



## NSTU files for conciliation

The Nova Scotia Teachers Union (NSTU) has asked the Minister of Labour and Advanced Education, Marilyn More, to appoint a conciliation officer to assist with provincial negotiations. The official letter was delivered on Monday, January 28.

“While we have made progress throughout the bargaining process, our negotiating committee believes the services of a conciliation officer will help us reach a collective agreement,” says NSTU president Shelley Morse.

The NSTU requested the opening of negotiations on March 1, 2012 and the exchange of packages took place on June 12, 2012. Since that date, the NSTU and the Department of Education have held nine negotiating sessions. The current agreement between public school teachers and the province expired on July 31, 2012.

Under the Teachers’ Collective Bargaining Act, either party can request the appointment of a conciliation officer. Once appointed,

the conciliation officer has 14 days to meet with the parties to assist in reaching a collective agreement. This term may be extended if necessary. The conciliation officer reports directly to the Minister of Labour and Advanced Education at the end of the process.

On January 30, a conciliation officer was appointed, however, to date, no conciliation sessions have been scheduled.

The Nova Scotia Teachers Union is currently in the midst of negotiating a new contract with its Community College members as well. The contract between the Community College faculty and Community College professional support staff bargaining units and the NSCC expired on August 31, 2011.

Negotiations Bulletins, which contain updates on public school and Community College negotiations are found on the NSTU website for NSTU members at: <http://www.nstu.ca/default.asp?mn=1.58&redirectURL=%2Fdefault.asp%3Fmn%3D1.21.83.279>.

## NSTU recognizes teacher research in public education

The Nova Scotia Teachers Union’s professional development committee selected six teachers to receive education research awards, which were approved at the January 17 and 18 provincial executive meeting.

“We are pleased to recognize teachers’ contributions to improving teaching and learning through educational research,” says Shelley Morse, NSTU president. “We know the value of research to the profession and individual professional development.”

The NSTU has been recognizing teachers for completed educational research since 2003. This year’s NSTU Education Research Awards encompass six projects and cover subject areas including mathematics, music and inclusive education.

Elaina Armstrong (Yarmouth) is a resource teacher at Yarmouth Central School. She received an award for her project, *Collaboration as a response to teaching in the inclusive classroom: The perspectives of three elementary teachers*. Her research explored how P-3 classroom teachers, in a rural context, respond to teaching in an inclusive context and the strategies they use to meet

the demands of the included classroom.

Dr. Chris Boulter (Pictou), the principal of West Pictou Consolidated School received an award toward his PhD dissertation, *On the periphery: Classroom teacher accounts of including Special Needs students in Nova Scotia*. This doctoral research project, completed over a seven-year period examined intricate details of the implementation of inclusion and its effects on classroom teachers. Boulter also received an NSTU education research in 2003.

Tammy Harrison (Community College), a professional support member and auxiliary faculty, is the Disability Services Coordinator at the NSCC’s Kingstec’s Special Needs department. She received an award for her research project, *Understanding ADHD and Executive Functioning*. Her research was used to search for and share strategies with her peers and students to help improve executive functions of college learners and explore how executive functions can impact learning in adults with ADHD.

(continued on page 5)

Discovery Centre Science on the Road Contest!

Register by February 22nd  
[johnson.ca/sciencecontest](http://johnson.ca/sciencecontest)



## Six more join the Huntley internship

The second installment for the 2012-13 school year of the John Huntley Memorial Internship program took place on January 24 and 25. Six NSTU members spent two days learning about the many services and programs the NSTU provides for members in the areas of member services, professional development, governance, communications, administration, counselling and the Early Intervention Program.



*Front row (l-r) are: Suzanne Height (Annapolis) who teaches at Middleton Rural High School Grades 8 (Français Intégré) and is the VP of Economic Welfare for her Local; executive staff officer, professional initiatives Debbie McIssac; Annette Carey (Lunenburg County), a resource and early literacy teacher at Chester District Elementary School where she is the NSTU rep; and Sarah McCann (Halifax City), who teaches Grade 1 French immersion and early literacy at Chebucto Heights Elementary School and is the NSTU rep for her school.*

*Back row (l-r): Loren Douglas Johnson (Cape Breton District), who teaches Grade 7,8 and 9 English and social studies and Grade 9 Tech Ed at Donkin-Gowrie Complex and is a member of his Local's PA/PR committee; Lori Jane MacIntosh (Colchester East-Hants), a high school math teacher at Hants North Rural High and VP of public affairs for her Local; and Isaac Schurman (Kings) who is a Grade 7 math and science French immersion teacher at Pine Ridge Middle School and is also NSTU rep for his school. Two more internships will take place during this school year.*

**The next application deadline is February 15, 2013.** Click here to learn more: <http://www.nstu.ca/default.asp?id=190&sfid=content.id&search=132&mn=1.22.91.114>

## NSTU and AVRSB sign regional agreement

The NSTU and Annapolis Valley Regional School Board (AVRSB) were pleased to sign a new collective agreement on January 15 at the Board's offices in Berwick.

"I've come full circle being in this room," said NSTU president Shelley Morse, who was also a former Annapolis Valley Regional Representative Council (AVRRC) chair and Kings Local president. "This is where I spent the first few days of my life," she added, commenting on the fact that the room was the former nursery of the Western Kings Memorial Hospital, where she was born. Morse acknowledged and recognized the hard work done by both sides during the process.

AVRSB Board Chair Lavinia Parrish Zwicker thanked the NSTU for helping to create a "congenial, open and responsive," process in working together for students.

Regional negotiations opened on June 27, 2012. In an online vote on November 21, 2012, members of the Annapolis, Hants West, and Kings Locals voted 96 per cent in favour of the agreement. Fifty-seven per cent of NSTU members working for AVRSB voted. The term of this agreement runs from the official signing date of January 15, 2013 to July 31, 2016.



*Front row (l-r): AVRSB Chair Lavinia Parrish Zwicker; AVRSB superintendent Margo Tait; NSTU president Shelley Morse; AVRRC chair and chair of negotiations Belinda Snow. Back row (l-r): Negotiating team members Jo-Leigh MacPhee, Kings Local VP PA/PR, Annapolis Local President Krista Wright and provincial executive member and past AVRRC chair Kim Frank; Kings Local President Natalie MacIsaac and Hants West Local President Sheldon States are also shown. Annapolis Valley regional negotiating team members missing from the photo: Cindy Campbell and NSTU executive staff officer Allan MacLean.*



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We welcome your comments and suggestions. Past issues posted on our website.

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# executive highlights

January 17-18, 2013

- Filed table officers report;
- Filed personnel committee report and:
  - Approved a sabbatical leave for Janine Kerr, Member Services;
  - Approved a recommendation that a Financial Officer be hired to complete a one-year maternity leave term;
- Approved a recommendation to dissolve the Public Affairs Committee and the Public Relations Committee as set out in Operational Procedure 4 (xi) and (xii) and establish a new Standing Public Affairs/ Public Relations Committee as of August 1, 2013;
- Ratified the Cumberland Local Constitution as of January 2013;
- Approved a recommendation that NSTU Central Office forward Provincial Executive's recommendation to accept or reject a tentative agreement to the membership at 3:00 p.m. on the day following the last presentation of said agreement;

- Approved a resolution to Annual Council 2013 rescinding resolution 2012-44;
- Approved amendments to the trust deed between the Nova Scotia Teachers Union and the Insurance Trustees;
- Discussed the Guidebook Review 2013 Report approving seven resolutions to be forwarded to Annual Council 2013 amending By-Laws and Standing Orders including changes to Operational Procedures 1 and 17;
- Approved a funding request from a professional association;
- Appointed the *Awards Selection Committee*;
- Approved Out-of-province conference grants and Education Research Awards for \$475 each;
- Reviewed Report from Governance & Policy Committee on Resolution 2012-NB2 approving seven resolutions for Annual Council 2013 amending by-laws and standing orders including changes to Operational Procedures 1, 22 and 29;
- Approved a recommendation that the Annual Council Saturday night banquet and dance be eliminated.

THURSDAY, APRIL 11, 2013



## MOTION LEADERSHIP IN ACTION A DAY WITH MICHAEL FULLAN

9:30 a.m. - 3:30 p.m.  
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This is the only workshop of its kind in Atlantic Canada this spring. The target audience is under 200 so you will have to act fast.

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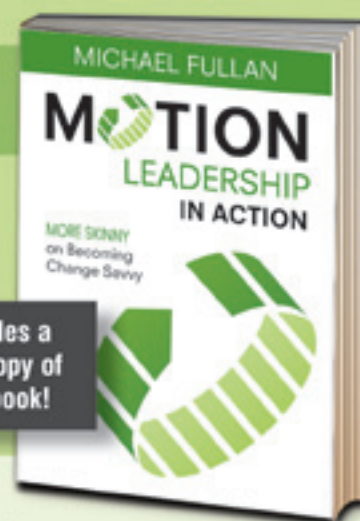
Do your school reform efforts frequently sputter or stall? In this indispensable sequel to the bestseller *Motion Leadership*, Michael Fullan shares the real-life strategies and results of educators who have used motion leadership to propel entire organizations and systems forward. Success stories from around the world illustrate how educators can use a small number of specific actions to generate momentum for lasting change. *Motion Leadership in Action* addresses

- Creating and leading movement in the right direction and at the right time
- Implementing a "ready-fire-aim" mindset
- Emphasizing the importance of collaboration
- Forging relationships while handling resistance and
- Establishing your change stance in order to get better results.

**For more information and to register,  
go to the NSELC website [www.nselc.ca](http://www.nselc.ca) .**



[www.michaelfullan.ca](http://www.michaelfullan.ca)



Workshop includes a  
complimentary copy of  
Michael's new book!

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### WORKSHOP AGENDA

**REGISTRATION:** 8:30 a.m. - 9:30 a.m.

**WORKSHOP:** 9:30 a.m. - 3:30 p.m.

Continental breakfast and lunch will be provided.

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This workshop is suitable for teachers, principals and all school leaders in primary, secondary, university and government settings.



## The Human Library

A unique concept in the battle against discrimination has emerged in Canada with a distinctive perspective. The idea was started by five youth in Copenhagen, Denmark. The group was brought together by an act of violence against their friend. They were inspired to create change and began their movement with a *Stop the Violence* campaign to eliminate violence towards others. From there the idea to have people discuss differences and dialogue on a personal level emerged.

This global social movement began in 2000 and over the years has evolved and spread across many countries and continents. On January 26, CBC News partnered with the Human Library organization to organize Human Library Day in Canada. The event was hosted in 15 cities. Interested people go to a library, and instead of borrowing a book they borrow a person for a half hour.

The people on hand to be “borrowed” come from varied backgrounds and give freely of their time to share their experiences with prejudice, stereotypes and intolerance. The volunteers become Human Books and conversations lead to a better appreciation for members of the community. CBC News also presented an online adaptation or digital human library featuring seven well-known Canadians including, Margaret Trudeau and Robert Munsch who appeared in a webcast run by [CBCNews.ca](http://CBCNews.ca).

According to the Human Library website, the program aims “to reflect the challenges of people and groups in the community, that are or have been, exposed to stigma, discrimination, stereotyping or prejudice, based on their lifestyle, sexuality, religious beliefs, social background or status, occupation, ethnicity and so forth. It is not intended as a story-telling event for interesting people who already have a voice in the community and media, but rather to give a voice, space and visibility to those who often have none, or are overlooked as part of their marginalization.”

Organizers have witnessed change and participants walk away with a greater understanding for acceptance, diversity and human value.

Our schools and our members in classrooms, schools and Community College campuses across the province continually encourage peace and acceptance of diversity. The Human Library idea, on a smaller scale, in the school or campus setting would help to further reinforce the great work we do in human understanding and acceptance. Our students could talk about their lives and experiences and be a strong voice for their community or group.

## La bibliothèque humaine

Un concept unique dans la lutte contre la discrimination vient d'émerger au Canada, avec une perspective très intéressante. L'idée a été lancée par cinq jeunes gens de Copenhague, au Danemark. Ce groupe s'est constitué suite à un acte de violence perpétré contre l'un de leurs amis. Ils ont été inspirés à susciter le changement et ont commencé leur mouvement par une campagne appelée *Cessez la violence* afin d'éliminer la violence à l'égard des autres. À partir de cela a émergé l'idée d'amener les gens à parler de leurs différences et à engager le dialogue au niveau personnel.

Ce mouvement social international a démarré en l'an 2000 et, au cours des années, il a évolué et s'est étendu à de nombreux pays et à de nombreux continents. Le 26 janvier, CBC News s'est associé à la Bibliothèque humaine pour organiser la Journée nationale de la bibliothèque humaine (en anglais seulement). Cet événement a été organisé dans 15 villes. Les personnes intéressées se rendent dans une bibliothèque et, au lieu d'emprunter un livre, elles empruntent une personne pendant une demi-heure.

Les personnes qui sont sur place pour être « empruntées » sont issues d'horizons divers et donnent librement leur temps pour partager leur expérience des préjugés, des stéréotypes et de l'intolérance. Ces bénévoles deviennent des livres humains et les conversations conduisent à une plus grande appréciation des membres de la communauté. CBC News a également présenté une adaptation en ligne, c'est-à-dire une bibliothèque humaine digitale, mettant en vedette sept Canadiens célèbres dont Margaret Trudeau et Robert Munsch, dans une webémission diffusée sur [CBCNews.ca](http://CBCNews.ca).

Selon le site Web de la bibliothèque humaine, ce programme vise à « montrer les défis rencontrés par les personnes ou les groupes de la communauté qui sont ou qui ont été victimes de stigmatisation, de discrimination, de stéréotypes ou de préjugés, à cause de leur style de vie, de leur sexualité, de leurs croyances religieuses, de leur origine ou de leur statut social, de leur profession, de leur ethnicité etc. Ceci n'est pas destiné à permettre à des gens intéressants qui ont déjà la possibilité de faire entendre leur voix dans la communauté et les médias de raconter leur histoire. Il s'agit plutôt de donner la parole et d'offrir un espace et une visibilité à ceux qui n'en ont souvent pas ou qui sont ignorés à cause de leur marginalisation. »

Les organisateurs ont noté une nette évolution et les participants en retirent une meilleure compréhension de la tolérance, de la diversité, et de la valeur humaine.

Nos membres qui travaillent dans les classes, les écoles et les campus du Collège communautaire partout dans la province encouragent continuellement la paix et l'acceptation de la diversité. L'idée de la bibliothèque humaine à plus petite échelle, dans le cadre scolaire, pourrait contribuer à renforcer davantage l'excellent travail que nous faisons dans les domaines de la compréhension et de la tolérance entre les êtres humains. Nos élèves pourraient parler de leur vie et de leur expérience et se faire le porte-parole de leur communauté ou de leur groupe.

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(continued from cover)

Verne Lorway (Cape Breton District) is a music teacher at Sydney Academy. Currently pursuing his Doctor of Philosophy in Educational Studies at the University of Prince Edward Island, Lorway received an award for his ongoing research. His doctoral research, *Farewell to the maestro: Tuneful youth insights as building blocks of an engaged pedagogy* examines the perceptions and processes of high school engagement in music making.

Jocelyn Procopio (Halifax City) is the mathematics department head at Citadel High School. She received an educational research award for her research, *Contributing Factors Impacting Grade 10 Students' Mathematical Achievement*. Through her research she gained better insight into how Grade 10 students feel about their mathematics learning to better support students beginning their high school math experience.

Erin Schaus (Dartmouth) teaches mathematics at Dartmouth High School. Her project, *An Examination of the relationship between high school students' levels of mathematics anxiety and their fluency in the mathematics language*, investigated the types of mathematic language difficulties of students and how these may impact on their level of anxiety. It was undertaken as Schaus' thesis for her Master of Arts.

"I am heartened by the extent to which our members engage in lifelong learning to better meet the needs of their students, improve our pedagogy and engage in personal growth," adds Morse.

An annual fund of \$3,500 has been established to encourage and assist education research, with no individual award exceeding \$475. To be eligible individuals must be active members of the NSTU. Recipients are chosen through a peer assessment review by members of NSTU's professional development committee.

## PD for Shelburne substitute teachers

The Shelburne Local held a PD session for substitute teachers from the Shelburne Local on the evening of January 15 at Shelburne High School. Attendance also included substitute teachers teaching in schools throughout the Tri-County Regional School Board. Executive staff officer Grant MacLean was the featured guest speaker for the session, and he presented information on the rights, duties, and responsibilities of substitute teachers. Those in attendance reported it was a very worthwhile session.



From (l-r) are: Seth Renaud (Shelburne Local substitute liaison); Niselle DeMolitor (Shelburne Local substitute committee member); Dawn Smith (Shelburne Local president); Bonnie Mahaney (NSTU substitute committee member) and Grant MacLean.



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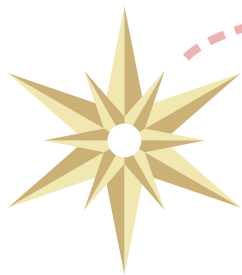
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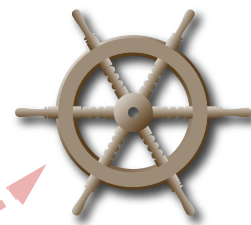
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# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## The TRANSformation of Equity in Schools

by Gérard Cormier, Executive Staff Officer, Outreach Programs & Equity Services

When looking back on Nova Scotia public school classrooms over the years, it becomes apparent that education about equity issues has undergone some major changes. It was not all that long ago when segregation existed in Nova Scotia be it based on race, gender, religion, or ability. Racial segregation legally ended in 1954, most religious and gender segregation ended in the late 1960s, and the 1980s saw the inclusion of special needs students. However, it was not until the early 1990s when legal protection was afforded Aboriginals, gays and lesbians with changes to the Nova Scotia Human Rights Act.

All of these societal changes are eventually felt in the classroom as schools are mini societies and as such are a reflection of them. Educators working within the system, however, had received very little to no education in some of these areas beyond courses in Special Education. Professional development opportunities were also limited to non-existent. Educators may not have had a direct voice in the societal changes that were happening but they were certainly expected to be able to deal with the issues that would arise within the educational setting.

Across the country teacher professional associations saw the creation of committees that would help educators deal with equity issues in the classroom. These committees had a variety of names such as Women in Education Committee, Diversity

Committee, Equity Committee, Social Justice Committee, and Human Rights Committee just to name a few.

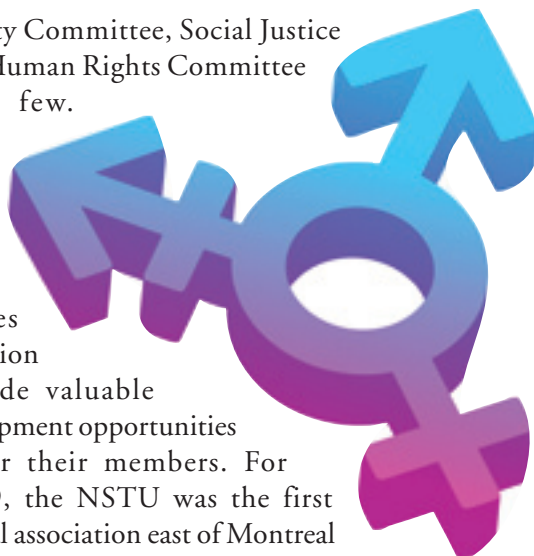
Their work was, and continues to be extremely important as they help create inclusive policies for their organization

as well as provide valuable professional development opportunities and resources for their members. For example, in 2009, the NSTU was the first teacher professional association east of Montreal to host a conference dealing with sexual minority issues in schools. It was entitled *Taking Pride in Equity* and was one of the most successful PD events to date. Finally, equity committees also monitor legislative changes that may occur which may have an impact on education.

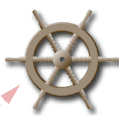
The NSTU Equity Committee is doing just that. In 2012, the Nova Scotia Human Rights Act was amended to add gender identity and gender expression as protected grounds in the Act. This amendment affords educators a valuable opportunity to assess and gain a better understanding of the needs of transgender students and educators and how we as an organization can attempt to ensure that transgender NSTU members and students have equal opportunity to education regardless of gender identity. This is extremely important work given that the results of EGALE Canada's recent school climate survey entitled *Every Class In Every School* show that the instances of transphobia that transgender students face in education are even greater than the instances of homophobia faced by gay and lesbian students.

This year the equity committee is reviewing NSTU Policy 19 Anti-Homophobia and Anti-Heterosexism to see if it is indeed inclusive of gender identity and gender expression. Any suggested amendments will be sent to the Provincial Executive for consideration. It is also looking into the creation of a poster and pamphlet which deal with transgender issues in Nova Scotia schools. Also, in planning the upcoming equity conference in April it will be ensuring that transgender issues are dealt with in this professional development endeavour.

The *TRANSformation* of Canadian society will be reflected in Nova Scotia schools and classrooms.

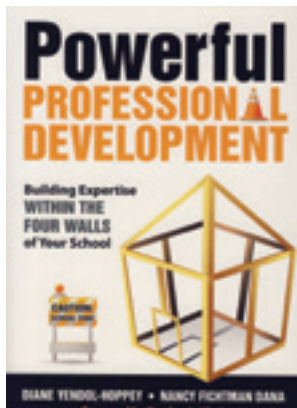


### Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school campus name with PD Giveaway in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by March 1 to be eligible for the draw.

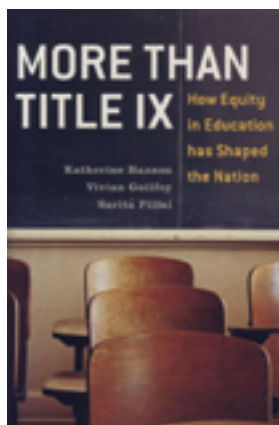
With cost-effective strategies and the use of available resources, *Powerful Professional Development* by Yendol-Hoppey and Fichtman Dana, creates useful and practical knowledge for teachers from within their own four-walls. With sections on job-embedded professional development, strategies to actualize powerful professional development, and many others, schools can turn themselves into self-sustaining learning environments.



## EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and school or campus with EQUITY in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by March 1 to be eligible for the draw.

Using education as the primary instrument in promoting change, *More Than Title IX*, takes readers on an historical journey in chronicling how far women have come in society in North America and throughout the world. This book contains ample information, historical facts, interviews and personal stories of struggle from men and women who believed that fighting for rights in equality in education was of the utmost importance. Join Hanson, Guilfooy and Pillai as they highlight the impact of education in changing the minds of others and making equality a possibility.



### The John Huntley Memorial Internship Program

The deadlines for applications for the John Huntley Memorial Internship Program for the 2012-13 school year are **February 15 and April 15.**

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

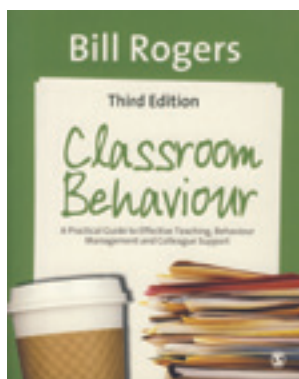
The internship provides members with an opportunity to learn more about the NSTU.

**Nova Scotia Teachers Union**

# fresh

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# Teachers who make a difference

Bill Malloy



*NSTU president Shelley Morse presented Bill Malloy with his Teachers Make a Difference certificate and donation to the Shannon Park School's Breakfast program on December 6. They are shown with NSTU Shannon Park reps Lorraine Aminault and Shelley Mason and vice-principal Sherri Mac Donald.*

As a volunteer for Shannon Park School's breakfast program, Bill Malloy said the \$300 NSTU donation he received as a teacher who makes a difference came at the perfect time. "We can always use the money, and some days you come in and you see that supplies are running low," comments Malloy. "We have a great core of volunteers and anytime you can get help it's welcome."

In his eighth year of teaching, Malloy was one of 10 NSTU members recognized as part of NSTU's fall *Teachers Make a Difference* campaign, through CTV Bell Media. The contest encouraged students to nominate a teacher who has made a big difference in their life, and contributed to their school and community.

A Lower Sackville native, Malloy is currently the English stream's Grade 5/6 teacher at Shannon Park School in Dartmouth, and the Halifax Regional School Board recipient. He was surprised to get the call from NSTU's Central office informing him that he had been chosen as a representative of the many teachers who make a difference in the lives of their students.

"You think about so many other deserving teachers in the province that I have benefited from—my own teacher mentors," he says. "In a school, everybody is part of a team and you draw from each other. It's an honour to be recognized."

Malloy thinks the campaign should continue so that the many worthy teachers he speaks about get an opportunity to be recognized. The student that nominated Malloy says he makes a difference, "Because he was always nice and always inspired us to do what we wanted."

Malloy also volunteers in his community. He has spent the last decade providing his time and resources to the Tim Horton Children's Camp. He also acknowledges the other volunteers at his school, in particular, the support he receives from the NSTU reps at his school that ensure that he is knowledgeable about the many programs and services his Union provides. "They are a huge help to us."

Céline Leclerc



*Céline Leclerc is shown with NSTU president Shelley Morse and Digby Elementary's Grade 5 and early elementary phys ed teacher David MacNutt, the NSTU rep for the school.*

The Tri-County Regional School Board recipient of NSTU's *Teachers Make a Difference* campaign was Grade 2 Digby Elementary French Immersion teacher Céline Leclerc.

"I was very aware of the campaign," says Leclerc, a native of Trois-Pistoles, Québec, who is in her eighth year of teaching.

Her awareness is due in part to her active involvement in the Digby Local for the past six years. She is currently the Local's first VP and has served in other executive positions and has also been an NSTU rep at her school.

She was very heartened to have been nominated for the award, and taken aback that someone actually took the time to fill out a nomination. "Whenever I hear, 'I learned so much from you Madame,' or 'I have so much fun in your class,' it really makes you feel like you are making a difference."

Being recognized has not only raised her spirits but also given her a sense of validation that her expertise as a teacher is warranted. "Although many of the parents are supportive, sometimes I feel like part of the public is doubtful of our ability to do our job and doesn't trust our professional judgement," she says.

She believes it's important for the NSTU to undertake initiatives that promote the value of teaching. She loves seeing her students grow. "The changes you observe in a child are not always the academic ones," she comments. "When you see them gaining confidence, and going beyond their fears, you know you're making a positive impact."

A parent nominated Leclerc through the *Teachers Make a Difference* campaign saying, "Both of my youngest children have had the privilege of being taught by Mme Céline. She has been extremely influential in both our children's lives. She makes learning fun!"

Leclerc's dedication to her students is another testament of how teachers make a difference in the lives of their students, schools and communities.

## Teachers Make a Difference



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# Curriculum Corner

by Grant Frost

On Friday, January 11, the members of the curriculum committee gathered at the NSTU building for what was to be a full slate of discussion topics. On hand were Sarah Tutty, Joyce Lively, Cathy Doucet, Tanya Sampson, Sophie Pedneault, Steve Trussoni, Grant Frost (Chair), Debbie McIsaac (NSTU staff liaison) and Pat Hillier (provincial executive liaison).

The morning's conversation centred mostly around the Department of Education's Visioning Committee, of which the NSTU is a member, struck to look at ways of meeting modern educational challenges. Key to the discussion were issues of changing the EGLs to reflect more modern educational climate. Concern was expressed about changing the EGLs at this juncture when so many teachers have just changed their teaching and assessment practices to align with the SIS. Opinion was aired that if new EGLs are necessary, they be written with current curriculum in mind.

The afternoon session saw the arrival of Shannon Delbridge, the current Acting Senior Executive Director Public Schools, and it was not long before the conversation turned, again, to educational change. The committee asked some very pointed questions around the new Math curriculum, PLCs, the new Tienet system and, of course CSI. The committee was a bit concerned to discover that much of the responsibility for in servicing teachers in the impending changes that are coming has been passed down to the various school boards. This method of delivery proved problematic for some boards during the recent roll-out of the SIS, and there is hope these problems will be addressed before they are repeated.

The last part of the day focussed specifically around PLCs and how they could be effectively utilized. All parties recognize that some of the best PD occurs when teachers collaborate, but implementing PLCs remains a challenge. The majority of issues seem to stem from an inherent lack of time for implementation, and the restricting of teacher vision in such areas as reporting and goal setting. Although PLCs are the engine that drives CSI, flexibility remains the benchmark of a true PLC. The committee feels that for PLCs to be effective, teachers must have time for implementation and some autonomy of purpose. Although there is recognition of the importance of PLCs and the role they can play in supporting growth, the committee feels that a common message needs to be developed around PLCs and what they look like "on the ground."

Beyond PLCs, there were questions asked around problems with combined classes, if French curricula would keep pace with English and if the DOE was implementing any changes to Primary curriculum to modify for four year olds.

It was again, another fascinating day of discussion and debate. The next meeting is scheduled for Friday, April 12.

**Grant Frost is the chair of NSTU's Curriculum Committee. He also writes regularly about public education issues in his blog at: <http://frostededucation.com/>.**

On Friday, January 11, the members of the curriculum committee gathered at the NSTU building for what was to be a full slate of discussion



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Email: [med@stfx.ca](mailto:med@stfx.ca)



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

**Application deadline: February 15th**

# NOTICES

## *The 38<sup>th</sup> Annual Teachers Bowling Tournament*

For 2013, the Halifax County Local teams are pleased to be hosting the 38<sup>th</sup> edition of the Annual Teachers Bowling Tournament. This year's competition will be held at the **Bayers Road Bowlarama, Bayers Road Shopping Centre in Halifax, on April 20-21**. We can accept up to 24 teams. The registration fee is \$260 per team (5-8 bowlers). The registration fee and attached team roster sheet must be received on or before March 25, 2013. Bowling begins 8:30 a.m. sharp each day. Bowlers must be members of the NSTU, either active, retired or reserve. Cheques should be made payable to Peter Balcom and sent to him at 36 Wildwood Boulevard, Dartmouth, B2W 2L8. For more info: [pgbalcom@nstu.ca](mailto:pgbalcom@nstu.ca).

## *Prime Minister's Volunteer Awards*

Nominations are now being accepted for the Prime Minister's Volunteer Awards. The call for nominations is open until March 1, 2013. The awards recognize achievements in a wide range of volunteer activity, including: individual volunteers or groups of volunteers who give of their time, energy and expertise; businesses whose commitment to social responsibility strengthens the communities in which their employees live; and not-for-profit organizations whose innovative approaches to volunteerism make a difference every day in the lives of Canadians. Award recipients will be recognized at a ceremony and can identify an eligible not-for-profit organization to receive a grant for \$5,000 (regional award) or \$10,000 (national award). **For more information, or to learn more about previous award recipients, please visit [www.pm.gc.ca/awards](http://www.pm.gc.ca/awards) or call 1-877-825-0434.**



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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.

- **APPEALS** - reviews applications for assistance on appeals under Section 36 of the Education Act and decides if the appealing teacher is to receive legal assistance from the Nova Scotia Teachers Union.
- **COMITÉ DE PROGRAMMATION ACADIENNE** - studies the curriculum and all proposed changes in it as it relates to Acadian schools under the direction of CSAP and reports its findings to the Provincial Executive.
- **CURRICULUM** - studies the curriculum of schools and proposed changes and reports the findings and recommendations to the Provincial Executive.
- **EQUITY** - is concerned with matters pertaining to the status of women, equity and diversity issues.
- **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 and expenditures on property.
- **INSURANCE TRUSTEES** - oversee the operation of the NSTU Group Insurance Plan which offers Life, Optional Life, Accidental Death & Dismemberment, Total Care Medical/Total Care Dental, LTD, MEDOC® and Home & Auto. **NOTE: One appointment will be made to the Insurance Trustees from the Annapolis Valley 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 negotiators; reviews results of most recent contract bargaining. **NOTE: Five appointments will be made to the Member Services Committee one of which will be an APSEA member.**
- **PDAF** - reviews applications for financial assistance to support innovative curriculum projects and awards grants to successful applicants.
- **PENSION** - studies pension resolutions and keeps the Executive informed of trends and changes affecting teachers' pensions. **NOTE: One appointment will be made to the Pension Committee from the Halifax Region.**
- **PROFESSIONAL DEVELOPMENT** - reviews and develops policy programs and ideas intended to improve the effectiveness of teachers as professionals and to advance education through research in Nova Scotian classrooms.
- **PUBLIC AFFAIRS/PUBLIC RELATIONS** - promotes the involvement in public affairs by encouraging NSTU members (and others) to take an active part in government affairs pertaining to public education. Examines and reviews NSTU public relations and communications programs. **NOTE: Effective August 1, 2013 the Public Affairs and Public Relations Committees will join together to form one joint Standing Committee.**
- **TEACHERS WITH ADMINISTRATIVE RESPONSIBILITIES** - provides a voice, within the NSTU, for teachers with administrative responsibilities.
- **SHEONOROIL BOARD OF DIRECTORS** - the Sheonorail Foundation is an arms-length charitable agency created to fund school and campus-based projects and research directed at reducing violence in schools and Community College campuses. The Board of Directors is the governing body of the Foundation; it develops Foundation policy, mandates Foundation initiatives and approves project funding.
- **SUBSTITUTE TEACHER** - advises the Provincial Executive on issues affecting and of concern to substitute teachers. **NOTE: Appointments to the Substitute Teacher Committee are made at the October meeting of the Provincial Executive. Therefore, the deadline for receipt of applications to this Committee is October 11, 2013.**
- I would be willing to serve on any committee.

**Applications must be received in Central Office by Friday, May 24, 2013**

*Note exceptions: Substitute Teacher Committee (October 11, 2013)*

Standing Committees will be appointed at the Executive Meeting scheduled for **June 7, 2013.**

**Applications may be made online, [click here](#) to download from the NSTU website at [www.nstu.ca](http://www.nstu.ca) (under NSTU/Structure/Provincial Executive/Committees) and forward to:**

**Nominating Committee, Nova Scotia Teachers Union,  
3106 Joseph Howe Drive, Halifax, N.S. B3L 4L7**

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

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# coming events

## FEBRUARY

### *African Heritage Month*

African Heritage Month is celebrated in the month of February. This year marks the 29th anniversary of African Heritage Month and celebrates the history and contributions of people of African descent in Nova Scotia. There is more information at [www.gov.ns.ca/ansa/specialevents.asp](http://www.gov.ns.ca/ansa/specialevents.asp)

The following links provide more information:

**African Heritage Main Page** <http://ansa.novascotia.ca/africanheritage>

**African Affairs Facebook page for info and events**

<https://www.facebook.com/AfricanNSAffairs>

**Events Log** <http://ansa.novascotia.ca/activity-log-events/>

**HRSB African Nova Scotia Resources**

[http://hrsstaff.ednet.ns.ca/shcogsw/Social%20Studies/african\\_nova\\_scotia\\_heritage.htm](http://hrsstaff.ednet.ns.ca/shcogsw/Social%20Studies/african_nova_scotia_heritage.htm)

## FEBRUARY & MARCH

### *Ross Creek Center for the Arts – Upcoming Events*

February 1-3 – Winter Adventure Weekend for ages 11-15.

March 11-15 – Registration for March Break & Summer Camps

For complete information on these and other upcoming events please visit <http://us2.campaign-archive1.com/?u=27d96f63985a1705bc09f5745&id=cd47492609&e=7399674f83>

## FEBRUARY 8 & 13 DEADLINES

### *Call for Writers – Physical and Health Education Canada*

Physical and Health Education Canada is looking for writers to assist in getting the word out about the importance of physical activity and physical education in schools. Those interested in helping to create a resource book for the *Parasport Fundamental Movement Skills Program* must apply by February 8 at [www.phecanada.ca/node/6110](http://www.phecanada.ca/node/6110) and the We Belong Program must apply by February 13 at [www.phecanada.ca/node/6112](http://www.phecanada.ca/node/6112). These programs hope to create awareness and help to improve the lives of others with the positive impact that physical activity and programs to promote physical activity can have on individuals.

## FEBRUARY 22 DEADLINE

### *2013 Juno Beach PD Tour - Application Deadline - February 22, 2013*

From July 28 to August 6 educators have a chance to be part of an exciting PD opportunity. Canadian educators will have a chance to view historic sites from the First and the Second World War while hearing stories from those who lived through D-Day. Educators will have a chance to share experiences and knowledge with fellow Canadian colleagues. Please visit [http://www.junobeach.org/Centre/english/education/teacher\\_trip.htm](http://www.junobeach.org/Centre/english/education/teacher_trip.htm) for more information and the application which must be submitted by February 22.



update

## NSTU TOTAL CARE MEDICAL PLAN – ORTHOPEDIC SHOES AND SHOE MODIFICATION SUPPLIES

From time to time, the NSTU Group Insurance Trustees receive inquiries with respect to the Orthopedic Shoes and Shoe Modification Supplies Benefit under the Total Care Medical Plan.

To refresh your memory, below is the wording for this coverage as stated in the Insurance Profile.

### **Orthopedic Shoes and Shoe Modification Supplies**

Limited to one pair for any 12 consecutive month period for orthopedic shoes; \$200 for shoe modification supplies and custom moulded foot supports (orthotics) in any 12 consecutive month period, commencing with the date charges are incurred.

Only those shoes or modifications that are custom fit and designed to accommodate, relieve or remedy mechanical foot defects or abnormalities, and that are supplied by a recognized orthopedic footwear facility and not a retail shoe outlet are considered a benefit. A written prescription including diagnosis from a medical doctor is required.

Shoes purchased only to accommodate orthotics, and/or comfortable walking shoes such as Nike, Birkenstock, Brooks, Rockport, New Balance, Saucony etc. are not covered.

Where some confusion has arisen in this coverage with members is the orthopedic shoe component of this benefit. Although you may have a prescription for orthopedic shoes, the shoes must be supplied by a recognized orthopedic footwear facility approved by Medavie Blue Cross and not a retail shoe outlet. As well, the shoes must be custom fit and designed to accommodate, relieve or remedy mechanical foot defects or abnormalities. Shoes purchased to accommodate orthotics and/or comfortable walking shoes will not be covered by the NSTU Total Care Medical Plan.

Please be aware of these requirements when claiming under this benefit. If you or the provider are unsure if the shoes you are considering are eligible, the Trustees encourage you to submit a pre-determination with detailed information to Medavie Blue Cross to avoid surprises at the time of claim submission.

**If you have any questions regarding the above, please do not hesitate to contact the Administrator, Johnson Inc., at 453-9543 (local) or 1-800-453-9543 (toll-free).**

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Home and auto insurance is available through Johnson Inc., a licensed insurance intermediary. Policies are primarily underwritten by Unifund Assurance Company (Unifund). Unifund and Johnson Inc. share common ownership. Eligibility requirements, limitations and exclusions may apply. Contest runs from January 1, 2013 to June 30, 2013. No purchase necessary. Chances of winning depend on the number of entries received. Winner must correctly answer a skill-testing question. One (1) \$5,000 pre-paid VISA card is available to be won in the contest (retail value is \$5,000). For full contest details visit [www.johnson.ca/atlantic](http://www.johnson.ca/atlantic). CAT12.2012

# resources

## The Learning Resources and Technology Services Media Library is the place to go for all your multimedia curriculum resource needs!

**Educational Videos:** Our three collections let you borrow, buy, or stream/download videos for your classroom.



**Branching Out,** the Public Schools Branch newsletter, is available online at <http://lrs.ednet.ns.ca/branching.shtml>

**EBSCO Periodical database** Online bibliographic and full-text databases that are available to all students and teachers in Nova Scotia. Also available from EBSCO are professional databases and specialized collections designed for professional educators. <http://search.ebscohost.com>

**Share.EDnet/Ensemble.EDnet** Learning resources and professional materials designed and created by the Nova Scotia education community and mapped to Nova Scotia learning outcomes. <http://Share.EDnet.ns.ca> [English] <http://Ensemble.EDnet.ns.ca> [French]

**ImagesProject** A collection of images for Nova Scotia public school program use. Nova Scotia students and teachers may freely download, use and modify images for curriculum purposes. <http://imagesproject.ednet.ns.ca>

**Education Portal** (EduPortal) <https://edapps.ednet.ns.ca/eduportal/>  
Search our online catalogue, order videos, access other departmental resources and so much more! Check out our new website <http://medialibrary.ednet.ns.ca> for more information on these and many other digital resources.

## IMAGINEACTION school-community project subsidies available

Teachers can submit their project applications until February 15, 2013 to be eligible for \$500 subsidies. Social action projects must be student-led and completed by June 30, 2013. Visit [www.imagine-action.ca](http://www.imagine-action.ca) for inspiring project ideas.



## Subventions pour des projets école-communauté dans le cadre du programme IMAGINEACTION

Pour être admissibles à une subvention de 500 \$, les enseignantes et les enseignants doivent présenter leur demande avant le 15 février 2013. Les projets doivent être achevés au plus tard en le 30 juin 2013. Visitez [www.imagine-action.ca](http://www.imagine-action.ca) pour de l'inspiration.

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Faculty of Science  
Tel: (902) 434.2373  
Email: [danielle.wood@dal.ca](mailto:danielle.wood@dal.ca)  
Web: [science.dal.ca/p12](http://science.dal.ca/p12)

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## DO YOU KNOW A YOUTH VOLUNTEER WHO DESERVES RECOGNITION?

Recreation Nova Scotia is seeking nominations for the Provincial Volunteer Youth Award. The Volunteer Youth Award recognizes a youth aged 13-24 who has made a significant contribution as a volunteer in their school and community. **(One nominee per school.)**

The recipient will be one of among approximately 70 community volunteer and specialty volunteer award recipients to be honoured at the 39<sup>th</sup> Annual Provincial Volunteer Awards Ceremony and Luncheon taking place Monday, April 15<sup>th</sup> at the Westin Hotel, Halifax. More than 300 municipal and provincial government representatives, volunteers and their guests are expected to attend.

**Nomination Deadline is Thursday, February 28, 2013.** For more information and to download a nomination form, visit the RNS website at [www.recreationns.ns.ca/volunteerawards](http://www.recreationns.ns.ca/volunteerawards) or phone (902) 425-1128.

Hosted by: NOVA SCOTIA

Coordinated by: Recreation NOVA SCOTIA

# Cape Breton District Local Rep retreat

On January 12 and 13, the Cape Breton District Local held their annual rep retreat. NSTU president Shelly Morse attended this school year's retreat, which took place at the Quality Inn in Sydney. Sessions focused on parental harassment, social media use and an overview of NSTU's services and programs. Executive staff officers Gérard Cormier, Janine Kerr, and Grant MacLean presented the workshops.



(l-r) Ron MacIntosh (Cape Breton District Local president), Donalda Westcott (VP of PD and Equity liaison), Peter Day (secretary), Donna-Lee Parker (NSTU rep at Riverside Elementary School, Jennifer Morrison (MacLennan Junior High Rep), Dayna Enguehard (VP of Communications) and NSTU president, Shelley Morse.

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**TEACHER EUROPEAN TRIP - JULY 2013** - Teachers, relatives and friends are invited to join an AMAZING trip of a lifetime! In July 2013, travel the United Kingdom visiting England, Ireland, Scotland and Wales. For more information please email Sarah/Wally Fiander (TCRSB teachers) at [sfiander@nstu.ca](mailto:sfiander@nstu.ca). See <http://www.eftours.ca/eliterature/DBD/13/TBR.pdf> for itinerary.

**ITALY: AMALFI COAST HOLIDAY RENTALS** - Three accommodation choices on the spectacular Amalfi Coast. A Positano beachside villa or a mountain village house or apartment. \$90 to \$218 Canadian. For full information/photos contact [jbmair@telus.net](mailto:jbmair@telus.net).

**TEACHER EXCHANGE** - An elementary resource teacher with the HRSB is looking for the same with the CBVRSB for the 2013-2014 school year. A permanent exchange is also possible. If interested, please email [dl@staff.ednet.ns.ca](mailto:dl@staff.ednet.ns.ca).

**TEACHER EXCHANGE** - A permanent elementary teacher with the CBVRSB is looking to exchange positions with a teacher from the HRSB for the 2013-2014 school year. A permanent exchange is desired. If interested, please contact [knottt@staff.ednet.ns.ca](mailto:knottt@staff.ednet.ns.ca).

**TEACHER EXCHANGE** - Permanent Senior High Phys. Ed and Math teacher with the HRSB is looking for an exchange with a teacher from the CBVRSB for the 2013-14 school year. A permanent exchange

is possible. If interested please contact [caper1976@hotmail.com](mailto:caper1976@hotmail.com)

**TEACHER EXCHANGE** - Permanent Junior/senior high learning center/resource teacher with the HRSB is looking to exchange positions with a teacher from CCRSB for the 2013-14 school year. A permanent exchange is possible. If interested, please contact me at [burtonch@staff.ednet.ns.ca](mailto:burtonch@staff.ednet.ns.ca)

**TEACHER EXCHANGE** - Guidance counsellor with Halifax Regional School Board is looking for a (permanent) exchange with a counsellor in the Annapolis Valley School Board for September 2013; Wolfville area preferable. If interested email [s\\_headly@hotmail.com](mailto:s_headly@hotmail.com) or call 802-0468.

**TEACHER EXCHANGE** - I am a Junior High Science & French teacher with the CBVRSB looking to exchange with a teacher from the HRSB for the 2013-14 school year. A permanent exchange is possible. I am also a qualified Math/Physics/Chemistry teacher. If interested, please contact [erin@staff.ednet.ns.ca](mailto:erin@staff.ednet.ns.ca).

**JOB SHARE** - I am an experienced teacher who is seeking a job share position in the HRSB. I am finishing my Masters in Literacy in the spring and am qualified to teach P-8. Please contact Pamela for full resume at [pam\\_benigno@hotmail.com](mailto:pam_benigno@hotmail.com) or 209-1344.

**JOB SHARE** - Seeking P-6 job share position for the 2013-2014 school year. I have previous teaching experience in Grade 1 and 1-2 combined classrooms; and also job share experience. Please call Taryn at 405-7373 or email [tttufts@hrsb.ca](mailto:tttufts@hrsb.ca) for resume and references.