



Days of turmoil and confusion after government locks-out students and NSTU announces job action

As of press time, NSTU's 9,300 public school members including classroom and specialist teachers, administrators, school psychologists, speech language pathologists, school board consultants, and other NSTU public school members who work for school boards, and the Department of Education and Early Childhood Development are on a Province-wide work-to-rule (WTR) job action. This is the first province-wide strike of teachers in Nova Scotia.

"Nova Scotia teachers are focusing exclusively on teaching our students and keeping them safe," says NSTU president Liette Doucet. "We recognize and appreciate that this may be an inconvenience to families in Nova Scotia however we believe this is a necessary first action to achieve better education for students in Nova Scotia for the long-term."

It has been a tumultuous time for NSTU and its members, since the NSTU publicly announced its job action on November 28. On December 1, the Minister of Education and Early Childhood Development Karen Casey contradicted previous statements she had made and insinuated WTR could put student safety at risk.

The next day, December 2 at approximately 5 pm, NSTU sent its final WTR rule adjustments to the Department of Education and Early Childhood Development and clarified several points, including the provision around teacher-in-charge.

In spite of this, on December 3, Minister Casey held a rare Saturday morning news conference announcing she was locking students out of schools but requiring teachers to report. She also announced that the House of Assembly would resume December 5, and government would introduce legislation imposing a contract on NSTU's 9,300 public school members.

"Teachers want a healthier learning environment for students and safer schools," comments Doucet. "It's why 96 per cent of our members voted in favour of this job action. The Minister's response was heavy handed and unnecessary given the circumstances. It left thousands of families scrambling for last minute child care."

Then on Monday, December 5, a series of unfortunate events unfolded at Province House. An early morning note to editors announced Minister Casey would be holding a briefing for

An Act Respecting a Teachers' Professional Agreement at 9:30 am. But at 9:30, with student protestors gathering outside on Granville Street, Minister Casey was a no-show and in her place was Liberal House Leader Michel Samson. He announced the government was going to delay the bill a few hours, so as to allow for "ongoing talks" between the NSTU and government. This came as a shock to members of the NSTU because there had been no talks for over a week.

As Samson was making his statement the NSTU Executive Director received a call to set up a meeting with the Deputy Minister of Education and Early Childhood Development. A

The Minister announced that Bill 75 would be shelved and that students would be allowed to return to school the next day. She claimed the decision was made because the NSTU had agreed to alter its directives over the course of the day, but also admitted that her department had received the details on Friday, before she made the decision to lock-out students.

At 2:30 pm the House adjourned, Bill 75 was never introduced. "Nothing changed to the WTR directive between Friday and Monday and it's clear Government made a very unpopular decision. Parents, teachers and students were upset," says Doucet.



Liette Doucet in a scrum with reporters at Province House on Dec. 5.

brief meeting ensued, in which the government requested NSTU alter its WTR directives. The request was subsequently denied.

At 10:00 am Michel Samson again was in the spotlight, this time on the floor of the Legislature. He immediately announced that the government's emergency session would be recessed temporarily. In response, Leader of the opposition Jamie Baillie stated: "This is a farce. This government is creating a farce today and I encourage you, as an Officer of this Legislature, to deny the request for a recess by the Government House Leader. It is bad enough that they closed the schools, Mr. Speaker. It's bad enough that they are hiding behind safety concerns, but I want to be clear – those safety concerns do not rely on this House sitting or not sitting."

Then at approximately 1:00 pm the government sent out another media advisory. The House would resume at 2:30 pm following a news conference by Minister Casey at 2:00 pm.

"The NSTU has determined that limiting our work will help demonstrate the scope of activities that teachers do for students that go above and beyond, and those that prevent them from directly teaching students," says Doucet.

She also outlines the directives and details of the work-to-rule job action. "Teacher voluntary extra-curricular activities and scheduled field trips will not continue during this job action. In addition, public school members will not arrive early or stay late after the instructional day; complete clerical duties; complete data collection and entry; attend meetings non-essential to lesson planning and implementation."

"We remain committed to negotiating a new collective agreement at the bargaining table and hope that Government will want to engage in a real negotiation process."

A chronology of negotiations that have taken place since the exchange of asking packages on September 29, 2015 can be found on page 13. An update for members with respect to the WTR directives and principals was sent to members on December 2. Further updates were sent on December 5 and 6.

The NSTU has received a lot of support for their job action from students and parents. Students across the province held a protest in support of teachers on December 2 and again on December 5. Parents, through the Parents for Nova Scotia Teachers group, held a public forum on November 27, and a rally in downtown Halifax on December 5 in support of NSTU public school members in their struggle to improve learning conditions and ensure that there is an ability to engage in free, fair collective bargaining in Nova Scotia. On December 6, more than 2,000 people attended the #Act4Ed rally hosted by the NSTU outside Province House.

Breaking news: At press time the NSTU and Government agreed to return to the bargaining table.

Holiday Hours

Nova Scotia Teachers Union

Closes at noon, December 23, 2016 & Reopens January 3, 2017

Johnson Inc.

Closes December 23, 2016; Open December 28 & 29, 2016;
Closes at 3:30 pm, December 30, 2016; Reopens, January 3, 2017

people

Staff secondment

The NSTU welcomes back Louis Robitaille, who has been seconded to a term in member services effective from October 24 to July 31, 2017. In July 2016, Robitaille completed an eight-month term position in member services, replacing Grant MacLean who was on deferred leave. Robitaille was also seconded to a position in member services in March 2015. Robitaille, among other duties, will be providing support for members in the Halifax Regional Representative Council. Robitaille has served as a Community College representative on the provincial executive and was also the president of the Community College Local. An adult educator for over 20 years, he has worked at NSCC's Lunenburg Campus since 1998. He has taught in the Electronic Engineering Technician Program there, and currently teaches related subjects to the trades (math, physics, statistics, and electrical theory). He has a BSc from Waterloo (Co-op Physics Honours), received his BEd from Dalhousie University, and has a Master of Science in Physics from Queens University. Prior to his teaching career he was employed with Northern Telecom in Ottawa.



Nova Scotia Unions meet in solidarity of teachers

Presidents and staff members from Nova Scotia's public sector unions representing workers in Nova Scotia schools met with NSTU president Liette Doucet and first vice-president Wally Fiander at the NSTU building on November 17. President of the Nova Scotia Federation of Labour (NSFL) Danny Kavanaugh offered support for NSTU public school members within their current labour dispute on behalf of his affiliate members.



Shown from left to right: NSTU first vice president Wally Fiander; CUPE Atlantic Regional Director Jacquie Bramwell; NSTU President Liette Doucet; CLC Atlantic Regional Director Alex Furlong; SEIU Local 2 President Jackie Swaine; NSFL President Danny Cavanagh; NSGEU President Jason MacLean; CUPE NS President Nan McFadden; and SEIU Business Agent Mike Keliher.

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Nova Scotia Parents for Teachers

Nova Scotia Parents for Teachers group, which started a Facebook group in mid-October and now has close to 20,000 members held a news conference at Province House on November 3 to show their support of NSTU's public school members. Lead spokesperson Kate Ervine says that they want government to know that despite hardships that might come from a teachers' strike, there are many parents in Nova Scotia prepared to find ways endure it to ensure better education and better conditions for teachers and students. During the news conference, several parents spoke about their motivations for joining and organizing the group. NSTU president Liette Doucet, and members of the provincial executive attended the news conference.



From left to right: parents Kothai Kumanan, Lori Walton and Tina Roberts-Jeffers, NSTU president Liette Doucet, and parent group spokesperson Kate Ervine.



Thank-you from Fort McMurray teachers

Local 48 Alberta Teachers' Association, Fort McMurray recently provided books of thanks to the NSTU for its donation of \$25,000 that helped support teachers affected by the wild fires that took place in Fort McMurray in early May. NSTU president Liette Doucet is shown with past president Shelley Morse and Halifax County Local president with copies of Saving Thunder the Great, the true story of a gerbil's rescue from the Fort McMurray wildfire on November 18.

What was in Bill 75?

On Monday, December 5, 2016 the McNeil government convened the House of Assembly to introduce *An Act Respecting a Teachers' Professional Agreement*—also known as Bill 75. At the last minute, facing a wave of public criticism, Government chose to shelve the legislation, so technically there never was a Bill 75. That being said, the NDP caucus leaked a copy of the draft bill to the media, making its contents available to the public. As far as bills go, Bill 75 is extremely short. It contains an explanatory note and three clauses, of which only one is substantive. That clause is clause 3, which imposes the September 2, 2016 tentative agreement on NSTU's 9300 public school members. That offer was rejected by 70 per cent of the membership. The explanation attached to the bill differs considerably from what was stated publicly

by the Minister of Education and Early Childhood Development on December 3. While student safety was the reason given by Minister Casey for locking out students and imposing a contract, Bill 75's explanation states, "it is of vital importance that the education of the students in public schools in Nova Scotia not be disrupted by a prolonged labour dispute." The bill also doesn't contain any language to address concerns over classroom conditions. Had the government been successful in passing the legislation, it would have had no incentive or obligation to pursue positive changes to the education system. While the bill was not introduced on December 5, it is conceivable Government could decide to do so at a later date. When asked if she intended to use the legislation at a later date, the Minister Casey was non-committal.



The NSTU held three days of "Strike School" around the province after school from November 28 to 30. NSTU reps received detailed information about the Work-to-Rule (WTR) directives and their role in other potential job actions. NSTU president Liette Doucet attended the session held for the Colchester-East Hants Local in Truro on November 29. From left to right: Colchester-East Hants Local president Christene Caudle; NSTU's 2nd vice-president Cherie Abriel (Colchester-East Hants); Carrie Burgess (Cobequid Education Centre); Liette Doucet; Krystal Comeau (École Acadienne de Truro); Cara Weir (West Colchester Consolidated); and Ashley Bartlett (Chiganois Elementary).

Act for Education Day



On November 23, the NSTU held Act For Education Day in which NSTU members were encouraged to engage in activities that focused on why NSTU public school members are taking a stand for better education. Locals contacted their MLAs, held info sessions and rallies and adorned NSTU Act For Education Day buttons. Shown above are teachers from Bayview Community School in Mahone Bay. From left to right: school guidance counsellor Marc Breaugh (Lunenburg-Queens provincial executive member); Grade 5 teacher Kelly Unsworth; Grade 9 teacher Elizabeth Brideau-Clark, Grade 7 teacher Martha Jackson, Grade 8 teacher Gale Lohnes; and Grade 7 teacher Jessica Fancy-Landry.

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December 30	10 a.m.- 5 p.m.
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from the nstu president



A challenging and empowering year

This has been a challenging year for NSTU members, but it's also been an empowering one.

Never before has a government tried to diminish our profession and divide us, to such an extent, but we've responded by joining together and demonstrating how powerful our combined voice can be.

We proved this by voting 96 per cent in favour of a job action to improve our working conditions. We proved this by raising awareness in the gaps in our education system by sharing our stories on social media. And we proved this by having our voices heard at rally after rally across the province in recent weeks.

It's because we remained #NSTUUnited that the government reversed course on legislation that would have imposed a contract on our 9,300 public school members. Not only would this have stripped us of our collective rights, but it could have halted much needed investment and reform in our schools.

I hope you have been heartened by the support from parents and students we have received. Through the Parents for Nova Scotia Teachers and Students for Nova Scotia Teachers Facebook groups it is clear to see that students and parents understand our struggle and are behind us.

Their collective action along with NSTU Local rallies and marches have helped to shine a light on the state of our public education system and emphasize the need for genuine change. This action also helped prevent Bill 75 from being introduced.

I'm writing this one week after the government's one-day lock out of students, as we are entering our second week of Work-to-Rule (WTR) job action. I was troubled the Minister of Education and Early Childhood Development suggested teachers would not have students' safety in mind. As a former teacher, she should know that it is not our mindset to put students at risk. We go above and beyond for our students. But we must ensure Government truly understands the learning conditions in which you work, and we must continue to work toward getting a new collective agreement that will be acceptable to you. It is crucial that Government really recognizes the value of teachers to this province, and that is why we are taking a stand. We want to improve learning conditions and public education in Nova Scotia.

During Strike School sessions, NSTU school representatives were given a guide that explains their role and provides detailed information about WTR, along with instructions in case job action is escalated in the coming weeks. Each public school member—whether you are a teacher, teacher with administrative responsibilities (school-based), or non-school based member (speech language pathologists, school psychologists, school board consultants, and other NSTU public school members who work for school boards and the Department of Education and Early Childhood Development)—were provided through your rep a detailed set of directives for NSTU's WTR action. This booklet is also posted on the NSTU website under Negotiations. Up-to-date answers to the many questions that we have received since we announced our WTR action are provided under the FAQ section of the NSTU website under Negotiations.

During any type of job action there will be a lot of tension and stress. Our strike action will eventually come to an end and we will have to continue to work with our colleagues. Please remember who our disagreement is with, it is with the Department of Education and Early Childhood Development, not with other members in our bargaining unit. Some members may not appear to be following all of the WTR directives, if this is witnessed please calmly remind them of the directives. They may have to act because in their professional judgement students would not be safe otherwise. If you believe that colleagues are not following WTR regardless of the safety issue, you can report the incident to your site NSTU rep who should report it to their Local President.

I want to thank you for your continued patience as we enter this crucial period in NSTU history as a professional organization representing the teaching profession in Nova Scotia.

The NSTU is the official voice of teachers in Nova Scotia, and you are part of the collective voice that delivers an innovative and effective public education system. As your president I want to assure you that job action decisions were considered very carefully by your Provincial Executive. We believe that it is the best decision possible at this time to ensure that we see meaningful change to the teaching and learning conditions in Nova Scotia.

If you feel overwhelmed, please know that there are supports available to you. You can contact your Local president, NSTU staff and the Resilience program to help you navigate through upcoming turbulent times as we enter our first phase of job action. The Resilience contact information is at 1-877-955-6788 or for French members 1-514-875-0720 or on-line www.myresilience.com contract #39146 which is a secure on-line service.

Please continue to support our actions through our ActforEducation.ca website.

Thank you again for standing strong and supporting each other through this difficult time. May we continue to remain #NSTUUnited.

Please take the time over your holidays to renew and refresh and take a much-needed break.

Une année éprouvante et valorisante

Cela a été une année éprouvante pour les membres du NSTU, mais cela a également été une année valorisante.

Jamais auparavant un gouvernement n'a essayé à tel point de dénigrer notre profession et de nous diviser, mais nous avons réagi en nous unissant et en démontrant à quel point notre force combinée peut être puissante.

Nous l'avons prouvé en votant à 96 pour cent en faveur d'une action revendicative en vue d'améliorer nos conditions de travail. Nous l'avons prouvé en sensibilisant le public aux lacunes de notre système éducatif et en partageant nos expériences dans les médias sociaux. Et nous l'avons prouvé en faisant entendre nos voix lors des nombreux rassemblements dans la province ces dernières semaines.

C'est parce que nous sommes restés #NSTUni que le gouvernement a fait marche arrière sur la législation qui aurait imposé une convention collective aux 9 300 membres de nos écoles publiques. Non seulement cela nous aurait privé de nos droits collectifs, mais cela aurait pu mettre un terme à des investissements et des réformes hautement nécessaires dans nos écoles.

J'espère que vous avez été encouragés par le soutien que nous avons reçu des parents et des étudiants. Par le biais des groupes Facebook : Parents for Nova Scotia Teachers et Students for Nova Scotia Teachers, il est clair que les élèves et les parents comprennent notre lutte et nous appuient.

Leur action collective ainsi que les démonstrations et les rassemblements régionaux du NSTU ont permis de mettre en lumière l'état de notre système d'enseignement public et de souligner la nécessité d'un véritable changement. Ces actions ont également permis d'éviter l'introduction du projet de loi 75.

J'écris ceci une semaine après le lock-out d'un jour des élèves par le gouvernement, alors que nous entrons dans notre deuxième semaine de grève du zèle. J'ai été troublée par le fait que la ministre de l'Éducation et du Développement de la petite enfance ait insinué que les enseignants ne se souciaient pas de la sécurité des élèves. En tant qu'ancienne enseignante, elle devrait savoir que ce n'est pas notre mentalité de ne pas faire le maximum pour nos élèves (SUGGESTION : elle devrait savoir que nous évitons toujours de mettre nos élèves en danger). Mais nous devons faire en sorte que le gouvernement comprenne vraiment les conditions d'apprentissage dans lesquelles vous travaillez, et nous devons continuer à travailler en vue de parvenir à une nouvelle convention collective que vous jugerez acceptable. Il est essentiel que le gouvernement reconnaisse réellement la valeur des enseignants pour cette province, et c'est pourquoi nous maintenons fermement notre position. Nous voulons améliorer les conditions d'apprentissage et l'enseignement public en Nouvelle-Écosse.

Lors des séances de l'école de grève, les représentants d'école du NSTU ont reçu un guide expliquant leur rôle et fournissant des informations détaillées sur la grève du zèle, ainsi que des instructions au cas où l'action revendicative s'intensifierait au cours des prochaines semaines. Tous les membres des écoles publiques – qu'ils soient enseignants, enseignants exerçant des responsabilités administratives (au sein de l'école) ou membres hors école (orthophonistes, psychologues scolaires, conseillers d'orientation et autres membres du NSTU travaillant pour les conseils scolaires et le ministère de l'Éducation et du Développement de la petite enfance) – ont reçu, par le biais de leur représentant du NSTU, une série de directives détaillées pour la grève du zèle du NSTU. Cette brochure est également affichée sur le site Web du NSTU sous la rubrique Négociations. Des réponses aux nombreuses questions que nous avons reçues depuis que nous avons annoncé notre grève du zèle sont fournies dans la section FAQ du site Web du NSTU sous la rubrique Négociations.

Durant toute action revendicative quelle qu'elle soit, il y a beaucoup de tension et de stress. Notre grève finira par se terminer et nous devons continuer à travailler avec nos collègues. N'oubliez pas que c'est avec le ministère de l'Éducation et du Développement de la petite enfance que nous sommes en désaccord, et non pas avec d'autres membres de notre unité de négociation. Il se peut que certains membres ne semblent pas suivre toutes les directives de la grève du zèle; si vous observez cela, veuillez leur rappeler calmement les directives. Il se peut qu'ils agissent ainsi parce que, selon leur jugement professionnel, les élèves ne seraient pas en sécurité autrement. Si vous pensez que des collègues ne respectent pas la grève du zèle (hors de toute question de sécurité), vous pouvez signaler l'incident au représentant du NSTU de votre établissement qui devrait en informer le président de la section locale.

Je tiens à vous remercier de votre patience alors nous entrons dans cette période cruciale de l'histoire du NSTU en tant qu'organisation professionnelle représentant la profession enseignante en Nouvelle-Écosse.

Le NSTU est le porte-parole officiel des enseignants de la Nouvelle-Écosse et vous faites partie intégrante de la force collective qui fournit un système d'enseignement public innovateur et efficace. En tant que présidente du NSTU, je tiens à vous assurer que les décisions concernant les actions revendicatives ont été examinées avec un grand soin par votre Comité exécutif provincial. Nous sommes convaincus qu'il s'agit de la meilleure décision possible à présent afin d'assurer que des changements significatifs sont apportés aux conditions d'enseignement et d'apprentissage en Nouvelle-Écosse.

Si vous vous sentez submergé, veuillez savoir que de multiples soutiens sont à votre disposition. Vous pouvez communiquer avec le président de votre section locale, le personnel du NSTU et du programme Juste équilibreMD pour vous aider à naviguer la période tumultueuse qui s'en vient tandis que nous entrons dans la première phase de notre action revendicative. Vous pouvez joindre le programme Juste équilibreMD au 1-877-955-6788 ou au 1-514-875-0720 pour les membres francophones ou bien en ligne à www.myresilience.com, contrat no 39146; il s'agit d'un service en ligne sécurisé.

Veuillez continuer à appuyer notre action par le biais du site Web ActforEducation.ca.

Je vous remercie encore une fois de rester solidaires et de vous soutenir mutuellement durant cette période difficile. Nous devons rester #NSTUni.

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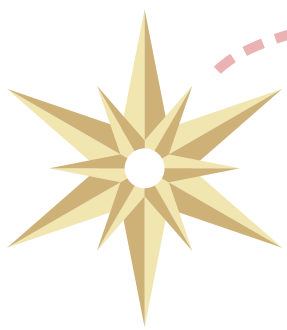


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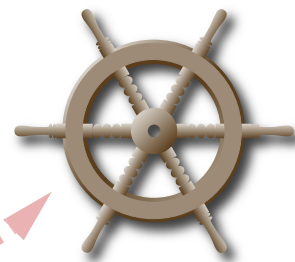
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NSSCA Celebrates 50 Years!

by Janice Graham-Migel, PhD, School Guidance Counsellor, Ridgecliff Middle School

The Nova Scotia School Counsellors Association (NSSCA) reached a milestone in 2016 when it celebrated 50 years as a professional association of the Nova Scotia Teachers Union. The following is an excerpt from a document in the NSTU archives, outlining the origin of NSSCA:

At Truro in 1966, the Nova Scotia School Counsellors' Association had its official inception. From its beginning, the Association has continued to develop as a professional organization.

One of the objectives of the Constitution is "to formulate professional standards and principles." In April 1969, a committee was formed "to make a study for the purpose of establishing a statement of the philosophy of school counselling and a code of ethics for school counsellors." This same committee subsequently was authorized to form a code for presentation to the members in 1971. Simultaneously, the Colchester-East Hants Area Group had been requested to make a study and to report on the role of the school counsellor. Both finalized reports were adopted at the annual meeting in April, 1971.

At this time, the Cape Breton Area Group were empowered by the members to engage in a study of the functions of the school counsellor. Broad guidelines of the duties of the school counsellor had been established in the Education Act of 1967. Now, it was felt that more specific functions were necessary. After two years, this report was adopted in April, 1973.

Thus within four years, the Association had formed its own Code of Ethics, defined the role of the school counsellor, and delineated specific functions of the school counsellor. These articles, together with the By-Laws and Constitution, form the foundation of the present Nova Scotia School Counsellors' Association.

The 50th Anniversary Celebration was held at the Prince George Hotel on Thursday, October 27, practicing and retired school counsellors had an opportunity to get together and celebrate 50 successful years of a professional association that supports the work of school counsellors in Nova Scotia. Thank you to Martia MacLean and Tina Kennedy-Lohnes for the work they did in organizing the 50th Anniversary Celebration.



The 2016 NSSCA provincial conference was held at the World Trade and Convention Centre on October 28 with the theme, *B O U N C E: Believing Our Unique iNtrinsic Caregiving Energy*. The conference, which concentrated on an integrated approach to health, wellness, and resilience of caregivers in education (body, mind, and spirit), included keynotes by Robert Wright, Dr. Michael Ungar, as well as concurrent sessions by Vince MacDonald, Dr. Ashwani Kumar, Michael Belgrave, and Shawna Shiers. Thank you to Wade Van Snick and Andrew Gosney for chairing another successful conference.

At the 2016 Annual General Meeting there was an election of officers for several two-year positions. The following is the new NSSCA Executive for 2016-2017:

Martia MacLean (President)
Janice Graham-Migel (Past President)
Tina Kennedy-Lohnes (Vice President)
Wade Van Snick (Treasurer)
Andrew Gosney (Secretary)
Janet Baxter (Director)
Ann Lambe (Director)
Amanda Marchand (Director)

According to the NSSCA Constitution, the mandate of the association is (1) to improve professional practice by increasing member knowledge and understanding; (2) to designate ideas, trends and new developments; (3) to provide information to the NSTU Professional Associations Coordination Committee and the NSTU Curriculum Committee; and (4) to advise the Provincial Executive on matters



Retired school counsellors enjoy festivities at the NSSCA 50th Anniversary Celebration. Left to Right: Garnet Patterson, Hector Muise, Verne Lowe, Bonnie Steeves, Sue Hannem, Teri Cochrane.

affecting NSTU Professional Associations (NSSCA Constitution, 2008).

The school counselling profession has seen many changes over the years in Nova Scotia. One of the major changes was a shift from "position to program" with the initiation of the Comprehensive Guidance and Counselling Program in 1996. This program supports the personal, social, educational, and career development of students in Grades Primary to 12. As stated in the program guide, "The Comprehensive Guidance and Counselling Program is a central component within a school's learning environment. It provides for the integration of guidance and counselling services into a comprehensive model that crosses the curricula to address student needs through well-defined learning outcomes." (Nova Scotia Department of Education, 2002, p. v). The scope of practice for school counsellors has also changed over the years due to Power School, TIENET, and the implementation of the Nova Scotia Guidelines for School Counselling Records and Standards of Practice.

Serving on the NSSCA Executive provides a great opportunity to network with school counsellors across the province and support the school counselling profession in Nova Scotia. The Executive meets a minimum of three times a year to develop supports for school counsellors that include, but are not limited to, professional development opportunities at the annual provincial conference; a professional learning community (PLC) through the NSSCA Moodle; newsletters, websites, and professional publications; review of applications for bursary and honorary membership in NSSCA; collaboration with school boards and the Nova Scotia Department of Education and Early Childhood Development; and networking with other professional associations such as the Canadian Counselling and Psychotherapy Association (CCPA) and the Nova Scotia College of Counselling Therapists (NSCCT).

The NSSCA continues to be an active and productive professional association of the NSTU. Best wishes to NSSCA for another successful 50 years!

Janice Graham-Migel is a School Counsellor with the Halifax Regional School Board. Over the years, she served as Director, Vice President, and President of NSSCA.





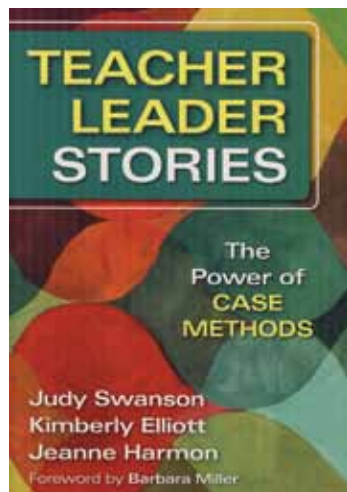
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Teacher Leader Stories—The Power of Case Methods by Judy Swanson, Kimberly Elliott, and Jeanne Harmon is a resource that empowers teacher leaders through the power of case study. It contains 16 compelling case studies that cover a broad range of leadership experiences, explicit guidance on using case writing and case analysis to enrich teacher professional learning, and a facilitator's guide with discussion questions for each case study. Aspiring teacher leaders will find it most beneficial.



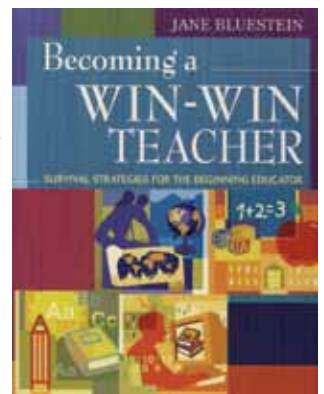
fresh

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 January 20 to be eligible for the draw.

Becoming a Win-Win Teacher—Survival Strategies for the Beginning Educator By Jane Bluestein

Becoming a Win-Win Teacher—Survival Strategies For the Beginning Educator—by Jane Bluestein will help get your teaching career off to a winning start. This resource will help you establish your professional identity, help you connect with students and create win-win classrooms, and also help you take care of yourself and grow in your career. It also contains activity sheets, self-assessment surveys, and planning pages.



Congratulations to our October Book Winners!

PD - PRISCILLA BABIN-HALSEY — HRSB

EQUITY - HEATHER RENDELL — CBVRSB

FRESH - TRACY WALSH — HRSB

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 January 20 to be eligible for the draw.

The Azreili Series of Holocaust Survivor Memoirs

The Azreili Series of Holocaust Survivor Memoirs was established to preserve and share the written memoirs of those who survived the twentieth-century Nazi genocide of the Jews of Europe and later made their way to Canada. You will receive a collection of 6 memoirs.



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grow exponentially



Stress and How to Combat that Feeling...

by Diana Dibblee

STRESS. We are living in stressful times in education. Are you experiencing stress (does the word strike and job action cause anxiety)? If you are feeling overwhelmed and have a lot on your plate right now, know you are not alone. What can you do?

After having consulted with many teachers over my 20+ year career, I find that there is no easy answer when it comes to the best way to deal with stress. However, there are wonderful strategies that many use successfully, on a regular basis. Here are some ideas you just might want to try...

1. Seek support. Talk to your family and trusted friends to help you deal with your stress. Sometimes having a friend or partner just listen, really listen and hear your concerns may help to relieve some of the weight on your shoulders. Sharing your challenges with other teachers is a good release of stress, connect with each other; we are all in the same boat! If you want psychological support, seek out the counsellors at the NSTU or privately with support from the Resilience program. Learn to communicate your needs and get the help that you need.

2. Quiet the mind. Make some time for you (with no guilt attached, even five minutes). Seek out a quiet space at home where you are able to find quality time to just relax! Breathe in deeply, listen to

your body and quiet your busy mind. Focus on simple breathing in and out. There are great apps out there, for relaxing, mindfulness and meditation.

3. Exercise. Get outside and go for a walk in the forest, a nearby park or any green space. The link between being outside and mental health is well documented; physical health positively impacts our state of mind. Working out, getting involved in sports or doing any physical activity you enjoy, is beneficial and may decrease your stress levels, especially if you can do it outdoors!

4. Eat healthy, balanced meals. Treats are great and can be enjoyed occasionally but remember that you are fueling your body AND your mind with the food you eat and drink. As a dietitian, I strive for 7-8 vegetables and fruit a day. Choose nutritious snacks and simple, easy to make real meals. Drink water, try to keep 2 bottles on your desk (spice them up with lemon, lime or other fruit). If you need ideas or recipes, go to www.dietitians.ca for more information and find a local dietitian at the Dietitians Network of Nova Scotia website (www.dietitiansns.com).

5. Go for it. Plan fun, easy activities and different events each month. What do you like to do? Go bowling, attend a paint event, have your own dance party, try an intro yoga class, learn to

knit; choose something new and enjoy it. This may help you to temporarily forget the stress (laughter is the best medicine) and put things into perspective. Ask yourself, what is the big picture? Focus on what really matters (health, relationships etc.).

6. Practice self care. Remember teachers have great health insurance that supports regular visits to massage therapists, physiotherapists, osteopaths, (visit a spa for a day) along with other health professionals. Several massage therapists do home visits, they direct bill. It is simple and easy; you don't have to leave the house! Stress can appear to melt away, or at least it feels like it, when you are relaxed and well taken care of.

7. Simplify every-day tasks. For example, try to create a separation between home and work life. Pick a time to turn off your technology, don't check your work email and try to reconnect to the moment (instead of thinking of the past or future). Be gentle with yourself and try not to dwell on things that you cannot control. Life can be stressful and challenging but strive to maintain a positive attitude and try not to complicate things.

8. Sleep. Finally, try to get enough sleep every night. Dealing with stress is challenging on a good day, but if you are tired, it can become overwhelming. Have

a bubble bath, read a good book, visualise positive thoughts; do whatever you can to forget about your stressors before you go to sleep.

These are some of the ways that we have learned to combat stress in our lives. I am sure you have others and I encourage you to share your ideas with your fellow teachers, given our current state of flux. We all experience the ups and downs of life. The NSTU and the supports they provide are here to help. A reminder that there is always a nurse on duty to answer any questions and if needed, point you in the right direction for greater supports.

Try to stay positive in these challenging times and know that you are not alone. Be thankful to your supportive friends and family and know "that this, too, shall pass".

Diana Dibblee is a teacher, dietitian, fitness lover and yoga teacher. She loves the great outdoors and enjoys the occasional run or daily walk in the woods. She has taught in Nova Scotia for over 20 years at the elementary and high school levels along with working as an administrator and Health Promotion leader. Currently she teaches a Primary-One class in Halifax.

Understanding Your Student's Journey with Crohn's or Colitis

by Crohn's and Colitis Canada

Crohn's disease and ulcerative colitis are the two main forms of inflammatory bowel disease (IBD). These diseases are not contagious, however their symptoms can be very debilitating and can affect an individual's quality of life. They are life-long conditions that affect the digestive tract or gastrointestinal (GI) tract causing ulceration and resulting in severe pain, urgent bathroom visits and often requiring medication or surgery to treat. Since Crohn's and colitis inflame the lining of the GI tract, digesting food, absorbing nutrients and eliminating waste can be challenging. In Canada, there are nearly 250,000 people with Crohn's or colitis, or one in every 150 Canadians. People with Crohn's or colitis tend to be diagnosed in their late teens or early 20s; however, the number of children living with IBD in Canada has almost doubled since 1995. An estimated 6,000 Canadian children have Crohn's or colitis.

Chances are one of your students may be affected by Crohn's or colitis. Students living with Crohn's disease or ulcerative colitis may find themselves needing extra support and accommodations in school in order to be successful in their academics AND to ensure that their health is maintained.

Students with Crohn's or colitis go through times when their disease is active and causing symptoms (also known as a 'flare-up') and times when it is not active and few or no symptoms are present (also called 'remission'). Many medications are aimed at bringing periods of flare-ups into a state of remission and keeping it that way for as long as possible.

Common symptoms include: abdominal pain (sometimes severe); cramping; gas and bloating; fatigue; diarrhea (possibly bloody), often frequent and urgent; loss of appetite; weight loss; nausea or vomiting; and joint pain.

Crohn's disease and ulcerative colitis are unique to each individual and coping methods can range from person-to-person. Both diseases are unpredictable and symptoms can vary.

Students with Crohn's or colitis may feel embarrassed, different from their peers, fatigued, stressed and or anxious/depressed. These issues may lead a student to withdraw from group or social activities, act out in anger, and/or neglect their diet and medications.

The best way for a teacher to respond to the needs of their students with Crohn's or colitis is to treat them as individuals, helping them identify their needs while

in school, and supporting access to the accommodations they may require. The student, his/her family, teachers and school administrators share a common goal of wanting the student to be successful in their academic careers.

MEAL TIME AT SCHOOL

Food choices can be a tricky thing for parents and teachers when a student has Crohn's or colitis. Again, because the diseases are so individual, many students generally follow a custom meal plan of what works for them. This meal plan has been developed over time, often using a trial and error process and students are generally very familiar with what works for them. Discuss with the student and his/her parents what foods should be avoided (also known as 'personal trigger foods'). These foods vary and may change if the student is on certain medications. Ask the parents to let the school and teacher know of any changes in medication or diet as early as possible.

It is common for schools to host pizza lunches, birthday and holiday celebrations. With some advance warning, it is possible for the parents and teachers to make accommodations at school events that will have food present. Here are some tips:

Try to provide the parent with one week notice about an event;

Encourage parents to recommend where to purchase, for example, dairy-free pizza if the student is restricted from dairy;

If the student has a number of dietary restrictions, reassure the parents and the student that they won't be excluded from the event, and welcome a 'safer' pizza alternative from home; and

Help the student feel accepted and included by avoiding too much focus on the food – instead, keep the celebrations front and centre.

WASHROOM BREAKS

Diarrhea and frequent/urgent washroom visits are a common element of living with Crohn's and colitis. Some people may experience 20 or more trips to the washroom during the course of a day when experiencing a flare-up. Students will experience a high degree of

anxiety and fear when this occurs but you can help your student(s) feel at ease in moments of pain and discomfort. Support your student(s) by allowing him or her to use the washroom as needed, even providing a personalized 'open hall pass' where such are required. Consider arranging to have the student sit near the door of the classroom so that they can slip out discreetly rather than disrupting the class.

Simple washroom accommodations, like the hall pass, help the student feel more comfortable and less anxious about having an accident – it can help keep his or her focus on your lesson plan. It may also be helpful to arrange, where possible, for the student to have use of a bathroom other than the student washrooms. Having frequent diarrhea in a public area with lots of other children around can be excruciatingly embarrassing.

CHANGE OF CLOTHES

Due to the urgent nature of washroom visits for a student with Crohn's or colitis, sometimes accidents happen. Teachers and parents are encouraged to have a change of clothes left at the school. Emergency contact numbers should also be accessible for teachers to use to contact family in case of an accident or emergency.

ABSENCES FROM SCHOOL

Crohn's and colitis are unpredictable, and students may miss classes for a short or extended period of time depending on the severity of their symptoms. Absences from class may be due to routine doctor's appointments or to periods of hospitalization. Please be supportive and flexible with assignment deadlines. Try to communicate regularly with the student's family to arrange homework drop-offs/pick-ups (this is, if there is a possibility that the student can study at home). Having a teacher stay in touch while the student is out of school can be an important way to limit isolation and encourage the student to stay engaged.

EXAMS AND TEST

Exams and tests are stressful for most students. Although stress is not a cause of Crohn's or colitis, it may aggravate or increase symptoms. During testing, teachers should allow the student washroom breaks

as needed, as they did in the classroom, and provide extra time to make up for time away from the test. Again, as with the classroom seating plan, allowing the student to sit near the exit will limit disruption to others and minimize embarrassment. Specialist doctor's visits, such as to a pediatric gastroenterologist or to a physician in another city or town, may be very difficult to re-schedule. If an appointment falls on a test date, work with the student and parents to find a way to accommodate the appointment. If hospitalization occurs over a test or exam period, make arrangements with the parents to connect and discuss re-scheduling once the student has recovered.

Informed teachers can make school easier for students with IBD. That's why Crohn's and Colitis Canada created *A TEACHER'S GUIDE: Understanding Your Student's Journey With Crohn's or Colitis*. It's a great resource for you to inform yourself about the disease and accommodating students.

Crohn's and Colitis Canada is the only national, volunteer-based charity focused on finding the cures for Crohn's disease and ulcerative colitis and improving the lives of children and adults affected by these diseases. We are one of the top two health charity funders of Crohn's and colitis research in the world, investing over \$100 million in research since 1974, leading to important breakthroughs in genetics, gut microbes, inflammation and cell repair as well as laying the groundwork for new and better treatments. We are transforming the lives of people affected by Crohn's and colitis (the two main forms of inflammatory bowel disease) through research, patient programs, advocacy, and awareness. To find out more, visit crohnsandcolitis.ca.

For previous The Well Teacher articles, go to www.nstu.ca
Click on ► Communications ► NSTU Publications ► The Teacher ► The Well Teacher

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Celebrating 33 years of province-wide PD day

On Friday, October 28 over 7,000 NSTU members attended 22 conferences across the province marking the 33rd annual Provincial Professional Development Day.

“The NSTU is so proud of the calibre of the professional development opportunities developed and organized by our professional associations,” says NSTU president Liette Doucet. “Teacher voice is front and centre during this day, as relevant, teacher-driven professional learning unfolds.”

Conferences were held in Antigonish, Baddeck, Creignish, Kentville, Milford, Truro, and many locations in HRM featuring over 550 keynotes, plenary sessions, panel discussions, and workshops. Each conference is planned, developed, and implemented by volunteer educators. “Teachers give up their valuable time in planning and organizing for their colleagues, and this is further evidence of their dedication in wanting better education for their students,” adds Doucet. Some of this year’s highlights are shown below.

NSLTA

This year’s Nova Scotia Language Teachers Association/Association des enseignant(e)s de langues de la Nouvelle Écosse conference theme was Refresh & Renew/Ressourcer & Revigorer featuring guest speaker Caroline Turnbull. Turnbull is past president of the Canadian Association of Second Language Teachers and is a learning specialist and curriculum developer with the K-12 Francophone sector of the New Brunswick Department of Education and Early Childhood Development. The conference which took place at Mount Saint Vincent University featured 25 workshops, and over 40 exhibitors including the Commissariat aux langues officielles/ Office of the Commissioner of Official Languages.



Shown above: NSLTA president Colin Landry, representative from the Official Languages Commissioner Mylene Thériault and NSLTA treasurer Rima Majaess.



Above are some of NSTU members who attended NSLTA’s conference at Mount Saint Vincent University who work for the Halifax Regional School Board. From left to right: Angela Graham (ELS teacher, Basinview Drive Community School); Rosella d’Entremont (Core French, 4 to 6, Joseph Giles Elementary); Marzia Radelich (Core French teacher, Basinview Drive Community School); Stephanie Brennan (Core French 4 – 6, Atlantic Memorial School); Leslie Hill (Core French, Ash Lee Jefferson and Beaver Bank-Kinsac Elementary); Peter Boudreau (ELP, French Immersion Grade 2, Beechville Lakeside Timberlea Elementary); and Stephanie Walsh (Primary French Immersion, Ash Lee Jefferson Elementary).

PISA

Also at Mount Saint Vincent University was the Psychologists in Schools Association (PISA) conference. This conference focused on Bringing Self-Regulation into the Classroom and saw over 300 attendees, including school psychologists, resource and classroom teachers, behaviour specialists and administrators in a day-long session with Dr. Stuart Shanker. Shanker is a Distinguished Research Professor of Philosophy and Psychology at York University and the CEO of the MEHRIT Centre, Ltd. His book, *Calm, Alert and Learning: Classroom Strategies for Self-Regulation* (2012), is the top selling educational publication ever in Canada. His new book “*Self-Reg: How to help your child (and you) break the stress-cycle and successfully engage with life*” will be published June 2016.



NSSCA

The Nova Scotia School Counsellors Association (NSSCA) celebrated a milestone this year. NSSCA commemorated 50 years of school counselling in Nova Scotia, and hosted a reception at the Prince George Hotel the evening of October 27, in advance of the conference on October 28. Present and past executive members were part of the celebration.



Members of the NSSCA executive from left to right: NSSCA secretary Colin MacKay; director Tina Kennedy-Lohmes; NSSCA president Janice Graham-Migel; NSSCA Director and Conference Co-Chair Andrew Gosney; and NSSCA Treasurer and Conference Co-Chair Wade Van Snick. Absent from picture: Martia MacLean (new NSSCA President) Page 10, The Teacher, December 2016

TAPHE

On October 27 at St. FX the Teachers Association of Physical & Health Education (TAPHE) held their second Dr. Hugh A. Noble Hall of Honour ceremony as part of the annual conference. Thursday night’s ceremony celebrated four retired teachers from the Antigonish area who were inducted into the TAPHE Dr. Hugh A. Noble Hall of Honour for their dedication to the growth and development of physical and health education in Nova Scotia and their commitment and service to students. Dr. Noble has been coined the Nova Scotia’s “Father of Physical Education”. To reflect that commitment TAPHE has named their Hall of Honour in his memory.



The four inductees to the Hall of Honour are: Lifetime Achievement Award - Angie Connors, (Posthumously - John Dan Connors, Antigonish); Peggy Gallant (Antigonish), Paul MacIsaac (Port Hood), and Mary Fisher (Guysborough).

executive highlights

October 21-22

- Filed Table Officers Report;
- Appointed Phil Doucette to serve on the Teachers' Pension Plan Inc. Board of Directors effective January 1, 2017 to December 31, 2019;
- Approved a recommendation to donate \$10,000 to the Haiti Solidarity Fund;
- Selected members to serve on the Substitute Teacher Committee with a term to end July 31, 2017; *Julia Clahane, Chair, Halifax City; Tessa Crewe, Colchester-East Hants; Randy Muir, Pictou; Lindsay Ross, Cape Breton District; and Allison Stewart, Halifax County.*
- Selected members to serve on the Comité programmation acadienne; *Eric Morneau & Sonia Parisé LeBlanc.*
- Approved a recommendation that Louis Robitaille be hired to the NSTU as an Executive Staff Officer on secondment to December 31, 2016;
- Approved a recommendation that the NSTU give the Cape Breton District, Northside-Victoria and CSANE Locals \$4,000 to be distributed to members in schools affected by the floods to resupply their materials;
- Approved a recommendation that the Governance & Policy Committee explore a disaster relief policy for NSTU members;
- Approved the 2016 APSEA Local Constitution;
- Approved a recommendation that Annual Council 2018 be held on May 4, 5 & 6, 2018 at Halifax Conference Centre and accommodations at Delta Halifax and Delta Barrington;
- Selected Betty O'Neill, Marconi Campus to serve on the Classification Advisory & Appeals Committee;
- Selected Thea Atkinson, Shelburne Campus to serve on the Faculty Duties Committee;
- Appointed Bob Hayter as the Provincial Returning Officer for the October 25, 2016 strike vote;
- Approved six Out-of-Province Grants in the amount of \$475 along with two alternates; *Cindy MacKinnon, Pictou; Pat Hiller, Cumberland Local; Paul Syme, Kings Local; Peter Myatt, Halifax County Local; Lee Ann Amaral, Halifax County Local; Elizabeth Downie, Halifax County Local.*
- Alternates: *Lisa Barteaux, Annapolis Local; Carolyn Cameron, Halifax County Local.*
- Appointed Phil Samson to serve as the Richmond Local President until July 31, 2017.

December 2-3, 2016

- Filed the Table Officers Report;
- Selected six candidates to the John Huntley Memorial Internship Program, along with two alternates;
- Selected a member to serve on the Insurance Trustees with a term to end July 31, 2022;
- Approved a recommendation that Louis Robitaille's secondment be extended to July 31, 2017;
- Approved a recommendation that Adela Njie's contract be extended for an additional 40 days until July 31, 2017;
- Approved a recommendation that the Delta Halifax/Barrington be accepted as the contract hotel and that a hot breakfast be included for all members at an additional cost of up to \$5.00;
- Approved a recommendation that the Provincial Executive authorize the Executive Director and Finance Officer to negotiate a loan or line of credit to cover strike costs if necessary;
- Approved a recommendation that if a Local requires additional funds after using reserve funds for strike costs, then a Local can make applications to the Finance and Property for additional funds.
- Approved amendments for Operational Procedures 22 (c) Strike Procedures;
- Approved a recommendation that the NSTU FOIPOP the data collected in the survey for the Minister's Action Plan;
- Referred the following motion to staff: That a Facts and Fiction document be developed to counterbalance government fallacies on a go forward basis.



2016-2017 Pre-Retirement Seminars SCHEDULE



DATES	LOCATIONS
January 9 & 11 (Monday & Wednesday) 12 & 13 (Thursday & Friday)	AVRSB (Old Orchard Inn, Greenwich) CCRSB (Wandlyn, Amherst)
February 9 & 10 (Thursday & Friday) 13 & 14 (Monday & Tuesday) 16 & 17 (Thursday & Friday) 27 & 28 (Monday & Tuesday)	SRSB (Port Hawkesbury Civic Center) HRSB (Dr. Tom Parker Building, Halifax) SSRSB (Best Western, Bridgewater) CBVRSB (Holiday Inn, Sydney)
March 6 & 7 (Monday & Tuesday) 9 & 10 (Thursday & Friday)	HRSB (Dr. Tom Parker Building, Halifax) CCRSB (Holiday Inn Express, Stellarton)

Please register through your Board, **NOT** the NSTU
November, 2016 Dates/locations subject to change

STEAM!

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steamhorizonawards.ca

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JANUARY 9, 2017

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- Must be between 16 and 18 years old at the time of application
- Must be recognized for STEAM-related accomplishments (science, technology, engineering, arts, and math)
- Must be maintaining a minimum academic average of 85%
- Must either be preparing to enroll, or currently enrolled, in their first year of post-secondary education. The enrolment must be in a STEAM field in Canada

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Happy Holiday Season
and a Happy New Year!

— Educational Leadership Consortium of Nova Scotia
Executive Director & Board of Directors



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

Public School members NSTU Locals rally for #BetterEd

As part of mobilization activities leading up to job action and through WTR, NSTU Locals around the province held rallies, marches and forums. Most of these events involved visiting MLA constituency offices around the province. Below are some of the highlights of the MLA rallies. Following are a few highlights from those rallies, the NSTU provincial rally that took place on Tuesday, December 6.



Cape Breton District Local

The Cape Breton District Local was the first Local to December 21, Sydney forum at the Holiday Inn in Sydney. Over 400 NSTU public school members attended the forum with local MLAs.



Colchester-East Hants Local

The Colchester-East Hants Local November 22 in Elmsdale and Truro. The Truro event garnered a lot of media attention as NSTU members and supporters stood outside of Minister Karen Casey's office.



Shelburne County

The Shelburne County Local NSTU Rally took place on December 7 at 4:00 starting at the Richard Swaine Field. Teachers and supporters walking through the business district to the Petro Can garage and back.



Cumberland

On November 30 about 150 teachers from the Cumberland Local demonstrated outside the office of the MLA Terry Farrell. Teachers from Amherst, Northport, Oxford, Parrsboro, Pugwash, River Hebert and Springhill assembled for the event.

Page 12, *The Teacher*, December 2016



Yarmouth Local

On December 6 the Yarmouth Local over 300 teachers and supporters met at the Staples parking lot and lined up along Starrs Road.



Hants West Local

The Hants West Local held an event on November 23 at Eastern Valley Real Estate in Windsor. They collected food donations for the local food bank and shared information about education in Nova Scotia. The Local also held a rally/march on December 4 through town to MLA Chuck Porter's Office and finally tracked him down at the Community Centre. Over 100 NSTU members were joined by at least 100 community members.



Annapolis

The Annapolis Local gathered at Rotary Park in Middleton on December 5 and marched to Premier Stephen McNeil's constituency office.



Halifax City, Halifax County and Dartmouth Locals

On November 25 the Halifax City, Halifax County and Dartmouth Locals held simultaneous rallies around HRM. The Dartmouth Local rallied outside of MLA Joanne Bernard's constituency office in Dartmouth, Halifax City Local marched to MLA Patricia Arab's office from NSTU's central office. The Halifax County Local held three rallies, one in Sackville, one in Hammonds Plains and one in Cole Harbour.



NSTU provincial rally

NSTU's provincial rally took place on December 6. More than 2,500 public school teachers, other NSTU members, retired teachers, parents, provincial union leaders and highlight the challenging conditions students and teachers are currently facing in the classroom and the need for greater investment to improve the system. The crowd filled the entire block and marched around Province House during the event. A highlight of the event was an original song, "I just want to teach" of music and band teacher Trevor Dimoff from Bedford South School. Dimoff was moved hearing the crowd sing his song back to him during the event. Here is a snippet of his song:

Chorus

*It isn't much to ask, as a teacher I expect:
 Cost of living raise, treat me with respect.
 Can't improve my classroom with PR campaigns.
 In my professional opinion: you haven't made the grade!
 Education minister, your attention please:
 I Just Want to Teach!
 I Just Want to Teach!*

Speakers at the event included NSTU president Liette Doucet, CTF Vice-president Shelley Morse, PEITF president Bethany MacLeod, NBTA president Guy Arseneault, NLTA president and CTF vice president James Dinn, and RTO member at large Alyson Hillier. NSFL president Danny Kavanaugh, NSNU president Janet Hazelton, NSGEU president Jason MacLean, Parents for Nova Scotia Teachers rep Larry Haiven, and Students for Teachers founder Kenzie Donnelly.

Besides Dimoff, other performers included Jimmy Inch and Gerry McPhee from the band Half Bent, Nova Scotia Music Teachers for Better Ed and Rad Rhythm Drummers. Colchester-East Hants Local member Drew Moore was the official NSTU chanter.



Lunenburg-Queens

The Lunenburg County and Queens Locals rallied at the office of Liberal MLA, Mark Furey on November 30. Like other NSTU Locals, a food drive was also held during the event.



Inverness Local

On November 29, members of the Inverness Local met at the SAERC Parking Lot in Port Hawkesbury and held a rally in support of public education as they marched towards the Civic Centre.



NSNU president Janet Hazelton, NSGEU president Jason MacLean and NSTU president Liette Doucet at NSTU rally on December 6.



WE DAY 2016



Above are teachers who were randomly selected to attend We Day through CTV & the NSTU with We Day co-founder Marc Kielburger. Left to right: Tory Baird (Bible Hill Junior High); Janet Balcom (West Kings District High); Lisa Smith (Community College faculty, Kingstec); NSTU president Liette Doucet, Marc Kielburger; Andrew Hines (Chester Area Middle School); and NSTU public relations coordinator Angela Murray.



Tamarac Education Centre teacher Nicole MacIntyre is shown with Liette Doucet.

On Wednesday, November 30, 2016, some 7,000 students and teachers joined together at the Scotiabank Centre in Halifax for *We Day Atlantic*. Founded by brothers Marc and Craig Kielburger, *We Day* describes itself as “a movement that brings people together and gives them the tools 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 a surprise appearance by Tragically Hip front man Gord Downie. Canadian hip hop artist Classified and Margaret Trudeau were also among those who took to the stage for the event at the Scotiabank Centre.

Other *We Day Atlantic* Canada highlights included stories and performances from:

- Jilly Black – Award winning singer-songwriter, speaker, SheRO & SheEO!
- Joseph Boyden – Novelist and short story writer
- Rick Hansen – Canadian Paralympian, activist, and philanthropist
- Connor McKiggan – Community change-maker, founder of the Junior High OUTreach Conference and Halifax West graduate

We Day (www.weday.com) has engaged millions of young people all around the world. A number of school boards were unable to send students and teachers this year because of an overnight storm that caused treacherous driving conditions.



NSTU president Liette Doucet is shown with teachers Laura Dunn and Cheryl Highmore and Grade 6 students from Colonel John Stuart Elementary School.



Students For Teachers

Also on December 5, Students For Teachers group facilitated by Cole Harbour High student Kenzi Donnelly and Dartmouth High Student held vigil outside of Province House starting at 9 am that morning. Students had been locked out of schools and many took to the streets and rallied in support of teachers.



Parents for Teachers Rally

On December 5, Nova Scotia Parents for Teachers held a rally and march which started at the Grand Parade in Halifax and included a number of speakers including NSTU president Liette Doucet. The group of over 1,000 then marched down to province house on Granville Street.



coming events

JANUARY 27, 2016

Family Literacy Day

Raise awareness and the importance of literacy by celebrating Family Literacy Day. Please visit ABC Life Literacy for activities and ideas to spread the written word! <http://abclifeliteracy.ca/>

JAN. 31, 2016 DEADLINE

Canadian Citizenship Challenge

If you have 15 minutes, put your knowledge of Canada to the test to win a trip to Ottawa and other great prizes! <http://www.canadiancitizenshipchallenge.ca/>

Teachers can test students' national knowledge with a mock citizenship exam.

Register for a chance to win great prizes for you and your group!

In your account, you can add classes or groups to take the Challenge online or in class. Go to <http://citizenshipchallenge.ca/teacher/register>.

FEBRUARY 2016 DEADLINE

World of 7 Billion student video contest returns

The fifth annual World of 7 Billion student video contest for 2015-2016 has returned for another year. High school students from all over are being challenged to create a short video (up to 60 seconds) about human population growth that highlights one of the following global challenges: Deforestation, Public Health, or Water Scarcity.

All videos must include a) how population growth impacts the issue, and b) at least one idea for a sustainable solution. Consider narrowing your focus by concentrating on a subtheme within your topic. Possible subthemes include:

Deforestation – erosion, clearing for agriculture/pasture, impacts on climate, biodiversity or habitat loss

Public Health – spread of communicable disease, air quality, sanitation, maternal/reproductive health

Water Scarcity – aquifer depletion, water conflicts, pollution, impact on girls' education, irrigation

Four winners will be chosen for each global challenge at the high school level. The first place winner will receive \$1,000; second place winner \$500; and honourable mentions \$250 each. Two winners will be chosen for each global challenge at the Middle School level. First place: \$500; Runner up: \$250. All students, Grades 6 to 12, worldwide are eligible to participate and win.

Entries are due by Thursday, February 25, 2016 (5:00 p.m. Eastern US time). Visit the World of 7 Billion website to enter the contest and download the flyer for more info.

If ten or more of your students enter the World of 7 Billion video contest, they'll send you a free set of Population Education teaching resources, including: the World Population DVD, two curriculum CDs, a population cartogram poster, and more!

And keep in mind...

- Only middle school (6-8) and high school (9-12) students are eligible to win.
- The Sustainable Solution Organizer provides scaffolding to guide your students' research and help them develop their videos' focus.
- You must complete and send in the "Teacher Complimentary Resource Request Form" to receive your resources.

For more info, please visit www.Worldof7Billion.org

NOTICE

Canada's Coolest School Trip

Did you know that next year is both Canada's 150th birthday and the 100th anniversary of national historic sites in Canada? To highlight these anniversaries, this year's grand prize is a five day, all-expenses paid school trip to Parks Canada places in Nova Scotia including a visit to Canada's first national historic site, Fort Anne!

From **June 5-9, 2017** one lucky Grade 8 class will go on a trip of a lifetime! Students will: Explore the beautiful landscape and experience Mi'kmaq culture in Kejimikujik National Park and National Historic Site; carefully handle artifacts with a white glove at Fort Anne National Historic Site; discover the haunted tunnels and chambers of the Halifax Citadel National Historic Site; visit with Samuel de Champlain himself at Port Royal National Historic site; uncover the tragic and powerful Acadian history at the UNESCO World Heritage and National Historic Site, Grand-Pré; and so much more!

Sign up to compete in the contest by completing the online registration at http://contest.myparkspass.ca/Register_Your_Class. Then have your class create a one-minute video telling us which Parks Canada place they would like to visit to celebrate Canada's 150 birthday.

Contest registration is now open. Upload the video by **February 27, 2017**. Vote for your favourite video and encourage others to vote for yours from **March 6 to March 24, 2017**.

Negotiations Background & Timeline

Background/Timeline	Action to Date
Sept. 29, 2015	Negotiations open with exchange of asking packages
Oct. 7 & 8, 2015	Regional meetings to present Asking Packages
Nov. 12, 2015	Tentative Agreement #1 reached
Nov. 17 & 18, 2015	Regional meetings to present Tentative Agreement #1
Dec. 1, 2015	Tentative Agreement #1 rejected by membership
Jan.-May 2016	Negotiations resumed. 5 Negotiation sessions for a total of 11 days
June 2, 2016	Minister of Education and Early Childhood Development requested the services of a Conciliation Officer
June 7, 2016	Appointment of a Conciliation Officer
July 8, 11, Aug. 3-4, 2016	Conciliation meetings
Sept. 2, 2016	Tentative Agreement #2 reached
Sept. 20-21, 2016	Regional meetings to present Tentative Agreement #2
Oct. 4, 2016	Tentative Agreement #2 rejected by membership
Oct. 11, 2016	Strike Vote called by Provincial Executive
Oct. 17-19, 2016	Regional meetings for Strike Vote
Oct. 25, 2016	96% of members vote in favour of strike
Oct. 27, 2016	NSTU requested that Minister of Labour and Advanced Education appoint a Conciliation Board
Oct. 28, 2016	Minister of Education and Early Childhood Development requests further information regarding issues to be considered by Conciliation Board
Oct. 31, 2016	NSTU provides requested information to Minister of Labour and Advanced Education. Minister of Education and Early Childhood Development indicates it is only agreeable to Conciliation Board with conditions (no consideration by Conciliation Board of wages and service award)
Nov. 1, 2016	NSTU rejects Minister of Education and Early Childhood Development's conditions on Conciliation Board
Nov. 3, 2016	NSTU requests that Minister of Labour and Advanced Education appoint Mediation Officer
Nov. 9, 2016	Minister of Labour and Advanced Education refuses to appoint Mediation Officer
Nov. 17, 2016	Agreement by both parties to return to bargaining table with aide of Conciliation Officer
Nov. 21 & 25, 2016	The parties met with Conciliation Officer
Nov. 28, 2016	Strike School – November 28, 29 & 30
Nov. 28, 2016	NSTU announces WTR to begin December 5
Dec. 5, 2016	Work to Rule scheduled to begin
Dec. 2	NSTU sends final WTR adjustments to Department of Education
Dec. 3	Minister Casey announces students would be locked-out of schools starting December 5
Dec. 3	Speaker recalls the legislature. Government announces it is imposing a contract on NSTU public school members
Dec. 5	Student lock out begins
Dec. 5 (8:30 am)	Bill Briefing for An act Respecting a Teachers' Professional Agreement is scheduled and then postponed one hour later
December 5 (9: 30 am)	Nova Scotia Legislature resumes, is immediately recessed
December 5 (2:00 pm)	Minister Casey announces students would be allowed to return to school, no contract would be imposed on teachers at this time
December 5 (2:30 pm)	Nova Scotia Legislature adjourns, no legislation introduced
December 6	Students return to class



Free Materials & Training for Teachers

* **Lesson plans, materials and online training for Fourth R Grade 7, 8, 9 Health program**

* **Facilitator manual and online training for Healthy Relationships Plus Program**

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Lieutenant Governor's Teaching Award



NOMINATE A COLLEAGUE

Nominate a colleague you believe represents the teaching profession in Nova Scotia: someone who exemplifies the outstanding work done daily by teachers. If you know of a worthy candidate, please submit a nomination form today. Candidates must be nominated by three colleagues. For more information, ask your NSTU representative for the 2016 nomination form, or check our website, www.nstu.ca. The annual Lieutenant-Governor's Teaching Award was instituted by the Honourable Myra A. Freeman, CM, ONS, MSM., in partnership with the NSTU to celebrate the positive influence teachers have on the students and communities they serve. His Honour, Brigadier General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established this award in 2013.

**NOMINATION DEADLINE IS 4:30 P.M.
FEBRUARY 24, 2017**



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.

Lieutenant Governor's Teaching Award deadline February 24

Each year an NSTU member is selected to represent the teaching profession in Nova Scotia through the Lieutenant Governor's Teaching Award in partnership with the Nova Scotia Teachers Union.

"This award highlights the commitment and dedication teachers and Community College members have for their the students and communities they serve," says NSTU president Liette Doucet.

His Honour, Brigadier-General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established the Award in 2013. It was originally instituted by the Honourable Myra A. Freeman, CM, ONS, MSM in 2005 to celebrate the positive influence teachers have on the students and communities.

Potential recipients are nominated by colleagues, active teachers, administrators or Community College members of the NSTU. The recipient will exemplify the outstanding leadership, dedication, commitment, and achievement by teachers to the youth of our province within our public schools and the Community College to foster the growth of their students, their communities and their profession.

To be eligible, the successful candidate must be an active teacher or administrator working in a Nova Scotia public school or Community College and a member of the NSTU. The Lieutenant Governor and the NSTU president will host an Award Recognition Ceremony for the recipient of the award at a date yet to be determined. The Lieutenant Governor's Teaching Award is generously supported by Johnson Inc.

Members of the Retired Teachers Organization (RTO) executive and a representative from the Office of the Lieutenant Governor comprise the award selection committee.

The deadline for the nomination forms is Friday, February 20, 2015 by 4:30 p.m. Nomination forms are found through your NSTU representative or on the NSTU website.

The 2016 recipient was Theresa Pelley. Previous NSTU members honoured with the Lieutenant Governor's Teaching Award are: *Selena Davidson-Eno* (2015), *Margot O'Leary* (2014), *Dr. Steven Van Zoost* (2007), *Dianne Raoul* (2006); and *Karen Wallace* (2005).

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**The deadline for the March issue
of The Teacher is February 17.**

**Contact the NSTU at 1-800-565-6788
or theteacher@nstu.ca**

Master of Education Cohort Programs at StFX



Responding to the learning needs of educators...

Master of Education in Leadership with a concentration in Teaching Indigenous Students

For educators who are teaching First Nations, Metis or Inuit students. Both Indigenous and non-Indigenous educators from all across the country are invited to apply. A strong focus on decolonization is threaded throughout this cohort. This cohort aligns with the Nova Scotia Department of Education and Early Childhood Development's objectives to *promote equity and literacy* access and development for students from diverse backgrounds. The courses in the summer of 2017 will take place on campus in Antigonish with the remainder offered online.

(Summer 2017 - Summer 2019).

Application deadline: March 1, 2017

Master of Education in Leadership with a concentration in Mental Health Education

This program will advance the leadership capabilities of participants to understand and promote mental health education in public schools supporting the Nova Scotia Department of Education and Early Childhood Development's belief that mental health education is a foundation for successful learning and living. The courses in the summer of 2017 will take place on campus in Antigonish with the remainder offered online.

(Summer 2017 - Summer 2019)

Application deadline: January 15, 2017

Master of Education in Leadership with a concentration in Outdoor Education

This program will assist educators to develop their curricular planning and instructional leadership abilities and capacities within their respective school communities in relation to outdoor and experiential education. Moreover, this cohort is also meant to support educators in developing research competencies and literacy within these same content areas. The courses in the summer of 2017 will take place on campus in Antigonish with the remainder offered online.

(Summer 2017 - Summer 2019)

Application deadline: December 15, 2016

Master of Education in Curriculum & Instruction with a concentration in Secondary Science Education

This program is meant to enable educators to develop their curricular planning and instructional leadership abilities and capacities within their respective school communities in relation to science education, Science Inquiry, STEM, Makerspaces, Coding, Science Literacy and STEM career literacy. Moreover, this cohort is also meant to support educators in developing research competencies and literacy within these same content areas. The cohort is designed for educators to explore new approaches for science teaching and learning across and between all science disciplines, to consider their effective implementation, and to assess how their implementation impacts teaching and learning in 21st century classrooms. This program will advance the capabilities of participants to offer exceptional educative experiences to secondary students in science education. The courses in the summer of 2017 will take place on campus in Antigonish with the remainder offered online.

(Summer 2017 - Summer 2019)

Application deadline: March 1, 2017

Master of Education in Curriculum & Instruction with a concentration in Early Elementary Pedagogy

This program will advance the capabilities of participants to offer exceptional educative experiences to young students in multi-ability, possibly multi-aged contexts in public schools. This program aligns with the Department of Education and Early Childhood Development's increased recognition of the importance of the early years in preparation for lifelong success. The courses in the summer of 2017 will take place on campus in Antigonish with the remainder offered online.

(Summer 2017 - Summer 2019)

Application deadline: January 30, 2017

For more information, call
1.877.867.3906 or 902.867.3906

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<http://sites.stfx.ca/continuingeducation/master>

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update

How Can the NSTU Assist Members in Managing Stress? Frequently Asked Questions

The NSTU Group Insurance Trustees want to remind members that there are a number of programs available to you and your family to assist in coping with the added stress these uncertain times can bring. Below are answers to frequently asked questions on this topic.

Q: What programs are available to NSTU members to help us cope with the stress facing us?

A: NSTU Counselling Services

The NSTU has two internal counsellors (one currently) that provide confidential short-term counselling services to members, their partners, and dependents. You can contact the NSTU Counselling Services at 1-800-565-6788, press 4.

Resilience® Employee and Family Assistance Program

The Resilience® Employee and Family Assistance Program provides a number of services to members, their partners, and dependent children. Counselling services are provided to assist with coping with stress, alcohol and drug abuse, psychological disorders, anger management, marital/family/separation/divorce/custody issues, addictions, and many other issues members and their eligible dependents could be facing. The counselling is designed to provide support and understanding, and to help build coping skills and teach ways to effectively manage issues and problems.

Direct access to Resilience® is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788) and services can be provided in a way that is most convenient and comfortable for you, whether that be in-person, by phone, or through a secure online service. You can also access these services through the NSTU by dialing 1-800-565-6788, press 4.

Psychological Services – Total Care Medical

If you do not wish to access the above programs, the services of a psychologist is covered at 80% of the usual and customary charges per treatment through the Total Care Medical Program. A Master of Social Work is also considered eligible under this benefit.

Massage Therapy – Total Care Medical

Sometimes a massage can assist in relieving or reducing stress levels. The Total Care Medical Program covers the services of a registered massage therapist at 80% of the usual and customary charges to a maximum of 20 visits per year (August to July).

Q: Some members have financial pressures, are there any services available to assist with financial concerns?

A: Resilience® also provides services such as financial advisory services to assist with concerns you may have involving your finances.

Direct access to Resilience® is provided 24 hours per day, seven days a week at 1-877-955-NSTU (6788) and services can be provided in a way that is most convenient and comfortable for you, whether that be in-person, by phone, or through a secure online service. You can also access these services through the NSTU by dialing 1-800-565-6788, press 4.

Q: Is there anything else members should know about accessing services if they are feeling overwhelmed?

A: A very unique service available to NSTU members is access to a nurse who is an NSTU staff member. The nurse is available to assist members and provide direction on how best the NSTU Member Assistance Program can address individual needs. The NSTU nurse can be contacted at 1-800-565-6788, press 4. In addition, you can e-mail the NSTU nurse at the NSTU at nurse@nstu.ca.

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resources



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!

Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. This month, we are highlighting videos that focus on Mi'kmaq culture, residential schools and Native rights. 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.

Holiday Facts & Fun: Multicultural Christmas **Elementary**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74743>

The spirit of a favourite holiday’s underlying message – love and joy – is enhanced by the unique presentation featuring celebrations of families from Scandinavia, Native America, South Korea, Mexico, and Ethiopia, each in its American home, explaining family and ethnic customs associated with their celebrations. Special foods, songs, stories, games, celebrations, costumes, and other holiday traditions are shown for each group. (1993; 23 min.)

Celebrate **Intermediate**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=66531>

Explore the traditional celebrations of Americans of four different ethnic origins. Visit a pow wow and a Kwanzaa celebration and experience the Three Kings Day and Chinese New Year celebrations. Hear about the cultural significance of each holiday. (1992; 24 min.)

The Night Before Christmas **Elementary**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83441>

The story of Santa’s visit on a snowy Christmas Eve is beautifully brought to life with exquisite illustrations and festive music. Narrated by Anthony Edwards. (1997; 6 min.)

Seven Candles For Kwanzaa **Elementary**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=83482>

This unique African-American holiday commemorates the strength of family ties, respect for ancestors, commitment to the growth of community, and gratitude for life’s bounties. Narrated by Alfre Woodard. (1997; 10 min.)

Holiday Facts & Fun: Hanukkah **Elementary**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=74706>

An animated story of Hanukkah shows how the ancient Jews recaptured their temple and re-established their religious freedom. A Jewish family makes Hanukkah foods (latkes and cookies), plays holiday games (spin the dreidel), sings holiday songs (*Oh, Hanukkah*), exchanges presents, and has a holiday feast. (2006; 15 min.)

Ramadan in Denver **Elementary/Intermediate**
<http://learn360.infobase.com/PortalPlaylists.aspx?wID=114538&xtid=68360>

Meet Muslims in Denver as they observe the month of Ramadan. Learn about the significance of Ramadan in the Islamic faith. (2001; 2 min.)



#readytoteach

On December 5, 2016 during the government’s lock-out of students, teachers posted pictures of their empty classrooms on social media using the hashtag #ReadytoTeach. During the course of the day the hashtag was used 8,100 times generating millions of impressions. #ReadytoTeach trended nationally on Twitter and the network generated a Twitter moment as a result. According to the social media site, moments are created to highlight “exceptional content.” The hashtag also received coverage in numerous media outlets.



Poll Results Report for Public School Strike Vote – October 25

Local	Region	Accept	Reject	Total	Eligible Voters	% of Voter Turnout
Annapolis	Valley	171	10	181	180	100.56%
Antigonish	Strait	224	5	229	203	112.81%
Cape Breton District	CB-Victoria	786	21	807	751	107.46%
Colchester-East Hants	Chignecto	794	55	849	768	110.55%
CSANE	CSANE	471	21	492	463	106.26%
Cumberland	Chignecto	308	9	317	299	106.26%
Dartmouth	Halifax	630	34	664	670	99.10%
Digby	Tri-County	122	3	125	115	108.70%
Guysborough County	Strait	82	2	84	86	97.67%
Halifax City	Halifax	1028	34	1062	982	108.15%
Halifax County	Halifax	2175	74	2249	2106	106.79%
Hants West	Valley	183	7	190	182	104.40%
Inverness	Strait	211	11	222	198	112.12%
Kings	Valley	609	39	648	621	104.35%
Lunenburg County	South Shore	445	26	471	440	107.05%
Northside-Victoria	CB-Victoria	305	13	318	292	108.90%
Pictou	Chignecto	443	20	463	425	108.94%
Queens	South Shore	112	1	113	102	110.78%
Richmond	Strait	76	2	78	66	118.18%
Shelburne County	Tri-County	135	10	145	140	103.57%
Yarmouth	Tri-County	250	16	266	257	103.50%

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional or NSCC Employee number.

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

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

A DAY HOME SPECIFICALLY FOR TEACHER'S CHILDREN OR THOSE WHO DON'T REQUIRE SUMMER CARE –

I am located in Lower Sackville, very close to major roads and highway 101. I am a registered medical first responder and also have therapeutic training with a variety of disabilities. My spouse and I both have our child abuse, criminal record, and vulnerable sector checks completed. My Daycare includes: Safe and clean family home away from home; Brand new renovated play space and outdoor area; Loving environment; Smoke free; Healthy meals and snacks; Supervised outdoor play In fully fenced yard (weather permitting); Play Time; Story Time; Arts & crafts, music, shapes & colours, ABCs, 123s; Puzzles; Free Play; Cloth Diaper Friendly; Peanut Free; Fluent with Baby Sign Language; Help children further develop their motor skills, fundamental skills as well as social skills. Hours from 7 am to 5 pm. We are able to accommodate children from 0-5. Receipts and References are available. Contact: Megan MacDonald, rosebottoms@gmail.com; 902-541-0680.

FOR RENT – Two Florida Condominiums For Rent in Estero midway between Naples and Ft. Myers. A 1/1 and a 2/1 bed/bath. Owned by Halifax couple. Beautiful gated community includes 2 pools, golf, tennis, nearby beaches and shopping. Email pmccallum@hfx.eastlink.ca or 902-499-1763.

LOOKING FOR JOB SHARE – Need longer weekends? Experienced Resource/Learning Centre teacher looking to job share one day a week HRSB 2016-2017. Excellent references and work ethic. ashannon@hrsb.ca

TEACHER EXCHANGE – Permanent secondary teacher (social st./eng) with HRSB interested in exchange with permanent teacher from CBVRSB or SRSB. Possible permanent exchange desired. Contact teacher.exchange.16@gmail.com.

TEACHER EXCHANGE – Permanent elementary French Immersion teacher in HRSB, interested in an exchange with a permanent elementary French Immersion teacher in the AVRSB for the 2017-18 school year. Possible permanent exchange desired. If interested, contact: shauna.aucoin@hrsb.ca

TEACHER EXCHANGE – Permanent resource and early literacy support teacher with the HRSB interested in an exchange with a permanent teacher from the CBVRSB for 2017-18 school year. Permanent exchange desirable. If interested contact dmlachowicz@nstu.ca

TEACHER EXCHANGE – Permanent elementary teacher with the HRSB interested in an exchange with a permanent elementary teacher from CBVRSB for 2017-2018 school year. Possible permanent exchange desired. If interested contact whaler2780@gmail.com

TEACHER EXCHANGE/JOB SHARE – I am seeking an exchange or job share with an elementary teacher in the AVRSB. I hold a permanent elementary position in HRSB. A permanent exchange is possible. Please contact Vaunda at vaunda.macdonald@hrsb.ns.ca

POSITION AVAILABLE

MEETING AND EVENT PLANNER CANADIAN TEACHERS' FEDERATION

The Canadian Teachers' Federation (CTF) is seeking a Meeting and Event Planner to join our staff team. Reporting to the Director of Communications or Deputy Secretary General, the Meeting and Event Planner will collaborate with the CTF Leadership Team, other CTF staff, and suppliers to ensure CTF meetings and events are of the highest possible caliber.

The ideal candidate will be an experienced meeting and event planner who has the following knowledge, experience and abilities:

- A demonstrated history of event management success, including a broad knowledge of event planning and production processes and a strong understanding of conference and event management techniques;
- 5+ years' experience working in an association, the education sector, or not-for-profit;
- University or College degree or diploma in event management;
- Experience with Meeting Professionals International (MPI), the Canadian Society of Association Executives (CSAE), and Certified Trade Show Marketer (CTSM), or similar organizations;
- Excellent written and oral communication skills in English or French, and ideally in both languages;
- Solid and creative problem solving and decision-making abilities;
- Well-developed organizational and priority management skills, under minimal supervision;
- Exceptional interpersonal skills;
- First-rate computer skills in Microsoft, SharePoint, and Database Management.

Responsibilities will include, but may not be limited to:

- Regular collaboration with the CTF Leadership team and other members of staff in order to transform objectives into creative and effective meetings and events; see page 2 for a list of current CTF events and meetings;
- Development, marketing, and production of events from proposal through delivery and evaluation;
- Setting, communicating, and maintaining timelines, priorities, and budgets on every project;
- Coordinating operational and administrative functions among several groups of people;
- Relationship building with colleagues at CTF, CTF Member organizations, and suppliers;
- Site inspections and management of events both in Ottawa and in other locations;
- Preparation of annual operating plan/budget as well as detailed budgets for each event;
- Complete discretion when dealing with confidential information or tasks;
- Supervision of temporary staff as required.

Following a three-month probationary period, the position is a permanent one that comes with a competitive salary and a full range of benefits. Duties begin March 1, 2017, or at a later date negotiated by the successful candidate and CTF Management.

CTF welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Interested candidates are invited to submit a cover letter and résumé, along with the names and contact details of two references, to CTF Secretary General Cassandra Hallett DaSilva electronically via Sandra Lane, Executive Assistant at slane@ctf-fce.ca

All applications must be received no later than **noon on Thursday January 12, 2017**. We thank all of those who apply for this position. Selected candidates will be contacted for an interview.

Current Typical CTF Event Calendar

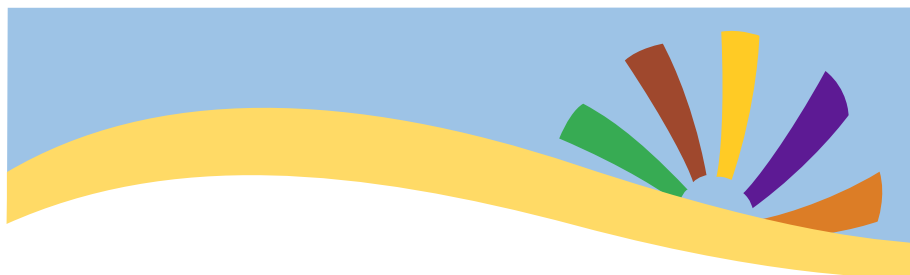
Major Events:

- Francophone Symposium (2 days) – Smaller event typically in February*
- Women's Symposium (3 days) – Typically in March, 75 participants + presenters*
- National Collective Bargaining Conference (2 days) – June, 60 participants + presenters*
- Project overseas orientation (3 Days) – July, 55 participants + staff, facilitators, and guests
- Canadian Forum on Public Education (2 days) – July tied to AGM, 150-200 participants + presenters and guests
- National Staff Meeting (3 days) – Typically in November, 75 participants + presenters (tied to CTF Board Meeting)

Major Meetings:

- Annual General Meeting (2.5 days) – July, tied to Canadian Forum on Public Education 150 delegates + guests and observers
- Board of Directors – November (2 days), 40 directors + staff and guests
- Board of Directors – April (3 Days) – 40 Directors + staff and guests
- Board of Directors – July (tied to AGM) – (1/2 Day) – 40 Directors + staff and guests
- Executive Meetings – 2 Face to face meetings a year, 10 people
- Project Overseas Team Leaders' Orientation (2 Days) – April, 14 participants + staff and guests

*Typically a CTF Member organization hosts and helps with SOME planning of the event.



Have your say!

* The *Racial Identity, Culture, and Pedagogy* project is seeking the perspectives of **TEACHERS** of all backgrounds to better understand the achievement gap in Nova Scotia. Whether you are a visible minority or not, whether you teach grade Primary students or grade 12 students, have been in the profession for two years or 20, we would like your help in understanding the difference in outcomes among students of different racial backgrounds. To be eligible for participation, you just need to have taught at least one student of European and one student of African descent within the last two years. Please consider joining us for a 1.5—3 hour focus group to discuss how race and culture impact student learning from your perspective as an educator.

Gift certificates available to project participants

Contact Hugh Samson at
hugh.samson@outlook.com to participate.

LEADERSHIP POSITION AVAILABLE

DEPUTY SECRETARY GENERAL OF THE CANADIAN TEACHERS' FEDERATION

The Canadian Teachers' Federation (CTF) is seeking an educational leader to join its team in the pivotal role of Deputy Secretary General. Collaborating with and reporting to the CTF Secretary General, the Deputy Secretary General is a key member of the CTF leadership team.

The ideal candidate will be an experienced teacher and educational leader who is:

- a strong advocate for high-quality publicly-funded public education;
- an experienced and collaborative leader who has administered programs successfully and supervised staff in effective, respectful, and inspiring ways;
- very familiar with teacher organizations across Canada and abroad;
- experienced in human resources; strategic planning; program development and implementation;
- able to respond to the direction of the CTF Executive Committee and Board of Directors as well as the needs of CTF Member organizations, while also working with partner organizations and government representatives;
- an outstanding communicator;
- dedicated to social justice and equality;
- a resourceful, creative and strategic thinker, able to make sound decisions under pressure;
- highly organized;
- eager to be part of the CTF leadership team.

Additional consideration may be given to candidates who are bilingual (English/French) and/or possess a relevant Master's degree.

Responsibilities will include, but not be limited to:

- regular collaboration with the Secretary General regarding the overall direction, coordination, staffing, monitoring and reporting of the CTF and its initiatives;
- the provision of excellent advice and guidance to the Secretary General and, as called upon, to the President, the Executive Committee, and the Board of Directors or Committees of the Board on policy formulation, internal operations and procedures, programs and services, and any matters requiring the attention or action of those concerned;
- the supervision and administration of one or more CTF Program/Service areas; management of various CTF projects and initiatives; budgets; human resources; the CTF Employees' Pension Plan; and other duties as assigned by the Secretary General.

The position is on a personal service contract that comes with a competitive salary and a full range of benefits. Duties begin June 1, 2017, and include a transition period with the incumbent (who is retiring in July 31, 2017).

CTF welcomes applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Interested candidates are invited to submit a cover letter and résumé, along with the names and contact details of two references, to CTF Secretary General Cassandra Hallett DaSilva electronically via Sandra Lane, Executive Assistant at slane@ctf-fce.ca

All applications must be received no later than **noon on Friday, February 24, 2017**.