

# Teachers, students and parents adjust to the realities of COVID-19 shutdown

The outbreak of COVID-19 has had a profound impact on society around the world and Nova Scotia is no different.

Nova Scotia recorded its first confirmed case of the novel coronavirus on March 15, and on the same day the province announced that schools would be closed until April 3 to help stop the spread of the virus. The closure was eventually extended until May 1 and then May 19 at which time it will be reviewed again.

With schools closed, for an extended period of time, the Department of Education and Early Childhood Development began work on a plan to ensure students would continue to receive some level of instruction during a prolonged shut-down, with special emphasis placed on meeting the needs of students in Grade 12 set to graduate in the summer of 2020.

As work on a temporary learning plan proceeded, teachers were allowed to enter schools during the week of March 23 briefly to collect technology and items required to teach from home. On March 27, the Deputy Minister of Education and Early Childhood Development sent a memo to all teachers advising them to try and make contact and check in with their students, ideally via email.

Finally on March 30, having collaborated with the NSTU and PSAANS, EECD released its learning plan to teachers, with the expectation that remote education was to begin on April 8th. It was also announced that Saltwire Publishing would deliver a learning package to students with the weekly flyers. This in an effort to reach students that might not have access to the internet.

NSTU President Paul Wozney says this temporary system can in no way replace the experience of having teachers and students together in the classroom. However, the NSTU's top priority during the pandemic is ensuring the safety of students, teachers and their families, which this plan helps accomplish.

In an April 1st email to members, Wozney stated: "I know the learning plan is a lot to process, but I urge everyone to exercise a great deal of patience and understanding moving forward. Obviously, there will be challenges. While this interim solution can in no way replace having your students present in the classroom, please make every effort to work (via email, online or by phone) with your colleagues and principals to fix problems you encounter while this new reality unfolds."

He added: "I want to stress that a lot of

people are putting themselves in harm's way to keep us safe and fed right now. Ensuring their kids are receiving a certain level of education during this shutdown will bring these brave individuals some comfort. We owe it to them and to our students, many who are struggling with anxiety, to do our best under these temporary conditions."

Wozney says that while this new system is not without challenges ultimately it's all about flattening the curve. "The coronavirus is not a public education issue, it's a public health issue. And by providing some level of education remotely teachers are ensuring students continue to learn from home, which helps stop the spread and save lives," says Wozney. "This is no small task and teachers and everyone working in our public education system deserve a hearty congratulations for their work to get us to this point."



# people

## We remember Lisa McCully

The NSTU is mourning the death of one of its own, Lisa McCully, who at the age of 49, lost her life due to a senseless act of violence in Portapique on April 18.

She was a Grade 3/4 at Debert Elementary School, where she had been teaching for the past five years.

A mother of two, Lisa was also committed to her own two children and as a dedicated teacher had been working over the last couple of weeks developing online lessons for her students during the ongoing school closures because of the COVID-19 pandemic.

"She was an incredibly positive person whose love of life and children brightened the day of anyone who came in contact with her," wrote Debert Elementary principal Scott Armstrong. "She was first and foremost a loving mom. Her world revolved around her children and she brought this love into her classroom each and every day. Lisa was vibrant and fun and always one of the first to step up and volunteer in any activities that made our school a home away from home for our students," Armstrong told the CBC. "Lisa will always hold a special place in our hearts."

"She was somebody who taught from the heart," said Nova Scotia Teachers Union president Paul Wozney. "She taught her kids not just the curriculum but teaching about virtues and personal qualities. I know that a parent of one of her students posted on Facebook the hole that was going to be

left in his life now because Ms. McCully wasn't going to be a part of it anymore."

Lisa was the sister of Jennie Kierstead, a former physical education teacher who along with husband Blair Abbass created and developed Yoga In Schools (<https://www.yogainschools.ca/>). "She is such a loss because she was such a light," said Kierstead during an interview with CBC's The Current. "We were brought up to really appreciate the wonder of life, and it was a part of who she was."

Blair is a retired teacher and school counsellor who designed the first mindfulness program for Nova Scotia teachers 25 years ago and taught the first Yoga Grade 11 course for the Halifax Regional School Board.

Gina Barrett White, a resource/learning centre teacher at Tatamagouche Regional Academy, who taught with Lisa at Chiganois Elementary School told CBC's Mainstreet, "She was just the light in the room. She lived her life to the fullest and that's what I liked about her."

Highlights from her obituary provide more evidence about the incredible life lost. "Lisa had an infectious personality with a ready sense of humour. She lived life 200 percent and was the life of every party. A



gifted educator, Lisa was always teaching and constantly had creative pursuits on the go, whether it was baking bread, harvesting mushrooms or playing music. To know Lisa was to know life in full color."

Her family express their profound appreciation to the members of the R.C.M.P who responded to the horrific situation, for gently protecting the children and also to the anonymous 911 person who stayed on the phone with them for two hours.

A private funeral service was held on Sunday, April 26. Donations may be made to Debert Elementary School, Truro Youth Choir or West Colchester Minor Hockey Association.



Managing Editor: **Angela Murray**  
Assistant Editor: **Mark Laventure**  
Advertising & Circulation: **Nancy Day**



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3106 Joseph Howe Drive,  
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Phone: 902-477-5621  
Fax: 902-477-3517  
Toll free: 1-800-565-6788  
Email: [theteacher@nstu.ca](mailto:theteacher@nstu.ca)  
Website: [www.nstu.ca](http://www.nstu.ca)

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June	June 10

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## Nova Scotia Teachers' Pension Plan Trustee Inc. selects new board chair

John Rogers been selected as the new Chair of the trusteeship that manages the pension plan for Nova Scotia teachers, school administrators and faculty and professional support staff at NSCC.

Along with the neutral Chair, the board of Teachers' Pension Plan Trustee Inc (TPPTI) is comprised of four directors appointed by the Nova Scotia Teachers Union (NSTU) and four directors appointed by the Province of Nova Scotia. Recently, both parties authorized a search process to select a replacement for outgoing Chair John Carter, whose maximum 10-year term ends on June 30, 2020.

The NSTU and the Province thank Mr. Carter for his major contributions and dedication over the last ten years.

"I'm looking forward to continuing the work of the directors to stabilize the

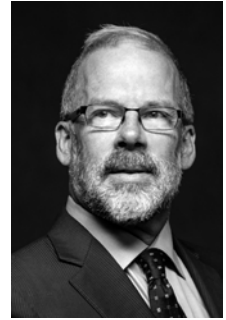
teachers' pension fund and ensure its long term health," says Rogers. "It's crucial we work collaboratively to develop innovative solutions to protect and strengthen the retirement incomes of the more than 20,000 Nova Scotians who belong to this plan."

John Rogers, QC, ICD.D, was Chief Executive Officer/Managing Partner at Stewart McKelvey for more than 12 years. Currently he is the CEO of the 2020 North American Indigenous Games. He also serves as director of the Nova Scotia Health Authority; chair and member of the Board of Governors of Acadia University; director and former chair of United Way Halifax; and trustee of Legal Leaders for Diversity Trust Fund. Previously he was chair and director of IWK Health Centre; chair and director of Halifax Chamber of Commerce;

campaign co-chair of United Way Halifax; director of Junior Achievement of Canada Foundation; and director and secretary of Discovery Centre.

Teachers' Pension Plan

Trustee Inc. is the trustee of Nova Scotia Teachers' Pension Plan (TPP). TPPTI was established in 2006 under a joint trust agreement between the NSTU and the Province of Nova Scotia. TPPTI has the fiduciary responsibility for the TPP; is responsible for its operations and manages its investment assets. The TPPTI Board meets five to six times a year.



## Education Week cancelled

Due to the COVID-19 pandemic, this year's Education Week, which would have taken place from April 19 to 25 was cancelled. Following public health guidelines, the Provincial Education Week Committee also cancelled the Education Week Awards Ceremony, which was

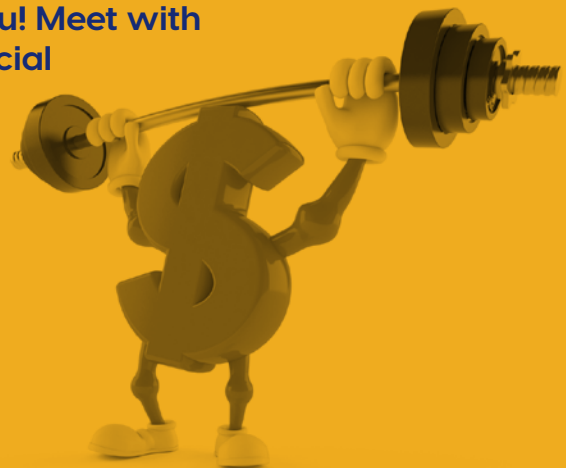
scheduled for April 21 at École du Carrefour in Dartmouth.

The plan is to reschedule the ceremony for some time during the 2020-2021 school year. All Education Week 2020 recipients will be recognized during this time. RCEs, CSAP and recipients were informed of the decision and Education Week 2020 award recipients received a congratulatory letter from Education and Early Childhood Development Minister Zach Churchill.

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## from the nstu president

### Mourning our shared loss

It's always a challenge to know what to say in these columns. Our union does so much and there are so many highlights between issues that you can't write about them all. Striking the balance between not forgetting important things while focusing on what's truly important is never easy.

This month things are very different.

On Saturday, April 18, 2020, our lives were forever changed when a series of calculated and brutal killings took the lives of at least 22 Nova Scotians. The first to be lost was one of our own, Lisa McCully.

9300 NSTU hearts remain broken along with those of her colleagues and students at Debert Elementary, as well as her family and friends who knew her not only as a passionate teacher but as a shining love in their lives.

The massacre also took the life of Constable Heidi Stevenson, an exemplary 23 year RCMP veteran who died responding to the call. Constable Stevenson is the wife of our brother, Dean Stevenson, who teaches at Cole Harbour District High School and loving mother to two children. We continue to send our love and care to them as they face life without the light of their lives.

We learned on Tuesday, April 21, that Emily Tuck, a grade 12 student at Cobequid Educational Centre in Truro was also among the twenty others slain. Our siblings at CEC are now processing their own grief for a bright and special student while supporting her grieving peers as they learn from home.

Beyond these, the families of the other 19 victims are struggling to process what has happened. Their lives are no less precious. They are our neighbours and friends. Their children are our students. While we hurt over Lisa, Heidi and Emily, we also hurt for every single one of them.

There are no words to capture the loss Nova Scotia has suffered. This is a devastating time for all communities affected across our province.

In the midst of this darkness, the response to us and all Nova Scotians has been overwhelming.

On your behalf, I have received expressions of care and comfort from every corner of Canada and beyond. At the writing of this piece, the list representing hundreds of thousands whose hearts are turned towards us includes:

### Nous sommes tous en deuil

C'est toujours un défi de savoir quoi dire dans cette chronique. Notre syndicat fait tellement de choses et il y a tellement de moments marquants et d'enjeux essentiels qu'il est impossible de tous les aborder. Il n'est jamais facile de trouver le juste équilibre entre la nécessité de ne pas oublier des choses importantes et celle de mettre l'accent sur ce qui est vraiment important.

Ce mois-ci, la situation est très différente.

Le samedi 18 avril 2020, nos vies ont été bouleversées à jamais lorsqu'une série de meurtres cruels et délibérés a coûté la vie à 22 Néo-Écossais. La première victime était l'une des nôtres, Lisa McCully.

Les 9300 membres du NSTU ont le cœur brisé, tout comme ses collègues et ses élèves de l'école élémentaire Debert, ainsi que sa famille et ses amis qui la connaissaient non seulement comme une enseignante passionnée, mais aussi comme un rayon d'amour dans leur vie.

Ce massacre a également coûté la vie à la gendarme Heidi Stevenson, vétérane exemplaire de la GRC depuis 23 ans, qui a été tuée alors qu'elle répondait à l'appel. La gendarme Stevenson était l'épouse de notre frère, Dean Stevenson, qui enseigne à l'école secondaire Cole Harbour District, ainsi que la mère aimante de deux enfants. Nous continuons à leur exprimer tout notre amour et toute notre compassion tandis qu'ils doivent

affronter la vie sans le soleil qui l'illuminait.

Le mardi 21 avril, nous avons appris qu'Emily Tuck, élève de 12e année au centre éducatif Cobequid à Truro, était également parmi les victimes. Nos frères et sœurs de ce centre pleurent aujourd'hui la perte d'une élève brillante et exceptionnelle tout en soutenant ses camarades en deuil tandis qu'ils suivent leurs cours à domicile.

En outre, les familles des autres victimes luttent aussi pour comprendre ce qui s'est passé. Leur vie n'est pas moins précieuse. Ce sont nos voisins et nos amis. Leurs enfants sont nos élèves. Notre douleur à la perte de Lisa, Heidi et Emily est immense, mais elle s'étend également à chacune d'entre elles.

Les mots nous font défaut pour décrire la perte que la Nouvelle-Écosse a subie. C'est un moment dévastateur pour toutes les collectivités touchées dans notre province.

Au sein de cette période très sombre, le volume des réactions qui ont surgi à notre égard et à l'égard de tous les Néo-Écossais a été stupéfiant.



- CUPE Nova Scotia through President Nan McFadgen
- The Nova Scotia Community College Academic Union through President Barb Gillis
- The Public School Administrators Association of Nova Scotia through Chairperson Tim Simony
- The Retired Teachers Association of Nova Scotia through President Bill Berryman
- The Newfoundland Labrador Teachers Association through President Dean Ingram
- The New Brunswick Teachers Federation Co-Presidents Gérard Arsenault and Rick Cuming, representing both Francophone (AEFNB) and Anglophone (NBTA) teachers
- The Ontario Secondary Schools Teachers Federation through President Harvey Bischof
- The Ontario English Catholic Teachers Association through President Liz Stuart
- The Elementary Teachers Federation of Ontario through President Sam Hammond
- The Grey Bruce Labour Council, Ontario, through President Kevin Smith
- The Manitoba Teachers Society through President James Bedford
- The Alberta Teachers Association through Vice President Jenny Regal
- The British Columbia Teachers Federation through President Teri Mooring and First Vice President Clint Johnston
- The Northwest Territories Teachers Association through President Fraser Oliver
- The Canadian Teachers Federation, through President (and our very own) Shelley Morse (representing 283,000 Canadian teachers)
- Dr. Jess Whitley and Dr. Andy Hargreaves, co-chairs of the NS Inclusive Education Implementation Evaluation Steering Committee
- The Norwegian Union of Education through President Steffen Handal

I hope that this incomplete list (more will have come in after this piece is finalized) helps show you how cared for you are. There is no questioning the pain of this time. Nonetheless, may you be bolstered by the knowledge of how many are hurting with you and holding you up.

Any of us who have experienced grief in the context of our school knows how challenging it is for a community of people to process shared loss. Where this tragedy has unfolded in the middle of an already overwhelming crisis as Nova Scotians and those across the globe look to find ways to slow the impact of COVID-19, we will need one another even more than usual.

Together, we will need to find ways to grieve and heal that keep us all safe and healthy while we do what must to flatten the curve. Know that the NSTU and

En votre nom, j'ai reçu des témoignages de compassion et des messages de réconfort de toutes les régions du Canada et au-delà. Lors de la rédaction de cette chronique, la liste des organisations représentant les centaines de milliers de personnes dont le cœur s'est tourné vers nous était la suivante :

- Le SCFP Nouvelle-Écosse, par l'intermédiaire de sa présidente, Nan McFadgen
- Le Nova Scotia Community College Academic Union, par l'intermédiaire de sa présidente, Barb Gillis
- L'Association des administratrices et administrateurs des écoles publiques de la Nouvelle-Écosse, par l'intermédiaire de son président, Tim Simony
- L'Association des enseignants retraités de la Nouvelle-Écosse, par l'intermédiaire de son président, Bill Berryman
- L'Association des enseignantes et des enseignants de Terre-Neuve-et-Labrador, par l'intermédiaire de son président, Dean Ingram
- Les coprésidents de la Fédération des enseignantes et des enseignants du Nouveau-Brunswick, Gérard Arsenault et Rick Cuming, représentant à la fois les enseignants francophones (AEFNB) et anglophones (NBTA)
- La Fédération des enseignantes-enseignants des écoles secondaires de l'Ontario, par l'intermédiaire de son président, Harvey Bischof
- L'Association des enseignantes et des enseignants catholiques anglo-ontariens, par l'intermédiaire de sa présidente, Liz Stuart
- La Fédération des enseignantes et des enseignants de l'élémentaire de l'Ontario, par l'intermédiaire de son président, Sam Hammond
- Le Grey Bruce Labour Council de l'Ontario, par l'intermédiaire de son président, Kevin Smith
- La Société des enseignantes et des enseignants du Manitoba, par l'intermédiaire de son président, James Bedford
- L'Association des enseignantes et des enseignants de l'Alberta, par l'intermédiaire de sa vice-présidente, Jenny Regal
- La Fédération des enseignantes et des enseignants de la Colombie-Britannique, par l'intermédiaire de sa présidente, Teri Mooring, et de son premier vice-président, Clint Johnston
- L'Association des enseignants et enseignantes des Territoires du Nord-Ouest, par l'intermédiaire de son président, Fraser Oliver
- La Fédération canadienne des enseignantes et des enseignants, par l'intermédiaire de sa présidente Shelley Morse (qui est aussi des nôtres); la fédération représente 283 000 enseignants canadiens.
- Jess Whitley et Andy Hargreaves, coprésidents du comité directeur d'évaluation de la mise en œuvre de l'éducation inclusive en Nouvelle-Écosse
- Le syndicat norvégien de l'éducation, par l'intermédiaire de son président Steffen Handal

J'espère que cette liste incomplète (d'autres messages nous seront parvenus après la publication de cette chronique) permettra de vous montrer à quel point le monde s'inquiète pour vous. La douleur qui marque cette période est écrasante. Néanmoins, nous espérons que le fait de savoir que tant de personnes partagent votre deuil et vous soutiennent vous apportera un peu de réconfort.

Tous ceux d'entre nous qui ont connu un deuil au sein de leur école savent à quel point il est difficile pour une communauté de partager une telle épreuve. Du fait que cette tragédie s'est déroulée en plein milieu d'une crise déjà accablante, alors que les Néo-Écossais et les gens du monde entier cherchent à trouver des moyens de ralentir l'impact de la COVID-19, nous allons avoir besoin les uns des autres encore plus que d'habitude.

Ensemble, nous devons trouver les moyens de faire notre deuil et de surmonter cette épreuve tout en maintenant tout le monde en sécurité et en bonne santé et en continuant à faire le nécessaire pour aplatir la courbe. Sachez

*Continued on page 20*

*Suite à la page 20*

## Safe Spaces for Queer Teachers

by *Daniel Blinn and Sue McKay, Co-leaders Metro Teachers' GSA*

To be out or not to be out? Are LGBTQ+ teachers really safe in the school system? Over the years, many things have improved for LGBTQ+ youth. For example, schools cannot deny students the right to create a GSA (Gay–Straight Alliance, Gender–Sexuality Alliance). Not that long ago, GSAs were few and far between, but now, most secondary schools have an active group. Despite these improvements for queer youth, many queer teachers live in fear of prejudice and discrimination if their identity is discovered.

Although there are school board/district/regional centre and human rights' policies intended to protect people in the queer community, it is impossible to protect people from bigotry. Many people assume that society has evolved and that public opinion is more accepting in 2020; however, policy and public opinion do not protect one from the harm that may be caused by a bigot, especially if that person is in a position of power. It only takes one bigot to ruin someone's career.

In education circles, we often talk about “putting students first”; however, if we do not also consider the safety of teachers, we *cannot* put students first. Schools are a reflection of society, and therefore the issues we face in schools are systemic—and to make these kinds of changes can feel overwhelming, if not impossible. However, school systems could lead the charge on creating safe school environments by

not only creating environments where LGBTQ+ teachers feel safe, but where they are actually encouraged to be open, positive role models for the youth they serve. It is generally accepted that self-actualization and meeting one's full potential are unattainable goals if basic needs are not met first. Likewise, many students will struggle to be successful academically if their well-being is not secure. For many LGBTQ+ students, their physical safety is threatened and their sense of social, emotional and mental welfare is often fragile. If LGBTQ+ students do not feel protected, their academic achievement and, indeed, their futures will be affected. As educators, we have an obligation to create safe spaces for all students, including LGBTQ+. However, how do we create safe spaces for students if we do not also create safe spaces for teachers?

So, how do we get there? Like any large goal that seems overwhelming in the beginning, it is accomplished by taking one small step, and then another and another. However, before any teacher can be expected to take these steps, there needs to be assurances from those in positions of power that LGBTQ+ teachers will be supported and protected from prejudice and discrimination. Beyond that, LGBTQ+ teachers also need to feel that they bring a valuable perspective that diversifies and enriches the climate of the school.

The Metro Teachers' GSA, in the Greater Halifax area, is an example of a grassroots organization started by

queer teachers. This group provides a safe space, and a sense of community and support for LGBTQ+ teachers and their allies. There is safety in numbers and comfort in being part of a group that understands and shares the same concerns. Teachers may not feel safe attending a teachers' GSA meeting, but may feel some security just knowing that such a group exists. The Metro Teachers' GSA is an organization that attempts to meet this need.

There are many LGBTQ+ teachers in our schools who do not feel safe to be who they are. In our present environment, it takes a great deal of courage to risk your career, no matter how much you might want to be a desperately needed role model for our LGBTQ+ youth. To be out or not to be out? In our present environment, this remains a very personal decision.

*Daniel Blinn is a school counsellor at John Martin Junior High and South Woodside Elementary. He has been teaching for 16 years.*

*Sue McKay is a school counsellor at Smokey Drive and Sycamore Lane Elementary Schools in Lower Sackville.*

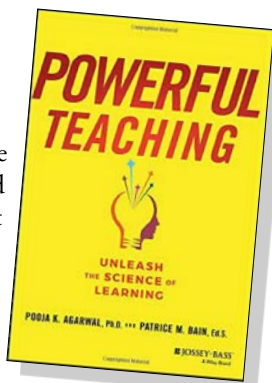




Email your name, home address, and the name of your school with **PD Giveaway** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **May 20, 2020** to be eligible for the draw.

## Powerful Teaching by Pooja K. Agarwal and Patrice M. Bain

Powerful Teaching: Unleash the Science of Learning published by Jossey-Bass A. Wiley Imprint illustrates ways to successfully apply the cognitive science research of learning in classroom settings. It provides practical, easily implemented evidence-based strategies drawing on a 15-year scientist-teacher collaboration and more than 100 years of research on how we learn.



## CONGRATULATIONS TO OUR MARCH BOOK WINNERS!

FRESH — Katrina Murphy — CCRCE  
EQUITY — Cindy Kowalyk — SSRCE  
PL — Amy MacDonald — HRCE

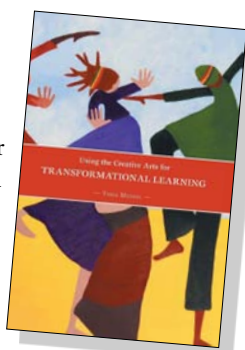
## EQUITY COMMITTEE BOOK REVIEW

Nova Scotia Teachers Union

Email your name, home address, and the name of your school with **EQUITY** in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by **May 20, 2020** to be eligible for the draw.

## Using the Creative Arts for Transformational Learning by Tessa Mendel

Using the Creative Arts for Transformational Learning published by Friesen Press, weaves together theory, personal experience and a deep knowledge of the power of Art to transform individuals and communities. This comprehensive and accessible book inspire and guide artists, adult educators, and activists to create meaningful arts-based opportunities for personal and social change. Terri Whetstone, Artist and Executive Director, 4Cs Foundation, Nova Scotia says this book is “a welcome new resource for all of us working in community-engaged arts. It expresses the difficulties and desires concerning the combination of personal and social/political creative expression with a refreshing mix of subtle thought, personal experience and hands-on advice.”



## With A Little Help Society (W.A.L.H.S.)

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**With A Little Help Society (W.A.L.H.S.)** is a non-profit charitable organization, in Nova Scotia for over 20 years, and was incorporated in December 2011.

The Society is committed to 100% of funds donated going to those in need. Each year, there are more and more costs and greater challenges and demands on those who need a little help in our rural communities. For this reason, **With A Little Help Society** was established to offer supplemental levels of funding in local areas.

In the past year (2019) the Society has been very busy providing support for:

- Local Food Banks
- Compassionate Funding
- Emergency Funding
- School Bursaries
- Local Annual Parish Picnic
- Local Hospital
- Local Breakfast Program

We also run a ticket sale and host an annual Fishing Derby, May 30th, 2020. Any donation, big or small is greatly appreciated! Please send it to:

**With A Little Help Society**

c/o Brian, Mary and Jacob Cooke, 10 The Lane, Erinville, NS B0H 1N0

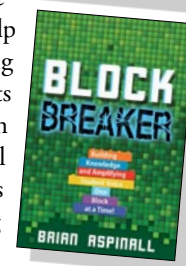
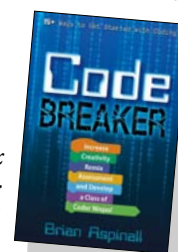
# fresh

Putting new members in the KNOW!

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## Code Breaker and Block Breaker by Brian Aspinall

**Code Breaker: Increase Creativity, Remix Assessment, and Develop a Class of Coder** and **Block Breaker: Building Knowledge and Amplifying Student Voice One Block at a Time** both published by Dave Burgess Consulting help equip teachers with computational thinking and coding in the classroom across all subjects and grade levels and help students engage in the digital age. In Block Breaker, Aspinall shares his own and other educators' success with Minecraft (and other programming applications) in the classroom.



# Home Office Ergonomics

by Maya Fallows, OT Reg. (NS), Case Coordinator/Occupational Therapist, NSTU's Early Intervention Program

As workplaces try to prevent the spread of COVID-19 we unconventionally find ourselves working from home. Although we may have had a "home office" set up previously which was used on an occasionally basis, we now find ourselves spending endless hours at the computer. If not using proper posture and body mechanics, this could be leading to aches and pains. Here are a few tips to assist you with ensuring proper positioning in your home working environment.

## Pelvis/low back

- Aim to have the angle at hips at 90 degrees or slightly greater.
- It's important to support natural lumbar curve to prevent harmful strain on the intervertebral discs, with proper back support from chair. Try using a rolled up towel or small pillow.
- Keep body close to work to avoid leaning forward. By leaning forward, users can cause neck and upper back strain.
- Need to keep arms as close to side as possible as spinal loading increases with the arms extended.

## Neck

- Neck should be in neutral position. Ideally, the top of the monitor should be at eye level. If your monitor or laptop is too low, try raising using a few texts books or a game box.
- Avoid neck extension (when monitor is too high) as this will cause fatigue of neck musculature.
- Monitor 18-24" away from eyes (one arms length), farther causes head forward posture, closer results in eye strain.

## Shoulders

- Maintain shoulders in neutral alignment
- Mouse should be on same level as keyboard as you want to prevent extended reach, which will amount to shoulder, neck, and upper back fatigue.

## Elbow

- Maintain elbows at an angle of 90 degrees or slightly greater.
- Keyboard at elbow height or slightly lower, never higher.
- If using a laptop and you have a spare keyboard and mouse, use these. Prop the laptop up on a stack of books so that the screen is at eye level and place

the external keyboard and mouse on the table or desk surface, ideally at elbow height.

- If armrests are being used to rest elbows while keying, they should be positioned one inch below elbow height.

## Wrists/Hands/Fingers

- Wrists straight (neutral)
- Resting wrists on corner edge of desk is high risk for pressure. Desk edge is sharp. Wrist rests prevent this but must be used properly. Need to be positioned below home row and should be made of a soft material. They are to be used for occasionally resting wrists from keying.
- If using armrest, need to be close to body so not to deviate wrist position (awkward position).
- Trim your nails so that fingertips are not flattened out during keyboard use and the functional curve of hand is lost. Keep nails medium to short and stay up on the soft rounded fingertip.

## Knees

- Angle at knees should be 90 degrees or slightly more. Ideally there should be 2" clearance between front edge of seat and back of knees. Need to allow for blood flow to lower legs and venous return.

## Feet

- Flat on floor or footrest with lower legs at right angles to floor. This can be increased but decreasing below 90 degrees can cause reduction in blood flow and subsequent fatigue.

## Eyes

Eye problems may result from:

- sustained exposure to excessive screen glare (reflected light)
- screen flicker

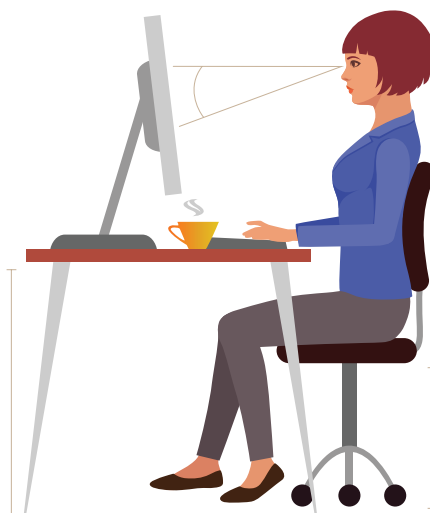
- strong, direct back lighting (usually from a window behind the computer)
- very dry indoor air (30% relative humidity/72 degrees F, seen particularly in the winter months)
- Poor positioning of monitor and document holder

## Solutions:

- Dim lights
- Tilt screen or use antiglare screen
- Look away from the screen occasionally and focus on distant objects
- Change orientation of computer (monitor should not be facing window or light source)
- Use window blinds
- For dry eyes, use artificial tears and glycerin-containing face creams to assist eye/eyelid irritation.
- Ensure proper alignment of monitor to prevent eye fatigue

Even good posture is not to be held for long time! Take microbreaks which are 30-60 seconds long that allow you to vary your working posture by standing, walking and performing gentle stretches. You can also change from sitting to standing to work by using your laptop at your kitchen counter for short periods of time. If you choose to try this, ensure you prop the laptop on books to reduce being hunched over.

*Good luck and stay safe!*







For more information or to register  
for programs, call (902) 444-9642  
or email: [info@BreathingSpaceYogaStudio.ca](mailto:info@BreathingSpaceYogaStudio.ca)  
[YogainSchools.ca](http://YogainSchools.ca)



"This program is one of  
the top two things I've  
done in my life."  
- April Wallace  
school teacher

## Yoga in Schools Canadian Conference 2020

This summer's conference, themed Trauma-sensitive Mindfulness, will have workshops designed to provide leading-edge, cross-curricular mindfulness and yoga tools that target students' mental health, emotional regulation and social connectivity. This conference offers workshops for every level, from the curious beginner to the certified yoga instructor.

The workshops will have a theoretical component as well as movement practices designed to relieve stress and promote calmness in your students. Topics include:

- Trauma-sensitive Mindfulness Keynote with author and international presenter David A. Treleaven
- Trauma-informed Yoga
- Mindfulness for diverse learners
- Trauma practices for healing First Nations communities
- Stress relieving movement practices for self-regulation
- ACT (Acceptance Commitment Therapy) workshop

**Full 200hr Yoga in Schools and Studio Certification**, with manuals and training in Yoga Grade 11, Yoga for Autism, Yoga for Specials Needs and level 1 mindfulness. Certification training runs from July 6-24th, with the 4 day conference included.

**Conference hosts:** Jenny Kierstead and Blair Abbass, authors of the NEW Mindfulness in Schools Manual and founders of Yoga in Schools.

**Who can attend:** This conference is ideal for teachers and support staff.

**When:** July 20th-23rd, 2020

**Where:** Chocolate Lake Hotel, Halifax, NS

**Fee:** \$500.00 + hst

(check local PD for funding)



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80

# A

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# VISION

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## CHECK FOR EDUCATORS:

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## STORIES FROM THE CLASSROOM

- 4

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# CONTACT 20/20

- 5

Conference on New Techniques and Classroom Teaching

For more information: <https://bit.ly/2PUMlv1>

Tuesday, August 4th – Friday, August 7th, 2020  
St. Francis Xavier University, Antigonish, NS



Registration forms will be available through your Local by mid-May

## NSTU Presidential Election and provincial executive elections postponed

Due to the COVID-19 pandemic, at the April 7 meeting, NSTU's provincial executive postponed upcoming elections for NSTU president and outstanding provincial executive seats.

The presidential election has been set for October 27, 2020, and the term for current NSTU president Paul Wozney been extended until January 31, 2021. The newly elected NSTU president term will be February 1, 2021 to July 31, 2022.

The date for provincial executive elections for regions of Cape Breton Industrial, Digby/Shelburne/Yarmouth, Halifax City, and Lunenburg County/Queens have been set for October 13, 2020 and the campaigns for those regions will begin on September 3, 2020. The term of office for the current provincial executive members serving in seats for regions mentioned above will be extended until October 13, 2020. Their terms would have ended on July 31, 2020.

## Deals & Discounts

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

# How to maintain your mental health while social distancing and self-isolating

by Dayna-Lee Baggley, Ph.D., R. Psych.

*This article used with permission by the author was originally posted in the Psychology Today blog on March 15, 2020.*

Are you stuck at home with unruly kids? Trying to concentrate during a “virtual” meeting? Or frustrated that even though you have no symptoms you’re supposed to self-isolate for 14 days?

The social distancing and self-isolating measures as part of the response to COVID-19 are annoying. They just are. They are disruptive and stressful and frustrating. Why should we do it?

For most of us this illness will be mild (80% of us in fact) but as someone who works in the surgery and cancer care unit of a tertiary care hospital, all my patients are immune comprised and I’m very worried for them. So if you’re doing social distancing or self-isolating, on some level you’ve decided to protect those who are more vulnerable than you. Maybe it’s for an elderly parent or neighbour. Maybe for a friend or family member who is immune compromised or has an underlying condition. Even if you know no one at risk you’re doing an amazing thing by protecting those who are most vulnerable at considerable frustration and annoyance for you. So remind yourself and keep reminding yourself why you’re doing this: because you are a kind, compassionate human who has chosen to care about other humans, who through no choice of their own, are very much at risk.

There’s also very good scientific evidence that social distancing makes a huge impact on the transmission and death rates in COVID-19. It’s estimated 26 percent of transmissions happen before people have symptoms and that we can decrease the death rate by a factor of 10 by employing social distancing measures at a large scale.

Social distancing works to “flatten the curve” or in other words to slow the transmission of the disease so the healthcare system is not overwhelmed. This saves lives because patients can get the treatment they need and be more likely to survive the illness.

If you are social distancing or self-isolating, good work. Well done on protecting the health of your loved ones and those in your community. We need a global communal effort to manage this disease.

But humans are social creatures and being isolated can be hard on your mental well-being. Here are some things you can do to maintain your mental well-being while following COVID-19 recommendations.

## 1. Create a routine

Make yourself a daily schedule and try to follow it. Get up at a regular time. Take time to get showered and get dressed. Have a regular lunch break. Include some physical activity, perhaps going outdoors or follow a workout online.

## 2. Find a sense of purpose or meaning

If you are working from home, try to keep your deadlines and tasks you might typically do. Find other activities to do that feel purposeful. Clean a closet. Send an email to a friend. Support friends or neighbours who are self-isolating by offering to get them supplies or groceries if you are not required to self-isolate.

## 3. Stay connected with others

Social distancing really means physical distancing. We are very fortunate to live in a world where we can stay connected via technology. Have some Facetime conversations. Let your kids play online video games with their friends. Text your friends and family. Join a Facebook group that is *unrelated* to COVID-19.

## 4. Limit time-consuming information on COVID-19.

Our “caveman” brains often want more information, telling us that if we just get enough information we can “solve” this problem and feel less anxious. But, of course, most of COVID-19 is out of our control. We can control whether we wash our hands, but we don’t control whether our immune system can effectively fight COVID-19. Try to give yourself a mental

break by thinking about something *other* than COVID-19. Watch a Star Wars marathon. Try a new cooking show. Try sudoku. Take up knitting or learn a new language. Give your brain something else to think about besides COVID-19, taking a “mental” break from the stress.

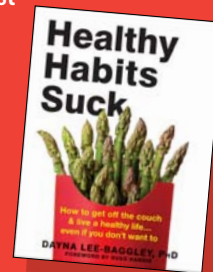
## 5. Make sure you’re charging your frontal lobe.

Because of ongoing stress, our caveman minds are “on fire” and most of us are experiencing higher levels of anxiety. Our frontal lobe is capable of controlling our behaviour but it is like a battery and as we use it to get through our day, the battery gets drained. Make sure to include activities in your day that “recharges” your frontal lobe battery. Activities that make you feel more energetic, purposeful, accomplished, engaged, or that make you smile. Watch your favourite movie, call or text a good friend and have a laugh, meditate, take a bath, snuggle with your dog.

## 6. Remind yourself you’re not alone.

If you’re social distancing or isolating it can feel, well, isolating. Millions of years of evolution have shaped humans to feel distress when we are alone. It says something about our species that solitary confinement is a source of punishment. This is a global response and *everyone on the planet* is working toward the same goal. Your actions are contributing to the well-being of your community, city, country, and world. This a wonderful, compassionate act you are doing to support others. And many others are doing the same thing for you. We are truly in this together, even if you’re home alone and it sucks.

The Teacher has a copy of Dr. Baggley's book *Healthy Habits Suck* for giveaway. This book will help you find the motivation you've been looking for to live your healthiest life, even when you don't want to. Please send an email to The Teacher by May 20 with *Healthy Habits* in the subject line.



# Coping with Tragedy in Nova Scotia

## How to grieve together in a time of physical distancing

by Dayna-Lee Baggle, Ph.D., R. Psych.

*This article used with permission by the author was originally posted in the Psychology Today blog on April 20, 2020.*

As a resident of Nova Scotia and an adopted Maritimer, the recent events hit home for me. They were a painful, senseless tragedy. These suggestions are offered to try to help cope while recognizing that there is no way to “make this better”. It is a tragedy.

First, recognize that it is okay to feel however you feel. Common feelings are sadness, distress, anger. You are distressed over this because this bothers you. Your feelings are showing up for good reason. It makes sense to have these feelings. The fact that this is shocking and upsetting is because it doesn’t happen often and that’s a good thing. Allow your feelings to be there. It’s also okay to feel nothing. Sometimes our emotional systems get overwhelmed and it’s like a circuit breaker that just shuts all the feelings off and we just feel numb. That’s okay too.

Many will feel grief. Grief is like a wave that will just hit you. Sometimes that wave shows up because it’s prompted by some reminder of the loss but sometimes it just shows up out of nowhere. Our best bet is not to fight the wave and to ride it out. That means to allow yourself to feel sad and to cry. The wave will pass but the more you fight it, the more exhausted you will be. Think of the difference between trying to swim against the tide vs riding a wave to the shore. You’ll probably find that you feel a bit better after a good cry.

Tears are a social signal for support. Our typical response to tears is to reach out and hug the person who is crying. Tears help

to signal to others that we need support. Of course, during the current pandemic reaching out and hugging someone might not be possible. But recognize that humans have an amazing ability to experience things through our minds. I mean, we can imagine things and it can feel just as real as if it were really happening. A simple example of this is to imagine biting into a lemon. Whatever response you notice, perhaps wrinkling your nose or imagine tasting the sourness, isn’t because a lemon is actually there, it’s because we can experience things through the mind.

This is both a curse and a gift. We can spend time imagining the horrors of the event or we can spend time offering ourselves and others comfort and support even if we can’t physically be there. It is still a powerful effect to say to someone: “Oh, I just wish I could hug you right now.” And to imagine what that hug would feel like. Share the grief and the sadness and the support and the comfort through technology. Human minds have a way of making that feel real even if you can’t do it in person. Being together in sorrow is the most powerful tool we have to cope with loss, tragedy, and grief. It doesn’t take the pain away but it adds comfort and that makes the pain more bearable.

We will all ask, Why? And we will try to figure out how someone could behave this way. The reality is that there will never be a satisfying answer. Because no matter what we come up with, you would still never

behave the way that man did. Whatever trauma, stress, and difficulties he was facing, we probably still can’t imagine ourselves behaving the way he did. There is no “why” that will make this make sense or make us feel better. Most people would not behave the way he did even given whatever circumstances he was facing. That is why these events are hard to predict, prevent, or explain. They don’t make sense.

But it is a normal human response to try to figure out why. The brain doesn’t like uncertainty. It wants to know why so it can try to keep us safe. If you notice yourself trying to figure out why, that’s completely normal. But it may not be the best use of your energy or time.

Rather than trying to figure out why, the better way to spend your energy is to use your distress to do the opposite of what he did: to be caring and kind and loving. Add compassion and care to the world instead of darkness. Reach out to someone, connect with someone, send a virtual hug, cry together on the phone. Show the best sides of humanity rather than the worst through your own behaviour.

And be kind to yourself. This is stressful. This is distressing. We won’t be at our best. This is really hard. Wrap your arms around yourself, give yourself a hug, and call someone you love.

There are also many online resources to access additional support. Consider mental health crisis lines, EAP programs, or private psychologists. You don’t have to cope alone.

Dayna-Lee Baggle, PhD is a Registered Clinical Psychologist. She works as a Clinical Health Psychologist at tertiary level hospital in Halifax, Nova Scotia for the Medical/Surgery/Cancer Care units. She holds an Assistant Professor appointment in the Department of Family Medicine and cross appointments in the Departments of Surgery and Psychology & Neuroscience at Dalhousie University and an Adjunct Professor appointment in the Department of Industrial and Organizational Psychology at Saint Mary’s University. She is the Director for the Behaviour Change Research Institute, which conducts research and training in chronic disease management. She is an internationally recognized trainer in Acceptance and Commitment Therapy and a certified therapist in Emotion Focused Therapy for Couples. Dr. Lee-Baggle provides training, supervision and workshops for clinicians and healthcare providers around the world.

For more info visit: <http://drleebaggle.com>.





# resources

## media LIBRARY

### Digital Resources for Teachers

@LRTS

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

Online videos can be accessed from your gnspes landing page. Just click on the link for Learn360 and you're good to go. You also visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

### *eLearning Support for Teachers*

This month, we are highlighting online resources you can access to help you transition to new ways of working and teaching.

Google Apps for Education is the best place to start looking for information. Once you have logged in, you will see at the top of the landing page two new icons: one for the eLearning Support Site and one for the new Curriculum webpage.

The new Curriculum webpage can be found here: <https://curriculum.novascotia.ca/> and has course outlines and curriculum documents as well as additional online resources.

The eLearning Support Site will help you with how-to tutorials for Google, Moodle, Chromebooks and Virtual Meetings, tips for eLearning, links to eResources and curriculum supports, and links to student services resources. The eResources page will also give you information about project planning, prioritized outcomes and assessments.

More information about school closures and cancellations as well as learning from home can be found here: <https://novascotia.ca/coronavirus/education/>

Information for Parents and Families can be found here: <https://curriculum.novascotia.ca/parentfamily-information> and highlights of the Learning Plan for Students can be found here: <https://novascotia.ca/coronavirus/docs/COVID-19-Learning-Plan-Fact-Sheet-EN.pdf>

Lastly, online learning resources and examples can be accessed from the Nova Scotia Virtual School launchpad page: <https://nsvs.ednet.ns.ca/> Click on the large icon for Provincial eLearning at the bottom. You may need to re-log into Google Apps for Education to access this page. Here you will find examples of lessons and excerpts from online courses offered through NSVS that you can use with your students.

As always, online curriculum videos are available to use with your students from Learn360 and are accessible from the GAFE landing page under Learning Resources.

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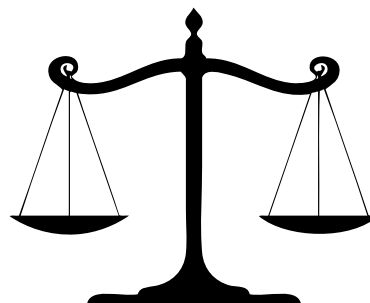
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# NSTU STANDING & OTHER COMMITTEES



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

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

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

- ☐ **COMITÉ DE PROGRAMMATION ACADIENNE** – studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.
- ☐ **CURRICULUM** – studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- ☐ **DISTRIBUTED LEARNING COMMITTEE (from the TPA)** – addresses distance education issues and is comprised of representatives from the NSTU, the Department of Education and Early Childhood Development and Regional Centres of Education (RCE)
- ☐ **EQUITY** – is concerned with matters pertaining to equity, diversity and social justice.
- ☐ **FINANCE & PROPERTY** – prepares the annual budget for Council, keeps informed of the Union's financial position, supervises the payment of accounts, forwards financial statements to Executive meetings, determines the amount of travel expenses to Council and checks every NSTU expenditure on property.
- ☐ **INSURANCE TRUSTEES** – oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/Total Care Dental, LTD, MEDOC® and Home & Auto. NSTU members and PSAANS members are eligible to be appointed to this Committee. **One appointment will be made from the Cape Breton Region.**
- ☐ **MEMBER SERVICES** – identifies bargainable items; prepares background information related to merits of negotiable items; identifies trends and developments in teacher bargaining across Canada; reviews economic forecasts; considers Council resolutions; plans workshops for REWC negotiations; reviews results of the most recent contract bargaining.
- ☐ **PENSION** – studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **Two appointments will be made, one from the South Shore/Tri-County Region and one from the Annapolis Region.**
- ☐ **POLITICAL ACTION** – Monitor the policies and practices of the major provincial political parties for the purpose of identifying issues with an impact on education.
- ☐ **PDAF (from the TPA)** – reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- ☐ **PROFESSIONAL DEVELOPMENT** – reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.
- ☐ **PUBLIC RELATIONS** – Review and plan strategies for provincial public relations programs for the organization.
- ☐ **STATUS OF WOMEN** – promotes ways of enhancing the status of women in the teaching profession and in society.
- ☐ **SUBSTITUTE TEACHER** – advises the Provincial Executive on issues affecting and of concern to substitute teachers.
- ☐ I would be willing to serve on any committee.

**Applications must be received in Central Office by  
Friday, May 22, 2020**

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

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

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

## Mock Annual Council highlight of NSTU/St. FX collaboration

On March 12, St. Francis Xavier University pre-service teachers experienced how the Nova Scotia Teachers Union teacher conducts its Annual Council through a “mock council”.

This was the 12th installment of the event, which is part of an ongoing unique collaboration between the NSTU and St. Francis Xavier University's School of Education that began during the 2004/05 school year. Former NSTU president Mary-Lou Donnelly was the independent chair of the event. She chaired the very first St. F.X. BEd students' Mock Council 15 years ago.

“Over a decade later and I am still impressed by the calibre of education students in Nova Scotia,” says Donnelly. “The thoughts, enthusiasm and critical approaches to the issues facing teachers and students today put forth by the education students at Mock Council 2020 at St. FX, give me such hope and confidence in our future teachers. Well done, Class of 2020!”

“This partnership with the NSTU has been going on for a long time and I'm glad we're working together from the same page again,” says Garnet Patterson, BEd Program Manager.

This tradition, which has been part of the NSTU University liaison program with St. F.X. was developed to teach soon to be teachers about unionism and the role teacher organizations play in developing the teaching profession. Student participants organize themselves into Locals, and research, write, and present resolutions that fall under a number of categories including curriculum and governance.

Various topics, dealing mainly with curriculum issues included increasing funding for mental health services in schools, meeting minimum physical activity requirements for schools, providing proper resources and funding to deliver Treaty Education, providing investment in SchoolPlus to ensure



*St.FX.'s School of Education' second year elementary and secondary students participate in a Mock Council.*

community outreach workers at every school, and implementing a restorative pilot within Policy 6 of the Provincial School Code of Conduct.

Another resolution dealt with teacher mentorship. It read:

**2020-12 BE IT RESOLVED THAT:** The NSTU research the implementation process necessary in mandating a new teacher mentorship program, by examining the best practices in other provinces and translating in to the Nova Scotia context.

*Brief: In supporting all teachers, including newly certified teachers, we believe that implementing a mandated, province-wide mentorship program with established teachers fosters a positive environment of continuous learning. Drawing on successes of local initiatives, such as Tri-County; and other provinces, including Alberta, British Columbia and Ontario, will implement positive aspects into the design of a mandated mentorship program. Proceeding with this type of program would increase opportunities for professional development, collaboration between teachers within and across disciplines, and hold teachers accountable for ensuring best practices within the Nova Scotia public school system.*

Executive staff officers Jack MacLeod and Miguelle Légère who facilitate the university liaison program were there along with staff officer Louis Robitaille who coordinates NSTU policy and governance. St. FX School of Education faculty also helped facilitate the process.

The NSTU works cooperatively with other teacher education programs—Acadia University, Cape Breton University, Mount Saint Vincent University, and Université Sainte Anne. NSTU's University Liaison Program provides workshops, case studies based on research, practice and the Nova Scotia context. St. FX. is the only university that holds an annual Mock Council.



*Standing (left to right): Miguelle Légère, Mary-Lou Donnelly, Garnet Patterson, Jack MacLeod and Louis Robitaille. Seated: BEd students Ellen Taggart, Hillary Downey, Lauren MacMichael, Dylan Bell, Michelle Courtney, Hannah Johnston, and Joel MacNeil.*





COVID-19 (Novel Coronavirus) looks like it is here to stay for a while as the number of cases continues to climb. Authorities are getting ready for the long haul as schools, gyms, restaurants, and more businesses are closing for weeks or more.

Right now, the new normal will be staying at home as much as possible to avoid public places and contact with other people. This is a drastic change for people who are used to attending events and socializing. For anyone who is trying to stay calm and boost their immune systems, staying at home poses another challenge: staying active may require some new routines.

Your NSTU Group Insurance Trustees want to provide some tips and tricks for how to stay physically active while staying at home.

### Physical Activity, Health, and COVID-19

Staying active is important under normal circumstances, as it helps with weight management, disease prevention, and mental health. There are other reasons to stay active during the COVID-19 outbreak, even during self-isolation, quarantine, and social distancing.

#### Exercise:

- Lifts mood, which is critical when faced with the challenge of staying inside and finding alternative activities to do to substitute for some of your usual ones.
- Improves your cholesterol profile and lowers blood pressure, which can help lower the risk for heart disease.
- Helps you sleep better and manage stress better, which can both be difficult when schedules and routines are disrupted.

#### Outdoor Activities

That leaves the question: what can you do to stay fit if you are locked out of the gym or are stuck indoors? Swimming, team sports, and group fitness classes at the gym are out of the question while practicing social distancing and staying at least 6 feet away from others, but there are plenty of other

indoor and outdoor options that you can do by yourself.

Outdoor activities within your neighborhoods are safest if you can stay at least 6 feet away from other people. Walking, bicycling (safely!), hiking, and jogging let you get some fresh air. If you need company, phoning or facetime a friend while exercising can do the trick.

#### Indoor Activities

Exercising indoors can be preferable for a variety of reasons, such as needing to watch the kids, avoiding poor weather, feeling safer in your own home, or simply preferring indoor activities to the great outdoors. If you already have workout equipment such as a treadmill, elliptical, or stationary bike, you are good to go with your cardio workout.

If you are not set up for working out at home, it is not that difficult to get started. These are some options for workouts if you have absolutely no equipment:

- Aerobics or dancing on your own or with workout videos.
- Circuits with push-ups, squats, front and side lunges, calf raises, squats, jumping jacks, crunches, planks, and any other exercise you can think of to get moving. It helps to go from one exercise to another without resting, and you can alternate more intense ones with less intense ones to get a break while still moving.
- Yoga and mat pilates.

There is some inexpensive equipment you can purchase online and have delivered that can help you work out as well. Resistance bands, a pair of dumbbells, or a kettlebell can give you a good resistance training session and they cost less than \$20. A step platform can give you a more intense aerobic workout without the high impact of jumping.

To fight boredom, it can help to listen to music, watch the news, a movie, or a TV program while working out. If you like, there are some streaming services that let you take exercise classes live while watching

the instructor online. There are also services that offer a variety of exercise classes and workouts that you can view and participate in whenever you like.

#### Breaking Up Sitting Time

Staying at home more may make it easier to sit around more: on the couch watching television, reading, playing board or card games with family members, etc. It is now, more than ever, that you can benefit from being aware of sitting for too long without moving.

- Mimicking the classroom environment can help increase activity. For example, ensure that you continue to start your morning as you would on a school day. Get up, eat breakfast, and get dressed for the day.
- Don't forget about recess and lunch time! Plan your day to take breaks for healthy snacks and some physical activity.
- Set-up reminders on your phone or create a formal schedule and stick to it.
- If you are teaching your children or supporting your students from home, creating a proper work station is critical. If possible, refrain from having your work station on the couch and coffee table. Being set-up at the kitchen table or proper desk will dramatically help with posture and physical health. Setting up your computer at a standing desk, or making a makeshift standing desk simply by putting the laptop on a countertop for a while to work, can allow you to engage a few more muscles and move around a bit.

Stopping the spread of COVID-19 may take unprecedented changes to daily routines, but staying healthy through it all is still a priority. Physical activity is essential to optimal health, so it is a good idea to prepare for working out on your own.

In addition to the tips above, don't forget to visit the NSTU Group Insurance website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca) for all benefit information to support both your physical and mental health.

## How does COVID-19 infect a person?

Human coronaviruses are most commonly spread from an infected person to others through close personal contact, such as touching or shaking hands, and touching the eyes, nose or mouth after touching an infected surface. In rare instances, the virus is spread by fecal contamination.

## How can I help protect myself and others from exposure to COVID-19 and other respiratory illnesses?

To protect yourself and others from exposure to COVID-19 and other respiratory illnesses:

- Stay at home when experiencing flu-like symptoms;
- Practice social distancing by staying at least 6 feet apart from people if you need to leave your home;
- Wash hands thoroughly and often;
- Use cough/sneeze etiquette – cough/sneeze into a tissue or into your elbow, not hands – discard the tissue in a waste basket and clean hands with sanitizer or soap & water immediately;
- Frequently clean high-touch surfaces like counter-tops, keyboards, phones, light switches and doorknobs, etc.

## What should I do if I have travelled outside of Nova Scotia?

The Province of Nova Scotia, under the authority of the Health Protection Act, is requiring anyone who has travelled outside Nova Scotia to self-isolate for 14 days upon return, even if they are symptom-free.

If you've travelled recently and you develop a fever, with a temperature 38°C or higher, or a cough, you should call 811 for assessment. Not everyone who has concerns about COVID-19 needs to call 811. To find out if you need to call, use the COVID-19 online self-assessment found at [www.novascotia.ca](http://www.novascotia.ca).

If you need in-person assessment, 811 will refer you to a centre. Don't go to a COVID-19 assessment centre unless 811 referred you.

## How to manage self-isolation or quarantine?

There are psychological impacts of self-isolation or quarantine. Our routines and daily interactions play a critical part in our social connections and identities.

Here are a few suggestions on how to best manage your time and mental health while physically away from your workplace.

- Get the facts – Obtain medical advice from trusted sources only. If you're concerned or need assistance with understanding what's needed, reach out to provincial support resources.
- Create a daily routine – Establish a daily process and set objectives. Don't let the basics slip. Create a dedicated workspace, maintain normal business hours and an adequate sleep schedule. Keep up with daily hygiene, chores

and cleaning practices.

- Eating and hydration – Maintain a healthy diet and stay hydrated. Avoid high sugar snacks and beverages to avoid swings in mood and energy levels. A healthy immune system is best equipped to fight infections.
- Physical activity – Don't forget to move. Exercise and movement are good for your mind and body. Stay as active as possible and set reminders if necessary. There are online exercise programs designed for small spaces.
- Think about natural light – Natural light plays an important role in maintaining a positive outlook. Try to find a spot where natural light is available.
- Social connections – Stay engaged with your personal and professional support networks. If you start to feel overwhelmed or isolated, call or video-conference with family, friends, or peers. You never have to be alone.
- Mental fitness – Be active in supporting your mental health and resiliency. Practice and engage in online activities you find rewarding. Spend quality time within your household. Avoid extended time or attention on pandemic related news, read a book that promotes mental fitness and try starting a daily journal.

## Are there other benefits that can support me during these times?

Your NSTU Group Insurance Trustees have worked hard to offer benefits that are available to support you and your family during this very challenging time. Some of these programs are:

- Resilience (Employee and Family Assistance Program (EFAP) – This program helps you reach a team of experienced counsellors from Homewood Health by phone.
- Your Wellness Partner – This is the newest offering focusing on mental health which provides multiple levels of support via telephone, online CBT modules, etc.
- HealthCareAssist Program – This provides individual case management of all types of medical conditions.
- Seniors' Care Assistance Program – This program will connect you to publicly-funded senior care resources.
- CAREpath Cancer Assistance Program – If you, your spouse or dependent children suspect having cancer, are diagnosed with cancer, or are already living with cancer, this program connects you with your own personal oncology nurse.

For more information on the above programs and all other benefits available to you, please visit the NSTU Group Insurance website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca).



# Support Benefits During COVID-19

The spread of the COVID-19 Novel Coronavirus has created a lot of uncertainty in our lives. It has forced the closure of schools, the cancellation of trips and large gatherings, people to self-isolate and practice social distancing, and so much more. This pandemic has created a time of uncertainty for everyone. With uncertainty can come added stress, struggles with both physical and mental health, and strain on you and your family as you try to navigate what the next steps will be.

The NSTU Group Insurance Trustees want to ensure you have the help and support you need to get through these challenging times including everything that comes with self-isolation. Below are some of the programs available to you as well as a link to the complete Member Assistance Program (MAP) booklet.

1. Resilience (Employee and Family Assistance Program (EFAP) – This program helps you reach a team of experienced counsellors from Homewood Health by phone. They will listen to your concerns, offer sound advice and help you create an action plan to address issues relating to self-isolation, anxiety, depression, trauma transitions, etc. An overview of the program can be found here – [www.nstuinsurance.ca/members/active/resilience/](http://www.nstuinsurance.ca/members/active/resilience/)

In this trying time, we encourage you to check out the Self-Care Starter Kit. This kit was developed pre COVID-19 but still contains some helpful ideas that can be adapted to help with self-isolation. – [www.nstuinsurance.ca/wp-content/uploads/HH\\_NSTU\\_SELF-CARE-KIT\\_EN\\_1119.pdf](http://www.nstuinsurance.ca/wp-content/uploads/HH_NSTU_SELF-CARE-KIT_EN_1119.pdf) or by calling English: **1-877-955-NSTU (6788)** or in French: **1-514-875-0720**.

There are a number of E-Courses online as well at [www.myreliance.com](http://www.myreliance.com).

To access any services from Resilience, please create an account using **Contract # 39146** & your “Member Certificate Number” which is actually **your 6 digit Professional Number**.

2. Your Wellness Partner – This is the newest offering focusing on mental health which provides multiple levels of support via telephone, online CBT modules, etc. More information on this program can be found here – [www.nstuinsurance.ca/members/active/your-wellness-partner/](http://www.nstuinsurance.ca/members/active/your-wellness-partner/) or by calling **1-844-453-6788**.
3. HealthCareAssist Program – This provides individual case management of all types of medical conditions. Via telephone, a nurse case manager provides a single point of contact, creates continuity of care, and provides health care advice during this time of self-isolation. More information on this program can be found here – [www.nstuinsurance.ca/members/active/healthcareassist-program/](http://www.nstuinsurance.ca/members/active/healthcareassist-program/) or by calling **1-844-453-6788**.
4. Seniors’ Care Assistance Program – This program will connect you to publicly funded senior care resources. Nurses will help you and your families manage access to senior care and support services such as nursing care, medication reminders, meal deliveries, etc. These services are fully assessed and approved by Bayshore HealthCare. Please note that some of these services may be limited with the COVID-19 outbreak but

by calling the number below they will guide you through the services that are available – [www.nstuinsurance.ca/members/active/seniors-care-assistance-program/](http://www.nstuinsurance.ca/members/active/seniors-care-assistance-program/) or by calling **1-844-453-6788**.

5. CAREpath Cancer Assistance Program – If you, your spouse or dependent children suspect having cancer, are diagnosed with cancer, or are already living with cancer this program connects you with your own personal oncology nurse. With the support of leading oncologists, they guide you through every step of your cancer experience, from diagnosis, through treatment and into survivorship. More information on this program can be found here – [www.nstuinsurance.ca/members/active/carepath/](http://www.nstuinsurance.ca/members/active/carepath/) or by calling **1-844-453-6788**.

Due to the closure of the NSTU office to in-person meetings Counselling Services will continue with their regularly scheduled appointments by phone, but no new appointments are being scheduled. In addition, there will be no Early Intervention Program (EIP) at this time.

However, as you can see, there are a number of programs that are still available to support you even as many people are practicing self-isolation. All of this information and much more can be found at the new NSTU Group Insurance website at [www.nstuinsurance.ca](http://www.nstuinsurance.ca). You can also review more details on each of these programs by reviewing the Member Assistance Program (MAP) Booklet at [www.nstuinsurance.ca/wp-content/uploads/FINAL-MAP-booklet-Jan-23-2020.pdf](http://www.nstuinsurance.ca/wp-content/uploads/FINAL-MAP-booklet-Jan-23-2020.pdf).

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## 2020 REGIONAL ELECTION INFORMATION FOR LOCALS

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

Area	Vote Day
Annapolis-Hants West-Kings	Natalie MacIsaac acclaimed
Antigonish-Guysborough	Deena Jewers acclaimed
Cape Breton District	October 13
CSANE	Jacqueline LeVert acclaimed
Colchester-East-Hants	Shannon Roy acclaimed
Dartmouth	Mike Jamieson acclaimed
Digby-Shelburne-Yarmouth	October 13
Halifax City	October 13
Halifax County	Shaun Doyle acclaimed
Inverness-Richmond	Philip Samson acclaimed
Lunenburg County-Queens	October 13

*as of April 27, 2020*



### Stay in Nova Scotia!

Position Available: Various Teaching positions including substitute teachers  
Start Date: Various start dates (Immediately to Sept 2020)  
Location: Indian Brook, Nova Scotia  
(30 minutes south of Truro, 45 minutes north of Halifax on just off Highway 102)

#### General Description:

Accountable to delivering the required curriculum as set forth by the province and for providing teaching strategies that respect the rights of students of LSK. This position is also responsible to incorporate Mi'kmaq language and culture into the curriculum while recognizing the perspectives of all cultures as well as teaching sensitivity pertaining to student individuality.

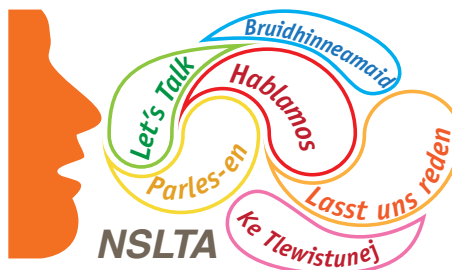
We have small class sizes with EA support

#### Core Competencies:

Provincial Teacher Certification.  
Courses or experience in teaching field.  
Interest in working with an Aboriginal education environment.  
Interest in learning the Mi'kmaq Language and culture.

Please apply with resume, cover letter, Child Abuse Registry Check, Police Vulnerability Check, and three professional references (Include phone & email with each reference) to:

Email [employmentapplication@sipeknekatik.ca](mailto:employmentapplication@sipeknekatik.ca)  
or [kolliver@sipeknekatik.ca](mailto:kolliver@sipeknekatik.ca) (principal) for position details  
Mail/drop off: 522 Church Street, Indian Brook, NS B0N 1W0  
(902)236-3041  
[www.lskschool.ca](http://www.lskschool.ca) or [www.sipeknekatik.ca](http://www.sipeknekatik.ca)



## NSLTA

**Thanks to a group of dedicated volunteers, The Nova Scotia Language Teachers Association has returned from the brink of extinction.** In 2016, the association disbanded, and there was no one to step up to fill the roles of the executive. According to the policies of the Nova Scotia Teachers Union, any professional association which does not host a conference for two consecutive years, will be defunct. The staff officers of NSTU did not want this to happen, and hosted a small conference in 2018. In October of 2019, a small committee of teachers, along with the staff of the NSTU, hosted a successful conference for eighty teachers. The new NSLTA was born out of the positive energy created by this event.

Historically, the NSLTA has represented and served the French teachers of Nova Scotia. However, the key to any successful organisation is the ability to change and grow; thus, the NSLTA is ecstatic to open its arms to teachers of English as an additional language, Gaelic teachers and teachers of Mi'kmaq language and culture. Our new executive and conference committee includes strong representation from French and English as Additional Language teachers, but there is still a need for voices from teachers of Gaelic and Mi'kmaq.

**This year, on October 23, the NSLTA will be presenting our conference at the brand new Islandview High School in Eastern Passage.**

We will offer workshops for teachers of Core French, French Immersion, English as an Additional Language, Gaelic and Mi'kmaq at our October Conference.

In the interest of inclusion, and with the support of the Provincial Executive, the Nova Scotia Language Teachers Association has dropped the French translation of our title on our logo. Furthermore, it is the intention of the executive to recreate our logo, in honor of our new life!

**The NSLTA is inviting members to submit their ideas for an inclusive logo!**

The suggestions will be shared with all attendees and voted upon at Conference 2020.

What are your thoughts on a logo for the Nova Scotia Language Teachers Association? Share your ideas with us by contacting an executive member, or connecting with us on Twitter!



*The old logo*

# LOOKING FOR THE ULTIMATE OUT OF CLASSROOM EXPERIENCE?

LEARN MORE  
[www.parl.gc.ca/teachers](http://www.parl.gc.ca/teachers)



## TEACHERS INSTITUTE ON CANADIAN PARLIAMENTARY DEMOCRACY

The *Teachers Institute* brings together 85 educators from across Canada for an engaging and informative week to learn about Parliament, governance and citizenship in the heart of the nation's capital.

Applications are now being accepted for the 24<sup>th</sup> edition of the *Teachers Institute*.

***Apply now!***



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CANADA

# executive highlights

## April 2, 2020

- Filed the Table Officers Report;
- Filed the Table Officers Report;
- Approved the granting of five (5) Local Service Award;
- Approved a donation of \$25,000 to Feed Nova Scotia;
- Approved a recommendation that the NSTU match Covid-19 emergency relief donations from individual locals, dollar for dollar, up to a maximum of \$500 per local;
- Ratified the 2020 Richmond Local Constitution;
- Approved a recommendation that the Term of Office for the current NSTU President be extended until January 31st, 2021;
- Approved a recommendation that the date for the NSTU Presidential Election be set for October 27th, 2020;
- Approved a recommendation that the NSTU Presidential campaign begins on September 3rd, 2020;
- Approved a recommendation that the Term of Office for the newly elected NSTU President commences on February 1st, 2021 and concludes on July 31st, 2022;
- Approved a recommendation that the Term of Office for the current Provincial Executive Members serving in the Regions of Cape Breton Industrial, Digby/Shelburne/Yarmouth, Halifax City, and Lunenburg County/Queens whose Term was to end July 31st, 2020 have their Term extended until October 13th,

2020;

- Approved a recommendation that the date for the Provincial Executive Elections for the Regions of Cape Breton Industrial, Digby/Shelburne/Yarmouth, Halifax City, and Lunenburg County/Queens be set for October 13th, 2020;
- Approved a recommendation that the Provincial Executive campaign for the Regions of Cape Breton Industrial, Digby/Shelburne/Yarmouth, Halifax City, and Lunenburg County/Queens begins on September 3rd, 2020;
- Approved a recommendation that the Term of Office for the newly elected Provincial Executive Members for the Regions of Cape Breton Industrial, Digby/Shelburne/Yarmouth, Halifax City, and Lunenburg County/Queens commences on October 14th, 2020 and concludes on July 31st, 2022.

## April 17, 2020

- Filed the Table Officers Report;
- Referred a motion regarding Social Media Disclaimer to the Governance & Policy Committee;
- Postponed motions regarding Local and RRC Governance until the next Provincial Executive meeting;
- Approved a recommendation that Thérèse Forsythe be nominated by the NSTU as a candidate for CTF-FCE Vice-President for 2020-2021.

*continued from page 5*

the Member Assistance Program are here to support you and your school. Never hesitate to reach out for support. It's why we are here.

In behind all of this, I want to thank you for everything you are doing to make the most of providing learning opportunities for students at home. The scope of this challenge is unprecedented. I know how difficult it is, no matter the grade or course you teach.

I need you to know that Nova Scotia recognizes your exemplary efforts to support students. The work you do matters deeply at any time, but especially now when for many students, you are the positive, stabilizing presence in their lives they desperately need. Keep up the incredible work and know that you are making a difference this province will remember forever.

From my family to you and yours: all of our love and care. Stay safe and healthy and #novascotiastrong.

Paul

*Suite de 5*

que le NSTU et le programme d'assistance aux membres sont là pour vous soutenir, vous et votre école. N'hésitez jamais à faire appel à notre soutien. Nous sommes là pour ça.

Et derrière tout cela, je tiens à vous remercier pour tout ce que vous faites en vue d'offrir les meilleures possibilités d'apprentissage possible aux élèves qui étudient à la maison. L'ampleur de ce défi est sans précédent. Et je sais combien c'est difficile, quel que soit le niveau auquel vous enseignez ou le cours que vous donnez.

Je veux que vous sachiez que la Nouvelle-Écosse reconnaît vos efforts exemplaires pour soutenir les élèves. Le travail que vous faites est très important à tout moment, mais il est tout particulièrement en ce moment car, pour de nombreux élèves, vous êtes la présence tangible et stabilisatrice dont ils ont désespérément besoin dans leur vie. Continuez ce travail fabuleux et sachez que vous faites beaucoup avancer les choses et que cette province s'en souviendra à jamais.

De ma famille à vous et aux vôtres : tout notre amour et notre compassion. Restez en sécurité et en bonne santé et #novascotiastrong.

Paul



# TEACHERS' PENSION PLAN INC.

## BOARD OF DIRECTORS

### Call for applications

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

The NSTU is currently seeking:

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

Criteria for selecting persons for the above positions include:

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

Name: \_\_\_\_\_ Prof. Number: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Postal Code

Phone: \_\_\_\_\_ (Fax) \_\_\_\_\_ (Email) \_\_\_\_\_

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

If so, when? No ☐

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

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

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

**APPLICATIONS MUST BE RECEIVED IN CENTRAL OFFICE  
BY 12:00 NOON, MAY 28, 2020!**

The NSTU is committed to the promotion of equity and affirmative action. Equity for under-represented groups, pursuant to current language in the Nova Scotia Human Rights Act, must be considered in the hiring of staff, secondments, the formation of committees and Internship Programs. The NSTU recognizes equity-seeking groups include, but are not limited to, aboriginal persons, racialized minority groups, persons with disabilities, women, and persons belonging to sexual orientation and/or gender identity (SOGI) minority groups. Should you choose to provide any relevant information, please indicate below:

*This form is also found on the NSTU website. [www.nstu.ca](http://www.nstu.ca)*

# classifieds

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

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

To book, call Nancy Day at 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

**Permanent HRCE Physical Education teacher** looking to do an exchange with a teacher in the CBVRCE for 2020-2021. Permanent exchange possible. Please contact: [hrcpe14@outlook.com](mailto:hrcpe14@outlook.com).

**Permanent HRCE Elementary Teacher** looking to do an exchange with a teacher in SRCE for 2020-2021. Permanent exchange possible. Please contact: [janelle.samson@srce.ca](mailto:janelle.samson@srce.ca)

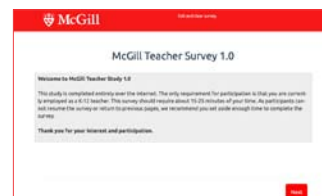
**Permanent secondary teacher** in CBVRCE interested in exchange with permanent teacher in HRCE for 2020-2021. Permanent exchange desired. If interested contact [chiassp@gnspecs.ca](mailto:chiassp@gnspecs.ca).

**Teacher Exchange.** Permanent teacher in the Chignecto Central Regional Centre with 14 years experience seeking exchange to the valley. Any high school around Greenwood, NS. I teach high school math, mostly grade 10 academic and the "at work" stream. I have taught and am willing to teach a lot of other math courses from grades 9-12 as well as some sciences (science 10 and biology). Contact [jennlow80@gmail.com](mailto:jennlow80@gmail.com). [Lowtherjl@ccrce.ca](mailto:Lowtherjl@ccrce.ca) 902-301-3480.

# notices

## Teacher well-being study

Teachers across Canada have an opportunity to participate in an online study for P-12 practicing teachers exploring how teachers' relationships with their students correspond with teacher well-being.



Teachers who participate will be entered into a draw for one of six \$50 cash prizes after the study (total odds of winning approx. one in 35). This study is completed entirely over the internet (~15-20 minutes), with the only requirement for participation being that you are currently employed as a licensed P-12 teacher.

If you are interested in participating, please click the following link to access the study website prior to the extended deadline of May 8th, 2020. <https://surveys.mcgill.ca/ls/484435?lang=en>.

If you have any questions about the study, please feel free to contact the study coordinators Chiung-Fang Chang, Ph.D. Candidate, Study Coordinator, AME Research Group Department of Educational & Counselling Psychology, McGill University ([chiung-fang.chang@mail.mcgill.ca](mailto:chiung-fang.chang@mail.mcgill.ca)) or Dr. Nathan Hall ([nathan.c.hall@mcgill.ca](mailto:nathan.c.hall@mcgill.ca)).

## 14 Day Theatre Kid Challenge

By Neptune Theatre School (Created by Director of Education, Laura Cawell)

This fourteen day interactive theatre activity guidebook has prompts and theatre game ideas with a focus on drama, writing, drawing and creation aimed at kids age twelve and under. These activities have curriculum connections such as creativity, innovation and critical thinking and can be done alone, with a family member or even with a friend virtually. Most importantly they are fun!

We hope students and teachers can get creative with these exercises and it will lead to some great work. You can share your results and ideas on social media and tag us @neptunetheatreschool on instagram or email you work to [school@neptunetheatre.com](mailto:school@neptunetheatre.com). **Each post on social media enters you in a chance to win prizes!**

We also have some links to some craft activities and instructional videos which will continue to build on our website at [neptunetheatre.com/kidchallenge](http://neptunetheatre.com/kidchallenge).

**Like us on Facebook, and Instagram @neptunetheatreschool and twitter #NeptuneSchool**

Other Neptune Online activities include the Performer Challenge for teens, learning tutorials on our instagram live as well as themed Family Fun Weekend Takeovers into the month of June. We are also happy to help teachers and parents brainstorm fun drama activities so simply reach out and let us know how we can help.

\*If anyone would like to receive printed copies of this activity guide or any other way we can help make this content accessible feel free to email us at [school@neptunetheatre.com](mailto:school@neptunetheatre.com) and we will be sure to help you as soon as we can.



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

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

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



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