion to Governance & Policy Committee and report back to April 2017 meeting regarding the negotiation process;
- Approved Audited Financial Statements as of July 31, 2016 to go forward to Annual Council 2017;
- Approved the 2017-2018 draft budget to go forward to Annual Council 2017;
- Approved 2017-2018 draft alternate budget to go forward to Annual Council 2017;
- Approved a resolution be forwarded to Annual Council 2017 re: Reserve Fund;
- Appointed Alison MacPherson as Independent Chairperson for Annual Council 2017;
- Referred a motion to the Finance and Property Committee re: a review of structure and processes of NSTU's operations and report back to April 2017 meeting;
- Approved a resolution be forwarded to Annual Council 2017 regarding professional development and other services provided by the NSTU to universities;
- Approved a resolution to go forward to Annual Council 2017 re: By-Law 10. Membership Rights;
- Appointed Awards Selection Committee;
- Processed 2017 Policy Review on Curriculum for Council 2017: reaffirmed 15 policies; amended 8 policies; referred 1 policy and rescinded 1 policy;
- Approved Out-of-Province Grants in the amount of \$475 each;
- Approved Education Research Grants in the amount of \$475 each;



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classifieds

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

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

TEACHER EXCHANGE – Permanent Junior/Senior High teacher (Eng/SS; Math also possible) in HRSB interested in an exchange with a permanent AVRSB or TCRSB teacher (Digby or Annapolis counties preferred) for 2017-18 school year. Returning from LOA, so opportunity to hand pick school/assignment. Permanent exchange possible. If interested contact Shane at srice@hrsb.ca or 902-292-5261.

JOB SHARE – Looking to work a 4 day work week? Experienced high school Visual Art Specialist, Global Geo, HHS12, would like to work 1 day/week 2017/18 school year. Contact morgans@hrsb.ca

JOB SHARE – Seeking a qualified and experienced Resource teacher to job share two days a week HRSB 2017-2018. Please contact sara.macleam@hrsb.ca

LOOKING FOR UP TO 20% JOB SHARE – Experienced resource / lc teacher to share in the HRSB with permanent teacher. 2017-2018. agiovannetti@hrsb.ca

SUMMER RENTAL – Two bdrm apt. in Dartmouth overlooking harbour, walking distance to amenities, bridge and downtown. agiovannetti@hrsb.ca

TEACHER EXCHANGE – Permanent elementary teacher with SRSB interested in exchange with permanent teacher from CCRSB for 2017-2018 school year. Possible permanent exchange desired. If interested contact: maria.gough@srsb.ca

JOB SHARE – I'm looking for a 40% grade 4-6 Core French partner to teach in Dartmouth 2017-18. You would be independent at my other school. Contact bmacmur@icloud.com

LOOKING TO JOB SHARE – Looking for a 50% (or close to 50%) guidance job share in HRSB for 2017-18. Please contact Charles Sutton at csutton75@icloud.com.

HOUSE SITTER AVAILABLE – Retired French teacher in Halifax, now Executive Business Consultant, currently seeks long term house sitting services. Clean, responsible, professional, non-smoker with a 6 yr old, hypo-allergenic, toy cockapoo. please contact Kim – kim@pmconsulting.ca

JOB SHARE – Seeking a 20% job share with a qualified Guidance Counsellor in Dartmouth for the 2017/18 school year. Please contact Roseita at rcorbett@hrsb.ca.

DEVELOPING SUCCESSFUL SCHOOLS

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Efficacy

Mount Allison University
Sackville, NB

July 4-7, 2017

An Instructional
Leadership Institute

Institute Resource Person JENNI DONOHOO

Jenni Donohoo is currently seconded to the Curriculum and Assessment Policy Branch in the Ontario Ministry of Education.

She holds a doctorate in education from the University of Windsor, Brock University, and Lakehead University's Joint Educational Studies PhD Program.

Jenni has authored three books Collaborative Inquiry for Educators, The Transformative Power of Collaborative Inquiry: Realizing Change in Schools and Classrooms and Collective Efficacy: How Educators' Beliefs Impact Student Learning.



Sponsored by:
New Brunswick Department of Education and Early Childhood Development
New Brunswick Teachers' Association
Prince Edward Island Teachers' Federation
Nova Scotia Teachers Union
Newfoundland and Labrador Teachers' Association
Nunavut Teachers' Association

This Institute is intended for School/District and other educational administrators from Atlantic Canada. A limited number of participants will be accepted. Educators who are members of the sponsoring organizations - registration fee is \$300. All others \$400. (Preference will be given to members of the sponsoring organizations.) All participants must pre-register. Registration Deadline is May 1, 2017.

For Nova Scotia registration information, contact:

JAMES KING

Nova Scotia Teachers Union

3106 Joseph Howe Drive, Halifax, N.S. B3L 4L7

Ph: 902-477-5621 / 1-800-565-6788 (toll-free in N.S.) Email: jking@staff.nstu.ca

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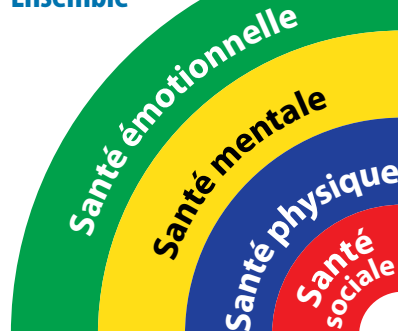


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Featuring: Zac Crouse • Stan Kutcher • Michael Ungar
Registration fee of \$250 includes:
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On line registration begins March 8th at www.nstu.ca
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Bien enseigner et bien vivre avec le
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THE ASPIRING LEADERS PROGRAM

This professional learning opportunity is to support teachers who aspire to become school based administrators. The Aspiring Leaders Program extends over 14 months and **begins August 2017**. The program includes two summer institutes and seven Friday/Saturday seminars. An eight day residency program is integrated throughout the program.

Applications are now being accepted for the 2017-18 Cohort of this exciting program being offered by The Educational Leadership Consortium of Nova Scotia (NELC) in partnership with The Department of Education and Early Childhood Development.

For more information on the program visit the **Aspiring Leaders Program webpage** at www.nselc.ca or contact Terry Wadden, Executive Director, Educational Leadership Consortium of Nova Scotia (NELC) at twadden@nselc.ca or 902-478-4768

Application Process: Applications are made available through participating School Board websites. Selections will be based on identified criteria and an interview by a panel of Board personnel.