



Acceptance of Glaze report will cause chaos for public education

NSTU President Liette Doucet says the McNeil governing is just bringing more turmoil to an education system, already fragile from Bill 75 by implementing the administrative review report from Dr. Avis Glaze.

Doucet says removing principals and vice principals from the union will not benefit students.

"All but three provinces in Canada have teachers and principals in the same union," says Doucet. "Our current collegial model places emphasis on conflict resolution and healthy staff relations, this creates a positive work environment that benefits teachers and their students."

Meanwhile the creation of a College of Teachers in Nova Scotia, to discipline and certify teachers, seems dubious to Doucet since the British Columbia College was recently eliminated because of dysfunction.

She adds it's just too much of a coincidence that the Glaze report copied the more controversial aspects of the former Minister of Education and Early Childhood Development Karen Casey's Action Plan. "It seems like much of this comes from this government's anti-union agenda. It's just more of the same."

"They are just repeating the same failed experiment they tried with healthcare," says Doucet. "This does nothing to help students or teachers, all it does is create a larger centralized bureaucracy while bringing division to our schools."

According to a CRA poll commissioned by the NSTU, the majority (66%) of Nova Scotians think Bill 75 damaged our public education system. Only nine per cent of those surveyed feel Bill 75 has had a positive impact on public education, while 21 per cent say it has had no impact at all (see full story below).

Overall results are accurate to within 4.9 percentage

points, 19 times out of 20.

Doucet says the evidence all suggests, the McNeil government is incapable of improving classrooms for teachers and students.

"This is a government whose entire agenda is to

bring divisiveness to our political structures, take away democratic rights from citizens, and reduce the quality of our public services. The Premier isn't interested in doing anything in the best interests of the public, his political agenda is all that matters."



NSTU president Liette Doucet is shown in a scrum with media following the release of the Dr. Avis Glaze's administrative review report of Nova Scotia's public education system.

Two out of three Nova Scotians believe Bill 75 has harmed public education

Two-thirds of Nova Scotians believe the government imposing a contract on teachers has had a negative impact on the public education system according to a CRA poll commissioned by the NSTU in November. Only nine per cent of those surveyed feel Bill 75 has had a positive impact on public education, while 21 per cent say it has had no impact at all.

A variety of reasons for this perception include teachers not being happy or satisfied, believing teachers are now less inclined to lead extra-curricular activities, lack of bargaining in good faith, lack of resolution of the issues, poor treatment of teachers, and teachers being over-worked and lacking support.

Similarly 74 per cent of Nova Scotia say the current government has done only a fair or poor job of managing Nova Scotia's public school system, compared to just 22 per cent who feel the government has done an excellent or good job. Polling from the last quarter of 2017 continues to confirm Nova Scotians negative assessment of the performance of the provincial government in managing the public education system.

Of those surveyed, 80 per cent hold a favourable opinion of public school teachers in Nova Scotia.

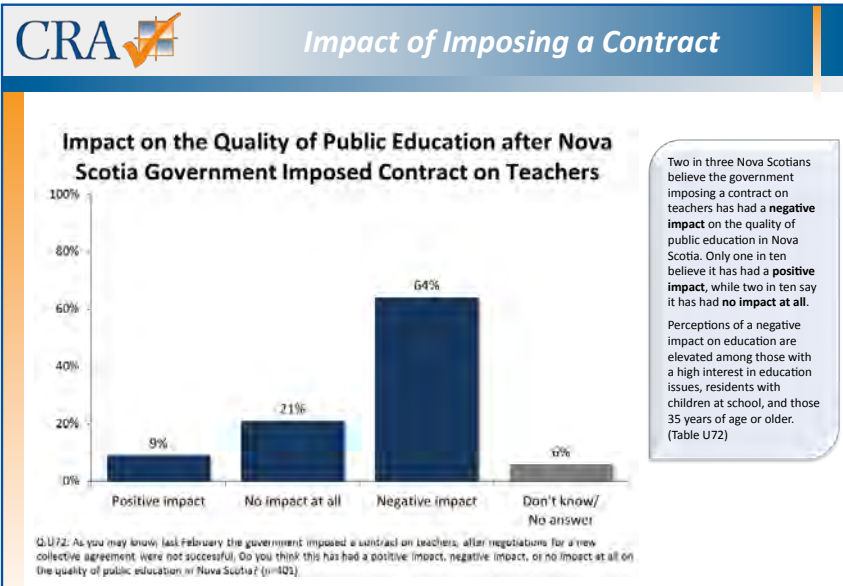
"This data was collected while Avis Glaze was doing her research and suggests that the decisions of the current government are harming the public education system," says NSTU President Liette Doucet.

The survey also measured support for the introduction of the pre-primary program in Nova Scotia schools. While 58 per cent of Nova Scotians support the introduction of the program, 54 per cent feel the government has done only a fair or poor job at implementation. Only 27 per cent of respondents believe the government has done a good job at introducing pre-primary.

"Teachers and administrators are generally frustrated with the launch of this initiative, and are questioning if it meets the government's stated goals," says Doucet. "While in principle a strong argument can be made for the introduction of pre-primary,

the program's introduction has proven disruptive and a drain on valuable resources in many schools."

CRA interviewed 401 randomly sampled Nova Scotians from November 9 to November 29, 2017 for the survey. Overall results are accurate to within 4.9 percentage points, 19 times out of 20.



people

NSTU and South Shore Regional School Board sign regional agreement

On December 20, 2017 NSTU president Liette Doucet and South Shore Regional School Board (SSRSB) president Therese Griffin officially signed a new collective agreement at the Board's offices in Bridgewater. In an online vote on December 12, 2017, members of the Lunenburg County and Queens Locals ratified the tentative agreement. Fifty-nine per cent of NSTU members working for the SSRSB voted 88 per cent in favour of the agreement. The term of this agreement runs from the official signing date of December 20, 2017 until July 31, 2020.

"It's great to see a signed agreement between parties who engaged in an open, congenial and responsive process," says NSTU president Liette Doucet.

"We are very pleased to have this contract signed and in effect," said Scott Milner, SSRSB Superintendent of Schools. "This is great news for our board. During negotiations we discussed important topics and were able to find solutions that met both of our needs."

The parties gained agreement on clauses pertaining to transfers for permanent and term teachers, which the parties feel will facilitate more efficient employee mobility.



NSTU President Liette Doucet, Queens County Local President Stacy Thorburn (also vice principal of South Queens Middle School) and Lunenburg County Local President Jayleen Chase, who is a Grade 2/3 teacher at New Germany Elementary School met with SSRSB Board Chair Theresa Griffin and Superintendent of Schools Scott Milner to sign the contract. NSTU executive staff officer Pam Langille, and Stacey Soares, Human Resources Generalist with the SSRSB witnessed the signing. Both the NSTU and the Board thanked all parties, especially the negotiating teams for their work.

Caption: Seated: SSRSB Superintendent Scott Milner; NSTU president Liette Doucet and SSRSB Chair Theresa Griffin. Standing: members of the SSRSB negotiating team, Jeff DeWolf, Director of Programs and Student Services, personnel officer Donna Halverson, and human resource generalist Stacey Soares; and members of NSTU's regional negotiating team, Lunenburg County Local president Jayleen Chase, Queens Local president Stacy Thorburn, and staff officer Pam Langille. Missing from the photo: SSRSB team member Brian Bonia, Director of Human Resources; NSTU team members, Lunenburg-Queens provincial executive member Ian Kent; Lunenburg County 1st vice-president Mai Ling Storm, and South Shore RRC Chair Sarah Tutty.

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Equity Committee

The NSTU Equity Committee held its first meeting of the school year on December 8 at the NSTU building in Halifax. This committee explores current practices, attitude and research regarding diversity, equity and social justice and examines trends and issues with regard to equity in the teaching profession. At the December meeting committee members were fortunate to be able to attend the Partners For Human Rights, International Human Rights Day celebrations, which took place at Citadel High School. Cultural competency was a featured topic for the afternoon meeting. The committee also started planning next year's Equity conference.



Seated: provincial executive liaison Nancy de la Chevotière; Shannon Roy (Colchester-East Hants); Sheldon States (Hants West); and committee chair Elizabeth Thomas (Digby). Standing: staff liaison Paul Syme (who completed a secondment with the NSTU on December 18); Angela Blenkhorn (Cumberland); and Christine Gallant (Halifax County). Missing from the photo: John White (Cape Breton District).

Probationary position in Professional Development

The NSTU welcomes back Adela Njie, who has been appointed in a probationary contract as Executive Staff Officer, Professional Development effective May 1, 2018. Njie is currently working as the NSTU appointee to the Commission on Inclusive Education. She completed a one-year term contract (August 1, 2015 to July 31, 2016) and then continued to work in a term position until December 31, 2016.

Originally from The Gambia, Njie has a M.Ed. in Curriculum and Resource (French Cohort) from St. FX University, a BA and BEd from Université Ste Anne. Her teaching experience has been with both the Conseil scolaire Acadien provincial (CSAP) and the Halifax Regional School Board. During her 22-year teaching career, Njie has been a French teacher at the elementary, junior high, and high school levels, a resource teacher, a student services consultant, and an instructor in the School of Education at St. FX University.



Canadian School Counselling Week (February 5-9, 2018)

Canadian School Counselling Week will be celebrated February 5 – 9, 2018. This week is organized through the School Counsellors Chapter of the Canadian Counselling and Psychotherapy Association (CCPA) and supported by regional school counselling professional associations across Canada. Canadian School Counselling Week is part of a North American focus on the school counselling profession.

“This week highlights the role school counsellors play in supporting student success,” says NSTU President Liette Doucet. “School counsellors are in high demand for their important contributions for student’s personal, social, academic and career development. Mental health and well being of students is an ever-increasing focus for today’s school counsellors.”

The Nova Scotia School

Counsellors Association (NSSCA), a professional association of the NSTU, promotes the week in Nova Scotia. For this year’s event, NSSCA covered the cost of printing two bilingual posters for every public school in Nova Scotia (the national poster, “Celebrate Canadian School Counselling Week” and the provincial poster, “School Counsellors Supporting Students”). The Nova Scotia Department of Education and Early Childhood Development covered the cost of mailing the posters to all schools in Nova Scotia. “We encourage school counsellors to celebrate their profession and the work that they do by prominently displaying the posters in schools during this special week,” says Martia MacLean, NSSCA President.

“The goal of Canadian

School Counselling Week is to increase the public’s awareness of the scope of programs and services that characterize the school counselling profession in Canada within the 21st century and beyond,” says Janice Graham-Migel, Chair of the National School Counselling Committee with the CCPA School Counsellors Chapter. “This special week not only highlights the role school counsellors play in supporting student success, but also builds a sense of national identity within the school counselling profession.”

Various templates of promotional materials are available from the CCPA School Counsellors Chapter’s website: <https://www.ccpa-accp.ca/chapters/school-counsellors/>

Resources may be downloaded by school counsellors to advertise and organize plans for Canadian School Counselling Week. Resources include a press release and proclamation, sample posters, certificates and suggested activities. Links to the resources are also provided on the NSSCA Moodle and website: <http://nssca.nstu.ca/>.

For further information, please contact Martia MacLean at mmaclean@nstu.ca or Janice Graham-Migel at jgraham@nstu.ca

Smith honoured on Human Rights Day

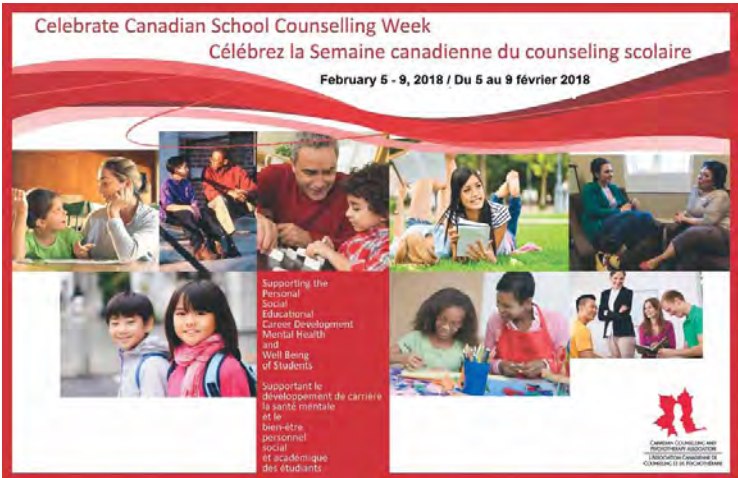
This year’s International Human Rights Day celebrated the 50th Anniversary of the Nova Scotia Human Rights Commission at an event at Citadel High School on December 8. *Learning From Our Past, Building For Our Future* was this year’s theme. Each year, the Nova Scotia Human Rights Commission recognizes Nova Scotians nominated by their peers for work in the field of human rights, social justice and advocacy.

A recipient of the Dr. Burnley Allan “Rocky” Jones Individual Award was Wade Smith, well known instructional leader, who was principal of Citadel High. Smith was recognized posthumously for his leadership in human rights, inclusive education and community mentorship.

This event is a partnership between the Nova Scotia Human Rights Commission and Partners for Human Rights. The non-profit Partners for Human Rights committee, made up of organizations including the NSTU and the Human Rights Commission, and community groups, is dedicated to working towards respectful and inclusive communities. Human Rights Day is an annual celebration in Nova Scotia commemorating the signing of the United Nations Universal Declaration of Human Rights. The Nova Scotia Teachers Union has been a long-time supporter of this event.



Above is provincial executive member Nancie de la Chevotière with members of Wade Smith’s family, son Jaxon, wife Sherry, brother Craig Smith and Tracey Jones-Grant, daughter of Rocky Jones.



Member Referral Program

Refer a friend or family member to Teachers *Plus* Credit Union for an opportunity to receive a gift card up to \$100.00.

Credit Union Funds School Projects

Teachers Plus Credit Union recently provided funding to support school projects in eight different schools throughout Nova Scotia. Through its Corporate Social Responsibility Committee, the credit union offered grants of up to \$2,000 to support projects that were created by high school students and met the criteria established by Teachers Plus Credit Union. The criteria included that the project must benefit the entire school population and not just a specific group or sports team, and should enhance the social and environmental responsibility within the climate of the school. In this, its inaugural year, the CSR Committee of Teachers Plus Credit Union received 32 grant applications and approved 8 for a total financial commitment of \$12,000. The winners included a wide array of projects in schools throughout Nova Scotia. Based on the outstanding response and quality of the projects submitted, Teachers Plus Credit Union will offer the grant program again next year. Teaches Plus Credit Union is a full service financial institution open to all, and supports many teachers and teacher programs throughout the province of Nova Scotia. The award recipients are:

Northeast Kings Education Centre – Creating Space: Teaching in Trauma Informed Classroom
Baddeck Academy – Building Our Community Garden
Cape Breton Highlands Education Centre – Beyond Benches
St. Mary’s Bay Academy – SMBA Trails
Sackville High School – Hands On Clay Studio
ParkView Education Centre – PVEC Studio
Cobequid Education Centre – A Picture Tells a Thousand Words
Charles P. Allen High School—Green Energy School Grounds Beautification Project

For further information call Teachers Plus Credit Union at 902-477-5664 or visit our website at www.teachersplus.ca.

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from the nstu president



Education review recommendations will cause chaos

Dr. Avis Glaze's report, *Raise the Bar: A Coherent and Responsive Education Administrative System for Nova Scotia*, which was publicly announced on January 23 and accepted by the McNeil government on January 24 will bring turmoil to Nova Scotia's public education system, already fragile after the imposition of Bill 75 and a legislated contract for public school members in 2017. While the intent is to ensure the adults in the system can fully focus on students, I fear they will be pre-occupied with a bureaucratic mess with no clear sense of how this system will work in the best interests of students.

With the acceptance of the report, the McNeil government once again announced its intentions to attack the collective rights of NSTU members, and the fabric of public education.

As NSTU members, we should be concerned that this new structure will decimate our collegial model, by removing principals, vice principals and central office supervisory personnel from the union through legislation. Administrators are teachers first and have always been instructional leaders despite what this report implies. To make matters worse the education minister had the audacity to offer the union money to pay us for a decline in our membership. This is nothing but a bribe. We are not prepared to sell out NSTU members or our public education system.

Under this new system, a College of Teachers will be created—a new level of bureaucracy designed to oversee discipline. If designed like the College in Ontario, the cost of this new body will be deducted directly from your salary and any disciplinary action would be made public.

I know this is very difficult news. I had held out some hope that, over time, teachers might regain some trust with this government. If the government had listened to the NSTU and you through passionate presentations to Law Amendments, they would have known what needed to be done and could/should have made a commitment to INVEST in education then. We would be well on our way to better education for our students now. Instead they continue to attack our profession, erode our rights and demoralize us.

I like you am still digesting this information. I am angry but not surprised. The NSTU was not given any information prior to the day of the release. We are continuing to review the Glaze report and determining the best course of action to take. We will not take this lightly. We will continue to defend our collective rights as the Nova Scotia Teachers Union.

We will provide you with information when it is available and we ask for your patience as we work through this situation. Please monitor your NSTU e-mail and Facebook page for updates. We will also be using our text messaging and union calling systems to deliver messages. Please ensure you have updated your personal information in the Membership Registry to receive texts and calls.

I know many public school members are wondering about the government Service Award payout offer and are looking for the advisory information. Since each person's payout will be based on the year they started, the Board they are working in, the Board they started in, where they were working before and after certain dates, status during any of those teaching years, whether they took a leave, what type of leave, arbitration decisions, and a number of other factors, it is virtually impossible to send out a memo that would encompass every teacher's situation. Please be patient and wait until you receive your service award statement in February. Once you have received this information, you will have the opportunity to ask questions to ensure the calculations are accurate. Staff will be able to help you with your questions once you have your specific information. Please be careful with information you share on Social Media as this information may not be accurate for all members. If you have questions that you believe could be answered before you receive your statement please contact your NSTU staff officer.

Taking the payout or not, is a personal decision. The NSTU cannot advise you either way. We strongly suggest you contact a certified financial advisor to assist you in your decision making. The Q&A provided by your school board contains helpful information. Please read that over and contact your staff officer if there is something that you don't understand or if you have a question on something not covered.

We are, yet again, moving into a period of stress and turmoil. Please take care of yourself and check in with your colleagues. Everyone is feeling demoralized, vulnerable and members are confused as to what will happen and what this means for them. NSTU staff is working very hard to sort through this situation. We will keep you informed as much as possible.

Les recommandations de l'examen de l'éducation vont engendrer le chaos

Le rapport de Mme Avis Glaze (Ph. D.), intitulé « Relever la barre : Une approche cohérente et souple d'administration de l'éducation pour la Nouvelle-Écosse », qui a été annoncé publiquement le 23 janvier et accepté par le gouvernement McNeil le 24 janvier, va causer des bouleversements dans le système d'enseignement public de la Nouvelle-Écosse, déjà fragilisé à la suite de l'imposition du projet de loi 75 et d'une convention légiférée pour les membres des écoles publiques en 2017. Bien que l'intention soit de s'assurer que les adultes au sein du système pourront se concentrer pleinement sur les élèves, je crains qu'ils ne soient plus préoccupés par le désordre bureaucratique sans avoir une idée claire de la façon dont ce système fonctionnera dans l'intérêt des élèves.

En acceptant ce rapport, le gouvernement McNeil a encore une fois annoncé ses intentions d'attaquer les droits collectifs des membres du NSTU et la structure même de l'enseignement public.

En tant que membres du NSTU, nous devrions nous inquiéter du fait que cette nouvelle structure risque de décimer notre modèle collégial, en écartant du syndicat les directrices et directeurs d'école, les directrices et directeurs adjoints et le personnel de supervision du bureau central, par le biais d'une loi. Les administrateurs sont d'abord des enseignants et ont toujours été des leaders pédagogiques en dépit de ce qu'insinue ce rapport. Pour aggraver encore les choses, le ministre de l'Éducation a eu l'audace d'offrir de l'argent au syndicat pour nous dédommager du déclin de nos effectifs. Ce n'est rien d'autre qu'un pot-de-vin. Nous ne sommes pas prêts à « liquider » des membres du NSTU ou notre système d'enseignement public.

En vertu de ce nouveau système, on verra la création d'un Collège d'enseignants – un nouveau palier bureaucratique visant à surveiller la discipline. S'il est conçu comme le Collège en Ontario, le coût de ce nouvel organe sera déduit directement de votre salaire et toute mesure disciplinaire sera rendue publique.

Je sais que ce sont de pénibles nouvelles. J'avais gardé l'espoir qu'avec le temps, les enseignants pourraient retrouver un peu de confiance en ce gouvernement. Si le gouvernement avait écouté le NSTU et vous avait écoutés, lors des présentations passionnées au Comité des amendements législatifs, il aurait su ce qui avait besoin d'être fait et aurait pu (aurait dû) prendre l'engagement d'INVESTIR dans l'éducation à ce moment-là. Nous serions alors sur la bonne voie pour améliorer l'éducation de nos élèves maintenant. Au lieu de cela, le gouvernement continue d'attaquer notre profession, d'éroder nos droits et de nous démoraliser.

Tout comme vous, je suis encore en train de digérer ces informations. Je suis en colère, mais je ne suis pas surprise. Le NSTU n'a reçu aucune information avant le jour de la publication. Nous continuons à examiner le rapport Glaze en vue de déterminer la meilleure ligne de conduite à suivre. Nous ne prendrons pas cela à la légère. Nous continuerons à défendre nos droits collectifs en tant que syndicat des enseignants.

Nous vous fournirons des informations dès qu'elles seront disponibles et nous vous demandons d'être patients tandis que nous travaillons pour gérer cette situation. Veuillez surveiller votre courriel et la page Facebook du NSTU pour des mises à jour. Nous utiliserons également les systèmes de messagerie texte et d'appels téléphoniques du syndicat pour vous communiquer des messages. Veuillez vous assurer de bien mettre à jour vos renseignements personnels dans le registre des membres pour recevoir les messages texte et les appels.

Je sais que de nombreux membres des écoles publiques s'interrogent au sujet de l'offre de paiement d'une prime forfaitaire d'ancienneté par le gouvernement et qu'ils sont à la recherche de conseils. Dans la mesure où le montant payé à chaque personne sera basé sur l'année où elle a commencé, le conseil scolaire où elle travaille, le conseil scolaire où elle a démarré, le lieu où elle a travaillé avant et après certaines dates, son statut durant ces années d'enseignement, les congés qu'elle a pris, le type de congé, les décisions d'arbitrage, et bon nombre d'autres facteurs, il est pratiquement impossible d'envoyer un mémo qui couvrirait la situation de chaque enseignant. Nous vous prions d'être patients et d'attendre de recevoir votre relevé de prime d'ancienneté en février. Une fois que vous aurez reçu cette information, vous aurez la possibilité de poser des questions pour vous assurer que les calculs sont corrects. Le personnel sera en mesure de répondre à vos questions une fois que vous aurez reçu vos informations particulières. Veuillez s'il vous plaît être prudents lorsque vous partagez des informations sur les réseaux sociaux, car ces informations peuvent ne pas être correctes pour tous les membres. Si vous avez des questions auxquelles nous pourrions à votre avis répondre avant que vous ne receviez votre relevé, veuillez communiquer avec votre cadre de direction du NSTU.

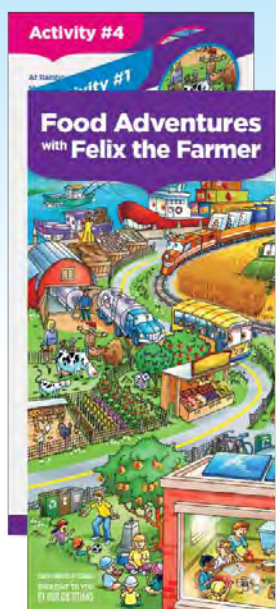
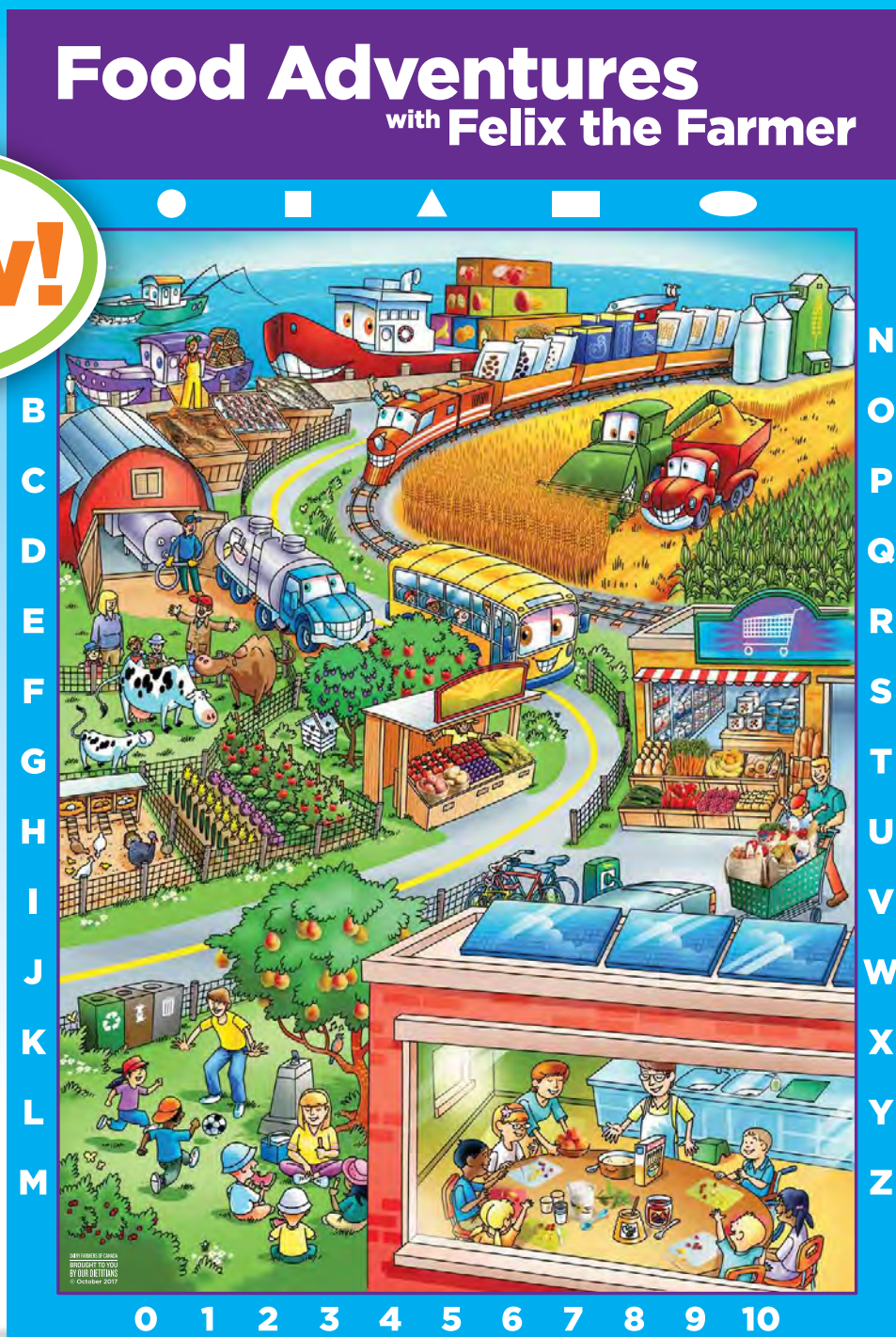
La décision d'accepter ou non ce paiement est entièrement personnelle. Le NSTU ne peut pas vous conseiller dans un sens ou dans un autre. Nous vous recommandons vivement de vous adresser à un conseiller financier agréé pour vous aider à prendre votre décision. Le document questions-réponses fourni par votre conseil scolaire contient des informations utiles. Veuillez le lire attentivement et communiquer avec votre cadre de direction s'il y a quelque chose que vous ne comprenez pas ou si vous avez des questions sur un sujet qui n'est pas couvert.

Nous nous dirigeons, une fois de plus, vers une période de tension et de bouleversement. Alors, s'il vous plaît, ménagez-vous et gardez le contact avec vos collègues. Nous nous sentons tous démoralisés, vulnérables et les membres comprennent mal ce qui va se passer et ce que cela signifie pour eux. Le personnel du NSTU travaille très dur pour tenter d'éclaircir cette situation. Nous vous tiendrons au courant autant que nous le pourrons.

Join Felix the farmer in his world of adventures as he explores where foods come from.



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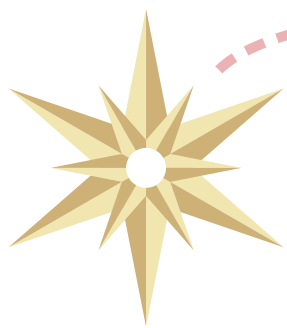


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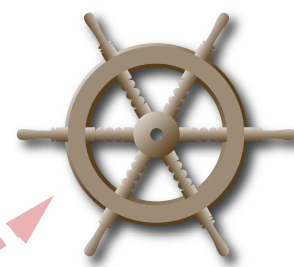


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High Impact Teachers are Inspiring Leaders

Paul Syme, MA. Art & Design Teacher, Horton High School

Teachers do not enter the profession to be shaped by data collection in the service of an outcomes based system — a technocratic box checker who is busy covering curriculum outcomes to an otherwise dutiful yet disengaged and distracted audience. Students who experience the data collection version of a teacher do not aspire to our noble profession. Assuming no teacher wants to be that person either, it is timely to be reminded of the qualities that make us the high impact leaders that can inspire a bright future for their students, their communities, and the teaching profession.

Teachers as Leaders

Educators are leaders who cultivate a drive in students to produce their finest work. They promote student agency and pride by affirming their sense of the world while working them to commune with the perspective and contributions of others. Teachers that bring out the best in students, as we will see, share four foundations of inspiring leaders. The *Human Equation*, as this article will discuss, reminds us that teachers are leaders, not pushers of outcomes when they fashion their practice among *Cultivating*, *Contemplating*, *Conducting*, and *Transforming*.

As this is a human profession, it would make sense to examine its structure through a lens like the *Human Equation*. Here, Wayne Constantineau and Eric McLuhan offer a lens to examine human fields based on the four fundamental human postures: we first *assume a posture* by standing or lying down, from here we can also *bend*, then *isometrically contract*, and consequently *displace space* or walk. As *figure 1* models, teachers who are leaders provide a learning environment and supports that *cultivates* wellbeing and development.

Time spent *contemplating* indicates their openness to bend or articulate their methods in order to better serve their students. When teachers recognize that it is within their power to filter policies, draw on resources, and interpret curriculum to make learning increasingly relevant for each student, they are owning their role as a composer and conductor of their students' learning experiences. The impact of a teacher who leads is a class of positively *transformed* students.



Figure 1

Cultivating

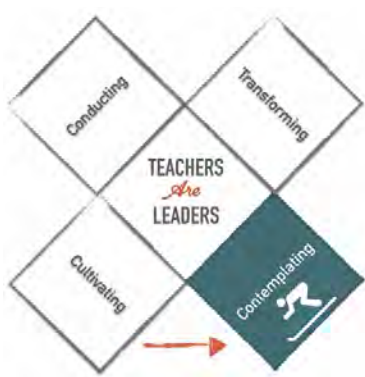


High impact teachers cultivate compassion for others and themselves. They model dignity and respect for themselves, students, colleagues, and their administrators — regardless of personalities, ideologies, and actions. To this end, teachers look to remove obstacles to a safe, secure, and supportive environment. Diversity of thought and personalities are validated and given space to exist within the priorities of the course/class. Secure feelings nurture engagement and trust. Cultivating a creative pedagogy offers methods that support a compassionate and

Contemplating

productive learning environment. Learning through creativity promotes collaborative problem solving, multi-sensory exploration, divergent thinking and the embracing of human nature and developmental need to make mistakes. Through compassion and creative processes, teachers will also lay seeds for student agency and a sense of community.

To contemplate priorities and practices, teachers need to examine and respond to the capacities and voices of their student audience. The contemplating teacher adapts to the ever-changing dynamics of their classroom community. They learn to improvise in the face differences and obstacles, knowing that to flow with and steer these dynamics is more effective than struggling to make them yield to otherwise rigid structures. Inspiring teachers reach out to their students to develop a shared vision and goals to move



towards. They work through strategies that encourage student autonomy, mastery and purpose. They build their community by seeking ways for their students to share their diverse perspectives and skill sets. Furthermore, they help students struggle with worthwhile challenges by distinguishing them from negativity.

Conducting



Conducting lessons through compassion, improvisation, and student agency means that the teacher needs to own their whole role as an empowered educator. Students are not inspired by lessons designed to cover outcomes or collect data — they are engaged by lessons that connect to their lives. Considering the breadth of outcomes, that for many courses were conceived in the rear-view mirror nearly two decades ago, it is within the power of each teacher to determine the learning priorities of each lesson. The teacher

who owns their role as a conductor of learning employs methods and resources that engage those to whom they are first and foremost accountable — the students. In this effective relationship, where the teacher is positively responsive their student population, lies the potential for student and community transformation.

Transforming

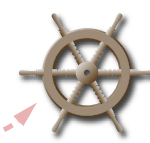
To arrive at being a transformative teacher means that you have formed positive, trusting, and collaborative relationships with your students. Through you and with you, students have learned to seek constructive conflicts as a path to perpetual growth. They have learned that frustrations are essential hurdles to learning and that in a safe, secure, and supportive environment these struggles can be overcome. These students learn to own their development, to look back with gratitude and look forward with optimism, seeking new ambitions that extend from their heightened capacities. As the teacher modelled for them, it is hopeful that when students leave the environment they too know that leadership is a limitless resource to be built cultivated in everyone.



Paul Syme recently completed a secondment with the NSTU as an executive Staff Officer in Professional Development.



Charting Your Course FOR PROFESSIONAL DEVELOPMENT

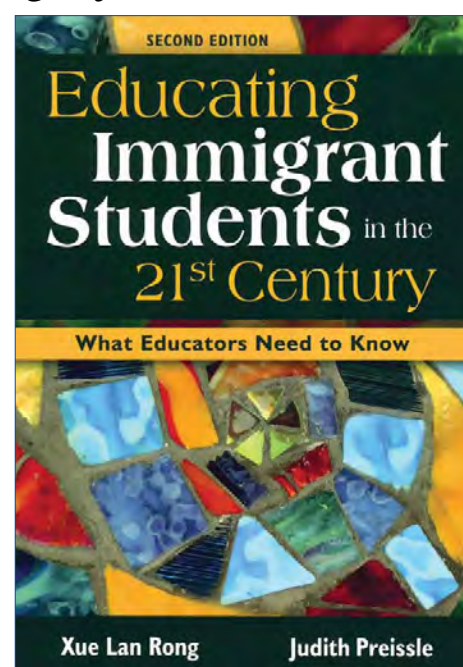


Email your name, home address, and the name of your school or campus with **PD Giveaway** in the subject line to theteacher@nstu.ca by **February 28, 2018** to be eligible for the draw.

Educating Immigrant Students in the 21st Century

By Xue Lan Rong and Judith Preissle

This second edition of *Educating Immigrant Students in the 21st Century*, published by Corwin, give educators information about the unique needs of immigrant students, including children from the Middle East and explore evidence-based practices and policies for adapting and improving the learning environment.



fresh

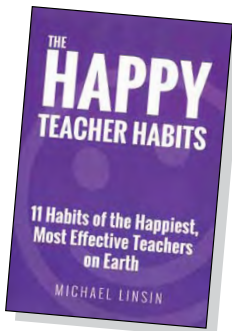
Putting new members in the KNOW!

Email your name, home address, and the name of your school or campus with **FRESH** in the subject line to theteacher@nstu.ca by February 28, 2018 to be eligible for the draw.

The Happy Teacher Habits

by Michael Kubsch

The Happy Teacher Habits: 11 Habits of the Happiest, Most effective Teachers on Earth draws on experts from the worlds of business, sports, entertainment, music and medicine to develop actionable strategies that will help to eliminate teaching stress by guiding you through 11 little-known habits of the happiest, most effective teachers on Earth. It focuses on supercharging your ability to motivate and inspire your students.



In lieu of printing holiday cards this year, the NSTU chose to donate to Phoenix Youth by purchasing branded hoodies through its fundraiser with East Coast Lifestyle. Above is Creston Rudolph, Phoenix Youth Events Manager with NSTU president Liette Doucet.

CONGRATULATIONS TO OUR November/December Book Winners!

PD — Erin McPhee — CBVRSB
EQUITY — Jo-Anne Dickson — CCRSB
FRESH — Kim Myers-Stuart — HRSB

EQUITY BOOK REVIEW

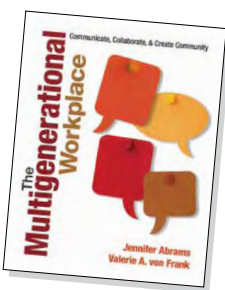
Nova Scotia Teachers Union

Email your name, home address, and the name of your school or campus with **EQUITY** in the subject line to theteacher@nstu.ca by February 28, 2018 to be eligible for the draw.

The Multigenerational Workplace

by Jennifer Abrams and Valerie A. von Frank

Published by Corwin, a Sage Company, this month's Equity book giveaway The Multigenerational Workplace: Communicate, Collaborate, & Create Community focuses how educators need to be attuned to generational differences in their work place, looking past their own generational filter to seeing things through a new lens. In many school sites, up to four generations can be working side by side, which can lead to miscommunication and even mistrust. This practical and amusing look at generations will help you improve communication and develop a multigenerational plan for school success.



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What every woman should know about heart disease

Understand your risk and how to protect yourself

by Heart and Stroke

If you're like most women, you know that heart disease is serious. But you may not think it matters to you.

Consider these facts:

- Heart disease is the leading cause of premature death for women in Canada (dying before reaching their expected lifespan).
- Five times as many women die from heart disease as breast cancer.
- Women who have a heart attack are more likely to die or suffer a second heart attack compared to men.

Women's hearts are different from men's in ways that are just beginning to be understood, says Dr. Cindy Yip, director of heart health at Heart & Stroke.

Women are under-aware and under-researched when it comes to heart disease, she says. Within the healthcare system they are under-diagnosed and under-treated, and under-supported in their recovery.

The [Heart & Stroke 2018 Heart Report](#) takes a hard look at these "unders" — how we got here, and how we can work together to close the gaps that put too many women at risk. The risks are even higher for Indigenous and ethnically diverse women, those living in poverty and women in remote and rural areas.

Taking control

The time to act is now, and the solutions will require system-wide changes, Dr. Yip says.

Meanwhile, there are things women can do to

reduce their risk of heart disease. It starts with talking to your doctor about your individual risk factors. Plus, these lifestyle changes can help reduce your risk:

- becoming and remaining smoke free
- achieving and maintaining a healthy body weight
- being physically active for at least 150 minutes of moderate- to vigorous-intensity aerobic physical activity per week, in bouts of 10 minutes or more
- maintaining a healthy blood pressure through lifestyle changes (such as increased physical activity) and when needed through medication
- eating a healthy, balanced diet focused on whole foods with lots of vegetables and fruit, and cooking at home as often as possible
- using medications to reduce the risk of heart disease and stroke as prescribed by your healthcare provider, for example medications for high blood pressure, high blood cholesterol and diabetes.

Good news

The 2018 Heart Report shares examples of exciting research underway that will help us better understand the unique risks women face.

For example, studies funded by Heart & Stroke

donors will enhance understanding of:

- spontaneous coronary artery dissection (SCAD), the underlying cause of more than 25% of all heart attacks in women under 60
- how pregnancy affects women's heart health, and ways to reduce risk
- the link between breast cancer treatment and heart disease.

"For too long women's hearts have been misunderstood," says Dr. Yip. "We must change that, and we'll only succeed by working together — governments, healthcare providers, researchers, funders and more."

"Meanwhile women can help themselves by being aware, knowing what questions to ask their healthcare providers, being part of research breakthroughs, and taking time to take care of their health," she says.

"We, including myself, need to remember the best way to take care of others is to take care of ourselves first!"

- See the [Heart & Stroke 2018 Heart Report](#).
- Learn more about [women's unique risk factors](#).
- Get our free worksheet, [How to talk to your doctor](#).



Heart&Stroke™

February is heart month.
For more information visit
www.heartandstroke.com

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

Click on ► Communications ► NSTU Publications ► The Teacher ► The Well Teacher

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

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NOTICE OF ELECTIONS — *Spring 2018*
Election of NSTU Provincial Executive Members

I. Background:

NSTU By-Law Article IV The Provincial Executive outlines the structure and duties of the NSTU Provincial Executive.

- Definition**
There shall be an Executive of the Council, to be composed of the President, the immediate Past-President (one year position only), the First Vice-President, twenty-two members elected on a regional basis at the local level, including one member elected by all the members of the CSANE Local, one member elected by all the members of the APSEA Local, and two members elected by all the members of the Community College Local. A majority of the members of the Executive shall constitute a quorum.
- Duties**
The Executive functions in the name of the Council between sessions. It shall perform its duties in a manner that is consistent with the will of the Council as expressed through resolutions passed by the Council. In addition, the Executive shall carry out duties imposed specifically by the Teaching Profession Act and:
 - (a) appoint and dismiss an Executive Director and such other paid employees of the Union as it may deem necessary and determine their duties, remuneration and terms of employment, including bonding;
 - (b) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions; (b) provide suitable offices and equipment for carrying on the work of the NSTU;
 - (c) direct and supervise the business, property and affairs of the NSTU between Council meetings, and all decisions that are deemed policy by the Executive shall be forwarded to the upcoming Council as resolutions;
 - (d) determine the place and date and make arrangements for workshops and special Council meetings;
 - (e) issue a post-Council press release;
 - (f) provide assistance with organizing Locals and Regional Representative Councils and Professional Associations;
 - (g) shall ratify constitutions of Locals, Regional Representative Councils and Professional Associations by following regulations outlined in the NSTU Guidebook;
 - (h) determine the boundaries of the Locals;
 - (i) publish a magazine or other official publications;
 - (j) cause the books and accounts of the Council to be audited annually by a chartered accountant and cause the report of the auditor to be submitted to Council;
 - (k) have the power to convene an emergency meeting of a Local or a meeting of the NSTU members in a given area; and
 - (l) is empowered to exercise on behalf of the Union, as the Executive deems advisable from time to time, the powers of the Union under the Teachers' Pension Act and report thereon to the Council at the next following meeting of the Council.
- Representation**
NSTU Standing Order 10 Composition of the Provincial Executive delineates the representation by region.

10. Composition of the Provincial Executive

- (a) Members of the NSTU in the following regions shall elect twenty-two members to the Executive subject to the following conditions: (2015-9)
 - (i) elections shall be held fifteen (15) days or more prior to the first meeting of the Council;
 - (ii) the regions and the numbers to be elected from each region shall be as follows:

Annapolis-Hants West-Kings	2 members
Antigonish-Guysborough	1 member
APSEA	1 member
Cape Breton District	2 members
Colchester-East Hants	1 member
Community College	2 members
Conseil syndical acadien de la Nouvelle-Écosse	1 member
Cumberland	1 member
Dartmouth	1 member
Digby-Shelburne-Yarmouth	2 members
Halifax City	2 members
Halifax County	2 members
Inverness-Richmond	1 member
Lunenburg County-Queens	1 member
Northside-Victoria	1 member
Pictou	1 member

(2014-14) (2015-17)

II. Election Locations:

Region	To be Elected
Annapolis-Hants West-Kings (2)	1 member
Antigonish-Guysborough (1)	1 member
Cape Breton District (2)	1 member
Colchester – East Hants (1)	1 member
Community College (2)	1 member
Dartmouth (1)	1 member
Digby-Shelburne-Yarmouth (2)	1 member
Halifax City (2)	1 member
Halifax County (2)	1 member
Inverness – Richmond (1)	1 member
Lunenburg County – Queens (1)	1 member

III. Eligibility

NSTU By-Law Article I-10(a) (iv) The right to vote and hold office at the Local and/or provincial level.

IV. Time Line:

- A regional election must be conducted at least 15 days prior to Annual Council (May 4-6, 2018).
- Nominations close 30 days prior to Election Day in a region.
- The Regional Nominating Committee sets the exact dates for the election and the close of nominations in a region.
- Contact your Local President to obtain the dates for the Close of Nominations and Election Day.

V. Contact Person:

For further information regarding the 2018 Regional Elections, contact Lise Meunier at lmeunier@staff.nstu.ca or 1-800-565-6788.



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Halifax: March 1-2, 2018

TRAUMA—Strategies for Resolving the Impact of Post-Traumatic Stress
Halifax: March 20-21, 2018

UNDERSTANDING MENTAL HEALTH CONCERNS IN CHILDREN AND YOUTH
Halifax: March 26, 2018

DE-ESCALATING POTENTIALLY VIOLENT SITUATIONS™
Halifax: April 13, 2018

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Halifax: May 1-2, 2018

ANXIETY—Practical Intervention Strategies
Halifax: May 15, 2018

DEPRESSION—Practical Intervention Strategies
Halifax: May 16, 2018

MANAGING DIFFICULT CLIENT RELATIONSHIPS
Halifax: June 6, 2018

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Poverty Solutions: Building a better future for children and families

Child poverty is a heartbreaking reality for far too many children in Nova Scotia. With 1 in five living in poverty, our province ranks as having the third highest rate of child poverty in Canada and the highest in the Atlantic Region.

These statistics are likely not surprising to many teachers and other NSTU members. As daily mentors to children, teachers see firsthand how poverty is affecting the health of our communities, the lives of families and the education of their students.

Poverty is complex. While it is often defined using simple measures of income, its effects are rarely only about income. It's about a lack of choices, societal barriers, and not having enough of what is needed to live a good life.

To address the inequities that result from poverty, we need to be courageous about tackling systemic barriers and understanding the root cause of why people experience it. We need to find ways to enable individuals to live a life with dignity – to have a voice and a choice and the right to participate fully in community life.

This is the focus of important work United Way is leading today. At both the local and national levels, United Way has been a force for positive community change, working collaboratively across community to develop and advance poverty solutions that strengthen prosperity, opportunity and inclusion.

Most recently, United Way Halifax partnered with the Halifax Regional Municipality (HRM) on a poverty solutions strategy initiative. Through many consultations and over 1,000 voices of input, this initiative is helping to create a stronger understanding of the economic and social inequities that perpetuate the existence of poverty in all communities of HRM – rural, suburban and urban.

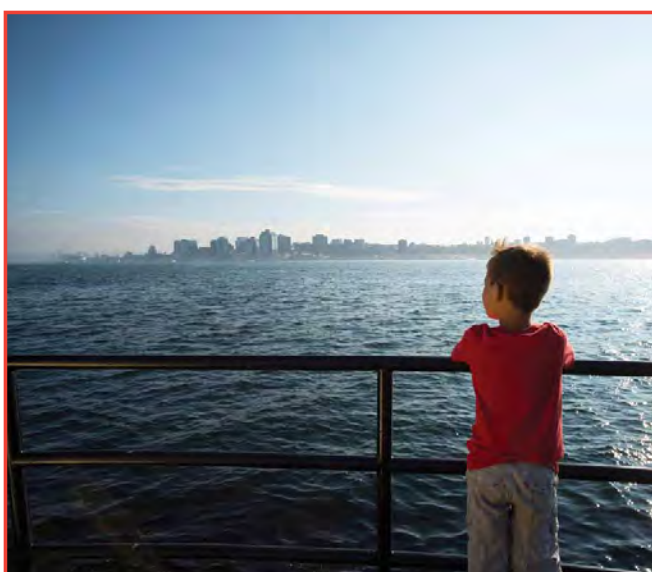
While a full community report will be released in February 2018, the 100+ Ideas for Action is available now. The ideas are grouped under seven themes: Quality Jobs & Livable Incomes, Transportation, Homelessness & Housing, Food Security, Service Access for Health & Well-being, Education & Learning and Systemic Change.

Get Involved

Creating a poverty-free community will take all of us and to drive real change will come down to how our community understands and embraces the efforts. Towards this, United Way is very interested in engaging teachers in the next phases of this work and exploring with NSTU opportunities for involvement. We'll continue to share updates and encourage you to visit unitedwayhalifax.ca to learn more.

Three Ways to Get Involved Now

1. View the 100+ Ideas for Action and learn more about HRM and United Way's poverty solutions initiative by visiting shapeyourcityhalifax.ca/poverty-solutions
2. Educate yourself and others about the effects of poverty. United Way offers a number of poverty simulations including a version you can experience online. Challenge your perspective and find out if you can make the month – makethemonth.ca
3. Volunteer your time or make a donation to change lives in your community – find your local United Way in Nova Scotia – <http://bit.ly/UW-NS>



Deadline for nominations for NSTU President—February 16

The deadline for nomination forms for the position of President of the Nova Scotia Teachers Union is February 16, 2018.

Forms are available through the NSTU Executive Director, Joan Ling by calling the NSTU office at 902-477-5621 or via email at jling@staff.nstu.ca.

Any active NSTU member is eligible to run for NSTU president.

Potential candidates need signatures of 25 active or active reserve members of the NSTU and each nomination form must also be signed by the candidate.

The nomination forms must be received by the office of the NSTU Executive Director, on the official nomination form, by 4:00 p.m. on February 16, 2018. Forms must be delivered via mail, courier, or in person. Nominations received by telephone, facsimile, or other electronic means will be considered invalid.

Official campaigning for the NSTU presidential candidates will begin on March 19. Voting day will be Wednesday May 23, 2018. Provision has also been made for a run-off election, if required.

The next NSTU president elected will begin his or her term on August 1, 2018. On July 31, 2018 current president, Liette Doucet, will have completed her first two-year term.

Environmental education starts in your classroom! ♻️

Divert NS has created a collection of educational resources to help teach youth about the importance of reducing, reusing, and recycling—with the goal of engaging students to become environmental champions.

These resources include curriculum-aligned lesson plans, activity booklets, and more!

Download your FREE classroom-ready resources for grades P-6 at DivertNS.ca/education.



divert NS
Nothing Wasted

WE Day Atlantic 2017

On November 30, 2017, thousands of change-makers packed the Scotiabank Centre for the fifth annual WE Day Atlantic. Founded by brothers Marc and Craig Kielburger, WE Day brings youth together to change the world.

Students and their teachers earn their ticket to WE Day celebrations through service. Schools commit to WE Act, in which students undertake at least one local and one international goal to promote positive change. This year's event included filmmaker, journalist and author, Alexandre Trudeau, recording artist Tyler Shaw, and parent, educator and mental health and online safety advocate Carol Todd.



Above are teachers who were randomly selected to attend WE Day through CTV & the NSTU. (l – r) Kings Local president Laura McCulley, a core French teacher at Evangeline Middle School; Suzanne Richard, a Grade 5 French Immersion teacher at Sunnyside Elementary School in Bedford; Kelly Messervey an English Teacher at Sackville High School; Denise Friars, a guidance counsellor and healthy living teacher at Gorsebrook Junior High School; and Gary Foley, a technology and film & video teacher at Hants North Rural High School.

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The deadline for the March issue of The Teacher is February 23.
Contact Nancy at 902-477-5621 or theteacher@nstu.ca

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Program Offering

Type of Membership	Regular Rate	Member/Employee Rate
One Month Membership (auto-renew)	\$108	\$75

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The clinic is located at 6021 Young Street (at Robie Street).

NSTU CAMPAIGN GUIDELINES



The 2018 deadline for candidates' information is either **February 23** for the March 2018 or **March 30** for the April issue. This information should be given or sent directly to *The Teacher* office at theteacher@nstu.ca

The following guidelines are for NSTU members running for the following positions/committees during Annual Council 2018: CTF Delegate, Discipline Committee, Professional Committee and Resolutions Committee.

8. COMMITTEE CAMPAIGN GUIDELINES

- In respect of electoral campaigns for committees elected at Council, the following guidelines shall apply:
- (a) Active campaigning within the Council Chambers is prohibited. Passive campaign activity within the Council Chambers is permitted;
 - (b) Locals are prohibited from directly making any monetary or non-monetary contribution to any candidate's campaign. Such contributions do not include expenditure of funds designated for the Local (e.g. Local meeting room at Annual Council). (2013-4)
 - (c) Campaign spending by or on behalf of each candidate may not exceed \$100. Such expenses are the sole responsibility of the candidate.
 - (d) All candidates must submit an approved financial statement report form to the Annual Council Elections Committee within sixty (60) days from the conclusion of Annual Council. This statement is to include a list of all contributions with non-monetary items being assessed at dollar value, and an itemized list of expenditures;
 - (e) The Annual Council Elections Committee shall refer the financial statements of candidates to the Provincial Executive for review. These financial statements will be published in *The Teacher*.
 - (f) **Publicity:**
Each candidate is permitted to insert in an issue of *The Teacher* prior to Council:
 - (a) One head and shoulder photograph of himself/herself;
 - (b) Biography of personal, educational and career achievements, of no more than 150 words;
 - (c) A personally prepared platform of objectives, no more than 300 words in length.
 - (g) Items must be sent to *The Teacher* fifteen (15) working days before publication and these will appear in alphabetical order.
 - (h) Paid advertisements in any medium (press, radio, TV, *The Teacher*) are prohibited.
 - (i) The number of campaign posters and/or banners on display in the hotel at Annual Council may not exceed a total of twenty-five (25) for each candidate. When Annual Council is held at a facility where Local delegates are divided between two facilities, the number of posters will be increased to thirty-five (35). A campaign poster shall include any poster, banner or sign posted by or for a member running for an elected position that makes a reference to the candidate and/or the position being sought. (2011-9)
 - (j) Upon request, each candidate shall be given a list of the room numbers at the main facility used by NSTU delegates, alternates, official observers and guests once delegates have been accommodated. Distribution of campaign materials to rooms shall be limited to those rooms so identified. Such identification shall not allow the name of the occupant of the room to be determined.

9. GENERAL CAMPAIGN GUIDELINES – ACTIVE AND PASSIVE CAMPAIGNING

- With respect to all elections, the following definitions shall apply:
- (a) Active campaigning shall be considered any display or action that involves the presentation of partisan information in a manner that is difficult for a group of delegates to avoid. Examples of such active campaigning include the display of campaign posters,, the shouting of campaign slogans, shouting out in support of a candidate other than during the normal address to delegates, distributing materials throughout Council chambers including the placing of campaign materials anywhere within Council chambers prior to, during or following a Council session, and demonstrations in support of a given candidate. (2011-13)
 - (b) Passive campaigning shall be considered any display or action that is observable only by people in the immediate vicinity of the campaign material and involves no explicit action to promote or advance those materials at the time at which the material is seen or heard. Examples of such passive campaigning include the use of writing materials containing references to a candidate, the wearing of campaign clothing, buttons or ornaments, and the presence of a single copy of a candidate's campaign literature at the delegate's seat and table spot. (2011-12)
 - (c) A candidate or representative of the candidate is permitted to place up to one (1) item per delegate per session at the tables in Council chambers prior to the start of the session. This would replace campaign material distribution at other times. A candidate would still be permitted to greet delegates as they enter Council chambers. (2011-10)
 - (d) In the event that campaigning for any other NSTU election takes place during Council, the guidelines for the Council Committee election campaigns applicable to the conduct of the campaign during Council, shall apply.
 - (e) Active campaigning for election to a position not related to the structure of the NSTU is prohibited.

executive highlights

December 1, 2017

- Filed the Table Officers Report;
- Selected members for the John Huntley Memorial Internship Program;
- Selected Allan MacLean, retired member to serve on the NS Teachers' Pension Plan Trustee Inc. Board of Directors for a three-year term effective January 1, 2018 to December 31, 2020;
- Approved a recommendation that Adela Njie be offered the probationary position of Executive Staff Officer in Professional Development;
- Approved a recommendation that Sandra Murray be given a permanent contract as Counsellor effective December 1, 2017;
- Approved a recommendation that the Personnel Committee employ a search firm to assist with the hiring of an Executive Director in the amount of \$29,000 + HST + the cost of expenses for potential candidates;
- Approved a recommendation that the Delta Halifax be the contract hotel and the Delta Barrington be the overflow hotel;
- Selected members to serve on the ad hoc Committee on the Federation of Labour; Ian Kent, Ron MacIntosh, Tami Cox Jardine, Doug Read, Paul Wozney, Angela Deagle
- Approved a recommendation that the voting day for the election of the NSTU President be held on Wednesday, May 23, 2018;
- Approved a recommendation that the second voting day for the Election of the NSTU President, if needed, be held on Thursday, May 31, 2018;
- Approved a recommendation to approve the agreement regarding Permits to Teach for Substitutes with the Halifax Regional School Board and Department of Education and Early Childhood Development for the 2017-2018 school year.

January 19, 2018

- Filed the Table Officers Report;
- Referred the following Items to the Governance & Policy Committee:
 - Notice of Motion – Closed Session
 - Notice of Motion – Conflict of Interest
 - Notice of Motion – Media Protocol
 - Notice of Motion – Negotiations & Economic Welfare Committees
 - Public Affairs/Public Relations Committee Recommendations – Rapid Response Protocol
- Selected a member to serve on the Insurance Trustees with a term to expire July 31, 2023;
- Approved amendments to the Teachers' Pension Plan Regulations;
- Referred the Provincial Executive Reference Manual to the Governance & Policy Committee for review of section 7., page 24 – setting of agenda items;
- Approved a recommendation that a member be seconded in Professional Development for the period from February 1, 2018 to May 2, 2018;
- Ratified the secondment for Professional Development for 5 weeks in November and December 2017;
- Approved a recommendation that the Finance & Property Committee spend up to \$35,000 to engage Grant Thornton on the submitted proposal for their travel, meal and hospitality expense policy;
- Approved the RRC Budgets for the 2017-2018 school year;
- Tabled a motion regarding the 2018 Leadership Conference to the March 2018 Provincial Executive meeting;
- Approved a Resolution be forwarded to Annual Council 2018 regarding By-Law Article III – The Council, Section 2 – Governance, sub-section g – Vacancies;
- Approved amendments to Operational Procedures 8 – Election Procedures;
- Approved the revised Local Constitution Model;
- Approved amendments to Operations Procedures 13. President's Benefits;
- Approved a Resolution be forwarded to Annual Council 2018 regarding Policy 76 – Appropriate On-line Cyberconduct;
- Selected the Awards Selection Committee; Darlene Bereta, Wade Van Snick; Tami Cox Jardine. Alternate – Angela Deagle
- Approved Out-of-Province Grants in the amount of \$475;
- Approved Research Grants in the amount of \$475.

The John Huntley Memorial Internship Program

The deadlines for application for the John Huntley Memorial Internship Program for the 2017-2018 school year are

April 1.

Applications for active NSTU members are available through your NSTU rep, on the NSTU website at 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.

resources

media
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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!

Videos you can stream and download for African Heritage Month!

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, click on the link for “Online Video Library/Learn360” and then use the links below to access these videos and many more.

Black Halifax: Four Centuries, One Community Series

<https://learn360.infobase.com/PortalPlaylists.aspx?seriesID=2629&c=1&wID=114538>
This video series celebrates Halifax’s vibrant Black community that has flourished since the 1700s and the rich cultural life of the community. The stories are about personalities, sites, and events of historic significance to the African Nova Scotian community and are presented by local performance poets and professional actors that combine storytelling with archival photographs and film.

Uniacke Square Blues: Shades of Blue

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=82710>
This documentary looks at the community of Africville and how being forced out affected the people who lived there. Forty years after the residents of Africville were forced out of their Halifax neighbourhood, their descendants are still seeking a resolution. This focuses on three men: Eddie, Irvine and Nelson Carvery who deal with the loss of their community in different ways. Eddie continues his almost half-century protest at Seaview Park where Africville once stood. His brother Irvine is working to have the community’s church rebuilt. Their cousin Nelson is focused on keeping people hopeful and moving forward. Appropriate for grades 10-12 however teacher preview is recommended. Some content in this video may be not be appropriate for all classes. (46 min.; 2009)

Black Mother Black Daughter

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28837>
A film by Sylvia Hamilton, Black Mother Black Daughter explores the lives and experiences of black women in Nova Scotia, their contributions to the home, the church and the community and the strengths they passed on to their daughters. Some of the women appearing in the film are Edith Clayton, a basket maker; Pearleen Oliver, a historian; Dr. Marie Hamilton, an educator and community leader; and Daurene Lewis, a weaver and politician. Documentary footage, still images, interviews and songs present the strength and lives of Nova Scotia’s Black community. Also appearing is the dynamic female a capella quartet Four the Moment. Appropriate for grades 6-12. (29 min.; 2009)

Eliza Parker: Fighting for Freedom

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=82695>
Sixteen year old Toni Parker tells the story of her great-great grandmother Eliza Parker. After escaping slavery in Maryland, Eliza settled in the free state of Christiana, Pennsylvania where she met her husband William. On September 11th, 1851, the young couple was harbouring two runaway slaves when a slave-owner, accompanied by an armed posse, came to claim the men back. Eliza and her husband refused, and called for help from members of their self-defense organization. After fighting off the attack, Eliza and William made their way to Canada and set up home in the Free Black community, The Elgin Settlement, which today, is today located in North Buxton, Ontario, the town where Toni Parker and other descendants still live. From the series Mother Tongue. Appropriate for grades 9-12. (23 min.; 2006)

Keep On Keepin’ On

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28708>
Produced, written and directed by Sylvia Hamilton, this short film is a visual poem to Nova Scotia from the point of view of an African descended person whose ancestry dates back nearly two hundred years in Nova Scotia. It is a testimony to a people, who in spite of the odds, “keep on keepin’ on”. This film covers a wide range of curriculum outcomes and is appropriate for all grade levels. Appropriate for grades 6-12 (4 min.; 2006)

The Little Black School House

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28710>
Produced, written and directed by Sylvia Hamilton, this film reveals the complicated truth of Canada’s segregated schools and demonstrates the resourcefulness, intelligence and determination of their students and teachers. It tells the little known story of the women, men and children who studied and taught at Canada’s racially segregated Black schools and is a poignant and unfailingly honest evocation of the struggle of African Canadians to achieve dignity and equality through education. This film also

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

provides an historical perspective on recent calls to create “Black-focused” schools, after ongoing claims from within the Black community that their students are being ill served by the education system. Appropriate for grades 9-12 and for teacher professional development. (60 min.; 2007)

Mufaro’s Beautiful Daughters

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66370>
Reading Rainbow: Join LeVar Burton as he reads an African tale of Mufaro’s two beautiful daughters – one bad tempered, one kind and sweet. In addition, we meet an African drum maker as he demonstrates his craft and another man who collects and plays traditional African instruments including the twanga, huhu, conch shell, gome and asasa. We also watch as LeVar joins in some festival fun with an African dance troupe, Forces of Nature. Appropriate for grades P-5. (28 min.; 2004)

Portia White : think on me

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&customID=28709>
Produced by Sylvia Hamilton, this program uncovers the unique life of Canadian born contralto Portia White who achieved unparalleled international success during the tumultuous 1940s. This lyrical documentary blends rare archival footage and haunting performance recordings of Portia White, interviews with family members, former colleagues and students who after years remain inspired by her. This program is the first major work about the life and career of this extraordinary Canadian singer. Appropriate for grades 9-12. (50 min.; 2000)

African & African-American Folktales

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74752>
Three captivating tales provide insight into African and African-American culture. The trilogy contains an explanatory tale, a whimsical and humorous West African story, and a selection from the “Brer Rabbit” tales. Narrated by renowned storyteller Donna Washington, the video includes commentary about each tale’s historical, social, and literary significance. Appropriate for grades P-5. (20 min.; 1993)

Sing Out Freedom Train

<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=77189>
Climb aboard the Underground Railroad in this musical drama. You’ll hear the songs and stories of a small group of slaves as they follow Harriet Tubman north to Canada. Witness the strength they draw from spirituality. Please preview this video. Appropriate for grades 6-12. (50 min.; 1993)



update

NSTU – MEDOC® Group Travel Plans Frequently Asked Questions

Every year active and retired NSTU members travel within and outside of Canada. Depending on the time of year, this travel may be for visiting family and friends or escaping the Nova Scotia winter. Whatever your reasons for travel and wherever you may go, it is important to have travel insurance, particularly if your travels take you outside of Canada. Below are a number of frequently asked questions on the topic:

Q: What does the NSTU Group Insurance Program offer with respect to emergency out-of-province/country travel insurance?

A: NSTU MEDOC® Out-of-Province/Canada Emergency Medical Insurance

The NSTU Group Insurance Program offers the MEDOC® Group Travel Plan to both active and retired NSTU members. It is insured by Medavie Blue Cross and provides year-round coverage. A 35 day annual Base Plan can be purchased and provides coverage for an unlimited number of trips up to 35 consecutive days per trip during the policy year (September 1st to August 31st). For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip longer than 35 days and includes the annual Base Plan coverage. Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

NSTU MEDOC® Trip Cancellation / Trip Interruption Plan

The NSTU MEDOC® Trip Cancellation / Trip Interruption Plan is also available to active and retired NSTU members. This plan insured by Medavie Blue Cross, helps protect travellers against unforeseen circumstances that may prevent or discontinue a trip. This is also an annual plan that provides the following:

Trip Cancellation – up to a maximum of \$5,000 per insured person per annual coverage period.

Trip Interruption – up to a maximum of \$5,000 per insured person for each covered trip.

- Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).
- Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.
 - Personal effects – actual cash value or \$500, whichever is less.
 - Document replacement – up to a maximum of \$200.
 - Baggage Delay – up to \$400.

Q: What should you know and do if you have a medical emergency while outside of Canada?

A: If you or an eligible family member have an unexpected illness or injury and you are insured under the NSTU MEDOC® Out-of-Province / Canada Emergency Medical Insurance Plan, it is extremely important to call or, if you cannot, have someone call for you the Medavie Blue Cross travel assistance provider at 1-800-563-4444 in Canada and USA or collect at 1-506-854-2222 elsewhere in the world. These numbers are on your ID card(s). Therefore, it is important that you bring this card with you when you travel and share the numbers with a family member or travel companion. You should also have access to your family's provincial health cards when you travel.

The travel assistance provider will ask a number of questions including some information that is on your ID card like your policy number. They will also provide a file or claim number before you finish the call with them. You should mark this number down as it will need to be provided each time you call. The travel assistance provider will also coordinate with any medical facility you are in or being transported to. They will also confirm coverage and approve medical testing and treatment.

If you choose not to call the travel assistance provider, eligible expenses will be reimbursed at 80%, except in extreme circumstances when you are unable to call.

For a trip cancellation or interruption claim, you must use the same contact numbers as indicated above for the medical coverage. Once you have contacted the assistance provider, you will be asked to provide additional information on the situation which may include proof of eligible expenses incurred and documented evidence that an eligible risk was the cause of the cancellation or interruption.

Preparation is the key to a smooth claims experience if you and/or an eligible family member have a medical emergency or have your trip cancelled or interrupted. Preparation should include the following:

1. Have all travel documents accessible.
2. Have your travel insurance ID card available and share its location with your family or travel companions.
3. Always call the travel assistance provider in the event of a claim.
4. Bring along your benefit booklet(s) for reference should you need them.

If you have any questions, please contact the Administrator, Johnson Inc. at (902) 453-9543 or 1-800-453-9543 (toll-free).

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Helping youth prepare for the future

Cadet Instructor Cadre officers (CIC) are specialist members of the Canadian Armed Forces Reserve tasked to deliver Canada's Cadet Program to youth aged 12 to 18.

Serving part-time, CIC officers commit about one evening per week and one weekend per month during the school year to deliver the Cadet Program. The training they deliver helps develop leadership and citizenship skills in youth while instilling values such as integrity, teamwork, and self-confidence that are critical to a youth's future success.

In Nova Scotia, high school youth involved in Cadets can better prepare for their future, by earning credits towards their diploma through the completion of select Cadet summer training opportunities. Each summer, CIC officers deliver these opportunities, building upon the core cadet experience during the school year of leadership and coaching, citizenship, outdoor recreation, and an appreciation for healthy living. Other school year and summer training opportunities for cadets focus on elemental topics like marine technology, navigation, or aviation. And most of these opportunities are provided to youth free of charge.

In addition to their civilian qualifications or experience, CIC officers are provided specialized training in youth program administration, leadership and planning, and the knowledge required to deliver the elemental training like seamanship, ground navigation, or aviation topics. Courses are offered through a combination of distance learning and weekend instruction, or full-time instruction for the duration of a given course.

Throughout Nova Scotia there are 86 Cadet Corps and Squadrons delivering the Cadet Program; many with opportunities for adults to get involved. If you have an interest in youth development, recreational activity leadership, or community service, or are curious about the Royal Canadian Sea, Army or Air Cadets and how to become a CIC Officer, call Lieutenant-Commander Valerie Wojdylak 902-720-2148 or email Valerie.Wojdylak@forces.gc.ca.



Helping Youth Lead

Cadet Instructors Cadre officers (CIC) are specialist members of the Canadian Armed Forces Reserve tasked to deliver Canada's Cadet Program to youth aged 12 to 18.

Serving part-time, CIC officers commit about one evening per week and one weekend per month during the school year to deliver the Cadet Program. The training they deliver helps develop leadership and citizenship skills in youth while instilling values such as integrity, teamwork, and self-confidence that are critical to a youth's future success.

Local Connections

In Nova Scotia, there are 86 Cadet Corps and Squadrons delivering the Cadet Program; many with opportunities for adults to get involved. If you have an interest in youth development, recreational activity leadership, or community service, serving as a CIC Officer at a local Cadet Unit can be very rewarding work.

If you would like to know more about the Royal Canadian Sea, Army or Air Cadets and how to become a CIC Officer, call Lieutenant-Commander Valerie Wojdylak 902-720-2148 or email Valerie.Wojdylak@forces.gc.ca.





SYMPOSIUM FRANCOPHONE INSÉCURITÉ LINGUISTIQUE 2018

17-18 février
Winnipeg (Manitoba)



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To book, call Nancy Day at 1-800-565-6788 or email 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 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, 902-237-1423, 902-462-5889.

HRSB Physical Education teacher looking for an exchange with a Physical Education teacher in the SRSB for the 2018-19 school year. Possible permanent exchange desired. Please contact swilcox@hrsb.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 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

SRSB elementary teacher looking for an exchange with a teacher in the CCRSB for the 2018-19 school year. Please contact goughmaria@nstu.ca if interested.

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.



2017 – 2018 Pre-Retirement Seminars SCHEDULE



DATES:

February 15 & 16 (Thursday & Friday)
27 & 28 (Tuesday & Wednesday)

LOCATIONS:

HRSB – Halifax (Comfort Hotel)
AVRSB – Greenwich (Old Orchard Inn)

DEALS & DISCOUNTS

for NSTU members (including retired members),
please visit the website at www.nstu.ca

44TH NSTU ANNUAL BOWLING TOURNAMENT 2018

APRIL
21ST & 22ND
2018



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**For Active,
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HOSTED BY: Colchester East Hants Retired Teachers Organization

No bowling experience necessary! Cash prizes available!

REGISTRATION DEADLINE: **MARCH 9, 2018**

TEAMS: 5 – 8 members. New & existing teams invited to participate. Not on a team? Contact Chester or Sandra to be placed on a team

REGISTRATION: Including team captain/members' names, please send \$260.00 payable to:

RTO Colchester East Hants Branch C/O Henry Shand
973 College Road, Valley, Nova Scotia, B6L 3G5
henry.shand@ns.sympatico.ca 902-897-4380

HOTEL OF CHOICE: *Comfort Inn*, Robie Street, NSTU Bowling Special Rate
\$102.99+tax per night with teacher/government ID.

For further information please contact:

CHESTER SABEAN
902-897-7274
cdeesabea@eastlink.ca

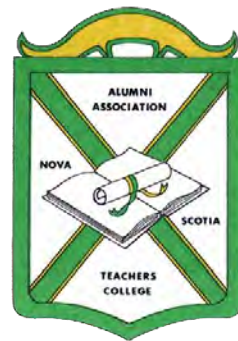


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tritzee@eastlink.ca



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

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To update your \$25 membership and register contact alumni-nstc@uniserve.com

More info www.nsteacherscollege.ca and 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'!!!



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