

NSTU responds to the Report of the Minister's Panel on Education

The NSTU has filed an official response to the 30 recommendations in the Report of the Minister's Panel on Education, which was released on October 30. The recommendations were part of seven themes identified by the Minister's Panel, and are as follows: Strengthen the curriculum to transform teaching and learning; Make high-quality teaching the norm in every classroom; Prepare today's students for tomorrow's opportunities; Ensure that inclusion is working—for everyone; Create a positive climate for learning; Collaborate for improved student health and well-being; and Build a modern-day structure for teaching and learning.

"There are some recommendations contained in the report that we agree will move the Nova Scotia school system forward and help to improve the teaching and learning environment," says NSTU president Shelley Morse. "There are others that we definitely do not agree with such as teacher certification and evaluation."

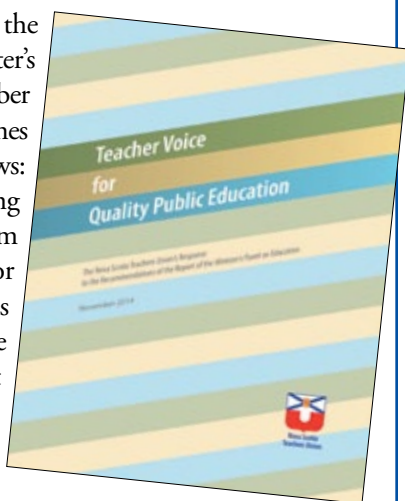
Morse says that challenges identified by teachers are contained within the Report's recommendations. "The challenges identified include issues surrounding class size and composition, not enough support for guidance counsellors and teachers to deal with student mental health concerns, and not having adequate resources to support 21st Century learning."

Morse met with Minister Karen Casey on November 4 to discuss the Report and its recommendations. "We will embrace the opportunity to work with the Department of Education and Early Childhood Development to implement changes that will be effective and meaningful in support of free quality public education in Nova Scotia."

NSTU's provincial executive held a special meeting on November 14 to bring forward concerns from NSTU leadership and members regarding recommendations within the Report. "Provincial executive discussed each recommendation and brought forward feedback from teachers in their respective regions to provide further context to our response to the Minister."

Morse is a member of the Minister's Partner's Advisory Group. This group consisting of a diverse group of organizations and educational partners, including the NSTU, school boards, universities, African Nova Scotians, Mi'kmaq, Acadians, youth and business met initially last spring to provide stakeholder perspectives for the Panel's research. The group met again on November 14 after the release of the Report to give feedback on its recommendations. "I reiterated the importance of ensuring that teacher voice is included in the recommendations going forward," says Morse.

The NSTU Response, *Teacher Voice for Quality Public Education: The Nova Scotia Teachers Union's Response to the Recommendations of the Report of the Minister's Panel on Education* will be distributed to NSTU reps by mid-December and will be made available on the NSTU website.



Nova Scotia teachers recognized for making a difference



Above are some of the Atlantic View Elementary School teachers and parents featured in this year's *Teachers Make a Difference* videos with NSTU president Shelley Morse. **From left to right:** Grade 2/3 teacher Mary Beth Hardy, Shelley Morse, NSFHSA president Charla Cambee Dorrington, parents Julie Ball and Nicki Hetherington and principal Jim King.

The Nova Scotia Teachers Union is recognizing nine of its members for making an impact in the lives of their students through its third annual *Teachers Make a Difference* recognition program. The program, which took place from October 6 to November 2, encouraged students and/or their parents to nominate a teacher who has made a big difference in their lives, and contributed to their school and community. It garnered 401 nominations representing 310 teachers. Each recognized recipient of the *Teachers Make a Difference* program will receive a \$300 donation towards their school or campus breakfast or library program, or food bank.

"We're pleased that students and parents continually recognize the value of teachers in Nova Scotia," says NSTU president Shelley Morse. "Our members continue to make a difference for students, their families and their communities. The nine

teachers are representative of all our members."

The following NSTU members are being recognized as teachers who make a difference: Carmen Anderson, a math, chemistry and physics teacher at Shelburne Regional High School; Natasha Burke-Morash, a junior high English and social studies teacher at George D. Lewis School in Louisbourg; Joan Carmichael, a Grade 11 and 12 physics and biology teacher at Avon View High School; Reanne Comeau-Shantz, a Grade 2 French Immersion teacher at Tallahassee Community School in Eastern Passage;

(continued on page 3)



Atlantic View Elementary principal Jim King gets ready for his debut in the *Teachers Make a Difference Lifelong Learning* video.



Holiday Hours

Nova Scotia Teachers Union

Closed at noon, December 23, 2014 & Reopens January 5, 2015

Johnson Inc.

Closed at Noon, December 24, 2014 / Open December 29 & 30, 2014

Closed at 3:30 p.m., December 31, 2014 / Reopens, January 2, 2015

people

Provincial Economic Welfare Committee begins developing asking package

The Provincial Economic Welfare Committee held its first meeting in on November 6 and 7 to begin the process of developing an asking package for public school members for the next round of bargaining. This committee is appointed by the NSTU provincial executive and is comprised of the NSTU president, three provincial executive members, including the first vice president who serves as chair, an administrator and eight other NSTU members.



From left to right seated: Charles Colson (Northside-Victoria); Pam Langille (Kings); NSTU provincial executive members Belinda Snow (Annapolis-Hants West-Kings) and Tim MacLeod (Halifax County); NSTU assistant executive director Bruce Kelloway; NSTU first vice-president Alison MacPherson; Stacey Samson (CSANE); Jane Dorey (Richmond); Chrissy Brewer (Dartmouth); Mark MacPhee (Halifax City); and Alex Oickle (Lunenburg County). **Standing:** executive staff officer Janine Kerr; Wade Van Snick (Cumberland); NSTU president Shelley Morse; Mary McLeod (Teachers with Administrative Responsibilities representative Cape Breton District); and executive staff officer Jack MacLeod. **Missing:** executive director Joan Ling. The next meeting is scheduled for December 12.

Staff Appointments

Assistant Executive Director

The NSTU is pleased to announce the appointment of executive staff officer Allan MacLean as NSTU's assistant executive director effective January 1, 2015.

He is a staff officer with a current portfolio as the coordinator of pension and insurance services and pre-retirement seminars. He is responsible for contract interpretation, arbitrations and grievances with the Strait Regional Representative Council (RRC) and Regional Economic Welfare Committee. He sits on the NS Teacher Pension (Sponsors') Board and the Leave for Injury on Duty committee. As Assistant Executive Director he will coordinate the member services programs for the NSTU. He joined the executive staff team in member services on November 1, 2006.

Prior to his staff role with the Union, MacLean was involved in various leadership roles within the NSTU. He served as NSTU's second vice-president from May 2005 until his staff appointment, and served on the provincial executive from 2002 to 2007 representing the Pictou region.

MacLean began his teaching career in 1982. He has experience in teaching at the elementary, middle, and high school levels and spent several years as a teacher and co-ordinator for adult education in the Pictou area. He taught math at Northumberland Regional High for four years, and at Westville High for seven years. He held numerous positions and taught many subject areas with the Chignecto-Central Regional School Board including Grade 6, junior high resource, history, English and math.

MacLean was active at both the local and provincial levels as Pictou's Local president for four years. He served as Chair of the Pictou Local grievance committee and was a member of its regional negotiating committee, and the Chignecto-Central RRC, and also served as the RRC's vice-chair.

At the provincial level he served on the Provincial Economic Welfare Committee for three contracts, was a member of the Provincial Negotiating Committee in 2002-03 and sat on the substitute, equity and legal services committees. As second vice-president, MacLean chaired the provincial executive personnel committee. He holds a BA and a BED from StFX University.

Member Services Staff Officer

The NSTU welcomes Pamela Langille as the newest member of the NSTU staff. She has been appointed as an executive staff officer in member services effective January 1, 2015.

In her new role with the NSTU, Langille will be responsible for contract interpretation, negotiations, arbitrations and grievances.

Langille has been a teacher with the Annapolis Valley Regional School Board (AVRSB) for the past nine years, most recently as a resource teacher at Kings County Academy. She was a behaviour intervention resource teacher and learning centre teacher at Coldbrook & District School, and a classroom teacher at Aldershot Elementary School and Kingston & District School. Langille also taught in New Zealand the year before returning home to teach in the AVRSB.

Langille was elected as a NSTU delegate for the Canadian Teachers' Federation during last year's Annual Council and served as the chair of the ad hoc Committee for Member Engagement in 2012-13. She has also served on many NSTU provincial committees including Provincial Economic Welfare, Member Services, Resolutions, and the Substitute Teacher Committee. She has been very active in the Annapolis Valley region and the Kings Local. She has served on the AVRRC since 2011 and has been the chair of the Annapolis Valley REWC since 2012. Locally, Langille has served as a table officer since 2009; first as the VP of Professional Development, and then as the First Vice-President and chair of the Economic Welfare Committee. In these roles, Langille has chaired the Local's Resolutions, Nominating, and Professional Development Committees.

Langille says she has been interested in economic welfare issues and contracts since she was an education student. During that time Acadia professors were on strike and that sparked her interest in unionism.

Langille holds a BA, BED, MEd in Inclusive Education, and MEd in Counselling from Acadia University. She is also working towards a Master of Education in Curriculum Studies from Acadia.



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NSCC Kingstec Open House

NSTU president Shelley Morse joined Community College members in celebration of the Kingstec Campus on October 21.

Left to right: Sandy Dyke, Margaret VanBlarcom, Patty Dow, Beth Hadley, Terry Sulis, community college Local president Ferne McLennan and NSTU president Shelley Morse.

(continued from front page
—Teachers Making a Difference story)

Kelley d’Entremont a Grade 3 to 6 math teacher École Wedgeport; Lisa Gower Chamberlain, a Business faculty member at the Cumberland Campus of the Nova Scotia Community College; Mike MacDonald, a junior high teacher at Uniacke District School; Anne Swim, a learning strategies, English, and child studies teacher at Liverpool Regional High; and Shawn Whitty, a physical education teacher at Tamarac Education Centre in Port Hawkesbury.

Some of the reasons cited by students in their nominations as to why their teachers make a difference include: empathy, dedication, caring, focusing on the positive, making learning meaningful, kindness, encouraging students to succeed, boosting students’ confidence, going the extra mile, being an inspiration, and making learning fun. “Recognizing the hard work teachers and community college members do above and beyond instruction is important to reflect their passion for students and learning,” continues Morse.

Last month, from November 10 to 30, a series of four 30-second spots were broadcast on CTV, CBC and Global focusing on ways teachers make a difference, along with three 15-second spots announcing the selected NSTU members. The ads were filmed at Atlantic View Elementary School in Lawrencetown. “We’d like to acknowledge the staff, students and parents of Atlantic View Elementary School who helped us demonstrate how teachers make a difference,” adds Morse. “We were also pleased to add parent voice in this year’s campaign, because teachers recognize the important role parents

and guardians play in student learning.” The NSTU would like to thank Atlantic View Elementary students and parents and in particular principal Jim King and his staff including, Heather MacDonald, Brenda Cormier, Mary Beth Hardy, Lorene MacDonald, Vanessa Steele and

vice-principal Nick MacDonald who were featured throughout the four spots, in particular the “Lifelong Learning” piece. A special thanks also goes to Atlantic View parents Nicki Hetherington and Julie Ball for their participation in “Above and Beyond” and to the president of the

Nova Scotia Federation of Home & School Associations, Charla Cambee Dorrington who was featured in “Home & School Connection.” These spots are posted on the NSTU’s website at nstu.ca through its YouTube station at youtube.com/nstuwebcast.

National Summit on Child Poverty



Parliamentarians, including Senators and MPs joined educators, NGO representatives, CTF Board members including NSTU president Shelley Morse, and students from across Canada at the *Keep the Promise (KTP)* Town Hall at Immaculata High School in Ottawa on November 18 to re-ignite the public commitment to the 1989 unanimous motion in the House of Commons to end child poverty in Canada by the year 2000.

“More than 3.5 million Canadians, nearly 10 per cent, still live in poverty 25 years later,” says NSTU president Shelley Morse. “What’s worse is that 17 per cent of children in Canada live in poverty, and in Nova Scotia it’s one in five, which is more than the national average of one in seven.”

Keep The Promise, an innovative, inter-generational initiative launched in 2013 to re-ignite public commitment to end child poverty in Canada will provide children and youth an opportunity to learn about the impact of child poverty and to give voice to their ideas/solutions to solve it. Within a very few years, many of them will be of voting age. Since the 1989 commitment to end child poverty by 2000, child poverty has increased.

The Town Hall featured student presentations to give voice to ideas/solutions to solve child poverty and what they consider to be priority issues and promising paths of action. Two students from Greenfield Elementary School in New Waterford were chosen to represent Nova Scotia. Adam MacLean and Joella MacIsaac both wrote essays about their feelings about poverty and why they should be chosen to represent their home province.

NSTU member Dianne Lewis, Greenfield’s art specialist accompanied the two Grade 6 students. “I don’t use these words very often,” she says. “But I would describe the event as life-changing for them.”

“It seems to me that 25 years after the federal government promised to end child poverty there needs to be the political will to come together despite ideological differences to ensure the terrible consequences of child poverty no longer exist in the 21st century,” adds Lewis.

The town hall event was part of a two-day Youth Summit on Child Poverty, where students learned more about the democratic process and how it applies to the reduction of child poverty in Canada.



NSTU first vice-president Alison MacPherson; Greenfield art specialist Diane Lewis with students Adam MacLean and Joella MacIsaac and NSTU president Shelley Morse.



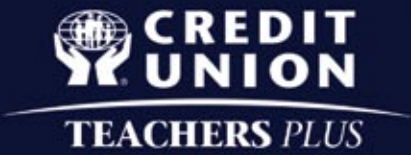
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- December 26 **Closed**
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- December 30 10:00 am – 5:00 pm
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from the nstu president

Ashley Moore



Highlighting the many ways our members make a difference

For a third year, the NSTU has run a campaign to raise awareness of the significant work teachers and Community College members accomplish in schools and campuses across the province.

Through television ads and social media, parents and students in Nova Scotia were asked to nominate a NSTU member who has made noteworthy contributions to their school/campus community, and is/was a positive influence. Four hundred and one submissions were received and a total of 310 teachers were nominated. The responses were a pleasure to read, and outlined with heartfelt descriptions all the ways NSTU members have touched their lives, currently and years ago!

NSTU members were eligible to be nominated from schools in each of the regional school boards, the Atlantic Provinces Special Education Authority (APSEA), Conseil scolaire acadien provincial (CSAP) schools, and the Community College campuses. Nine members were awarded certificates and \$300 will be donated to the member's school or campus for their breakfast program, food bank, or library. Everyone nominated, including some retired teachers, received letters of congratulation to ensure they were aware that someone had recognized them for their work, inside and outside the classroom. CTV Bell Media also produced four 30-second vignettes to showcase the work of our members and these were well received by the public.

Teachers and Community College members across the province contribute to their school and campus communities in many encouraging ways, and these thoughts and feelings were reverberated in the comments we received about the nominees. Each member of the NSTU volunteers their time to students, inside and outside the classroom, to make certain activities and school/campus events are available: lunch programs, breakfast clubs, coaching, band trips, camps, chaperones for dances, social justice groups, graduation committees, open gym nights, GSAs, activity groups, concerts, book clubs, drama, running clubs, dance clubs, fitness groups, and elementary art clubs, to name a few. Often the public does not realize these activities are not part of our job description.

The adjectives used to describe teachers included: approachable, effective, outstanding, terrific, dedicated, fair, outgoing, energetic, compassionate, role model, and motivating. Some parents and students described their teachers as someone who: inspires us to love what we do; goes out of her way to help her students learn material; engages with students on a professional level as well as a personal level; she always puts her students first; he made me appreciate the world I live in; her lessons are very powerful; brings a calmness to her class that is infectious and cultivates an eagerness to learn; puts a smile to every student's face; makes a difference because s/he cares; helped my child gain confidence; wants us to succeed; heart of gold.

You make every effort to give students opportunities they might not otherwise experience, despite the increased demands on their time in terms of data collection, information entries, and marking and preparation duties. You also take the time to make healthy connections with students to help them achieve on many levels, boost morale, and decrease behavioural issues. You buy lunches, clothing and footwear for your students, drive them to sporting events if necessary to ensure they can participate like others, fundraise for summer camps, etc. Many teachers live by the saying, "students don't care how much you know, until they know how much you care".

Teachers and Community College members in this province are highly qualified for their positions and continue to participate in professional development opportunities for the duration of their careers, attending weekend and after school workshops, conferences, and institutes. Teachers persistently complete certificates, diplomas and degrees to remain current in their practices. Many possess more than one Master of Education degree in areas such as Curriculum Studies, Inclusion, Technology, Literacy, Counselling, Leadership, and Adult Education. Still others have completed research-based Doctorate degrees.

Members of the NSTU do make a difference in the lives of students, with little fanfare, just compassion and an affinity to help others. Congratulations to all NSTU members and remember—you positively influence your students in many ways that impacts their lives for years to come! Thank you for all you do to support students on a daily basis.

Points saillants : nos membres font toute la différence de multiples manières

Pour la troisième année consécutive, le NSTU a mené une campagne pour sensibiliser le public au travail considérable accompli par les enseignants et les membres du Collège communautaire dans les écoles et les campus de l'ensemble de la province.

Par le biais d'annonces télévisées et des médias sociaux, les parents et les élèves de la Nouvelle-Écosse se sont vus demander de proposer un membre du NSTU qui a fait des contributions notables à la communauté de son école ou de son campus et qui a été une influence positive. Quatre cent une soumissions ont été reçues et 310 enseignants au total ont été proposés. Les réponses étaient un plaisir à lire et donnaient des descriptions chaleureuses des multiples façons dont les membres du NSTU ont touché leur vie, aujourd'hui et il y a bien longtemps!

Les membres du NSTU qui pouvaient être proposés étaient issus des écoles de tous les conseils scolaires régionaux, de la Commission de l'enseignement spécial des provinces de l'Atlantique (CESPA), des écoles du Conseil scolaire acadien provincial (CSAP) et des campus du Collège communautaire. Neuf membres se sont vus décerner des certificats et un don de 300 \$ sera fait à l'école ou au campus du membre en vue du programme de petit déjeuner, de la banque alimentaire ou de la bibliothèque. Toutes les personnes proposées, y compris certains enseignants retraités, ont reçu une lettre de félicitations afin de leur faire savoir que quelqu'un avait rendu hommage à leur travail, au sein et en dehors de la classe. CTV Bell Media a également produit quatre vignettes de 30 secondes pour présenter le travail de nos membres et celles-ci ont été très appréciées du public.

Les enseignants et les membres du Collège communautaire partout dans la province contribuent à la communauté de leur école et de leur campus de nombreuses manières très encourageantes et ces réflexions et ces sentiments ont été reflétés dans les commentaires que nous avons reçus au sujet des personnes proposées. Tous les membres du NSTU offrent bénévolement leur temps aux élèves, au sein et en dehors de la classe, afin de mettre à leur disposition certaines activités et rencontres dans l'école ou le campus : programmes de déjeuner, clubs de petit déjeuner, entraînement sportif, tournées avec l'orchestre, camps, chaperons pour les soirées dansantes, groupes de justice sociale, comités de remise de diplôme, soirées portes ouvertes au gymnase, alliances gay-héréto, groupes d'activités, concerts, clubs de lecture, pièces de théâtre, clubs de course à pied, clubs de danse, clubs de santé, clubs artistiques au niveau élémentaire, pour n'en citer que quelques-unes. Souvent le public ne réalise pas que ces activités ne font pas partie de notre description de travail.

Les adjectifs utilisés pour décrire les enseignants ont été, entre autres, les suivants : accessible; efficace; remarquable; formidable; dévoué; juste; enthousiaste; énergique; compréhensif; modèle de comportement et stimulant. Certains parents et élèves ont décrit leur enseignant comme quelqu'un qui : nous motive à aimer ce que nous faisons; se donne du mal pour aider ses élèves à apprendre; s'engage auprès des élèves au niveau professionnel ainsi qu'au niveau personnel; met toujours ses élèves en premier; m'a fait apprécier le monde dans lequel je vis; offre des leçons très motivantes; crée un sentiment de calme dans la classe qui est contagieux et cultive le désir d'apprendre; met un sourire aux lèvres de chaque élève; fait toute la différence parce qu'il se soucie vraiment des élèves; a aidé mon enfant à prendre confiance en lui; veut que nous réussissions; a un cœur d'or.

Vous faites le maximum pour donner à vos élèves des chances dont ils ne bénéficieraient pas autrement, en dépit de votre emploi du temps de plus en plus chargé à cause de la collecte des données, de la saisie des informations et des responsabilités de notation et de préparation. Vous prenez également le temps d'établir des relations saines avec vos élèves pour les aider à réussir dans de nombreux domaines, leur remonter le moral et réduire les problèmes de comportement. Vous achetez des déjeuners, des vêtements et des chaussures pour vos élèves, vous les conduisez à des rencontres sportives au besoin afin qu'ils puissent y participer comme les autres, vous faites des collectes de fonds pour les camps d'été, etc. De nombreux enseignants vivent en accord avec l'adage « Les élèves ne se soucient guère de ce que vous savez jusqu'à ce qu'ils sachent combien vous vous souciez d'eux ».

Les enseignants et les membres du Collège communautaire de cette province sont hautement qualifiés pour leur emploi et continuent à participer à des activités de perfectionnement professionnel durant toute leur carrière, en assistant à des ateliers, à des conférences et à des instituts, en fin de semaine et après la classe. Les enseignants étudient constamment pour obtenir des certificats et des diplômes et se tenir au courant des pratiques actuelles. Beaucoup d'entre eux possèdent plus d'un diplôme de maîtrise en éducation dans des domaines comme les études de programmation, l'inclusion, la technologie, la littératie, l'orientation, le leadership et l'éducation des adultes. D'autres encore ont achevé un diplôme de doctorat axé sur la recherche.

Les membres du NSTU font toute la différence dans la vie des élèves, sans fanfare, mais simplement par compassion et par désir d'aider les autres. Nos félicitations à tous les membres du NSTU et n'oubliez jamais que vous influencez positivement vos élèves de multiples manières et que cela a un impact sur leur vie pour de nombreuses années à venir! Merci pour tout ce que vous faites chaque jour pour soutenir vos élèves.



Professional Development Conference

The NSTU Annual Professional Development Conference was held November 7 and 8 at the Delta Halifax. Vice-presidents of professional development from across the province came together under the theme *Reclaiming Our Profession*. NSTU executive staff officer Betty-Jean Aucoin provided the opening night presentation *Our PD, Our Success, Our Future* in which members had a chance to learn more about the new ABCs of selling—attunement, buoyancy and clarity—in brainstorming potential professional development sessions for their members. Participants were also given the opportunity to meet by role and learn more about NSTU PD grants and applications. NSTU executive staff officer Gérard Cormier presented a session entitled: *Flavours of Professional Development*.



Above are members of this year's PD Committee, some of whom would have been instrumental in organizing the conference. **Clockwise from the left:** Committee chair Lori Richard (Inverness); Tanya Chisholm (Halifax County); NSTU provincial executive liaison Cherie Abriel; NSTU executive staff officer Betty-Jean Aucoin; Ian Kent (Queens); Tanya Samson (Richmond) and Daniel Doroshenko (Colchester-East Hants).



Also shown are vice-presidents of professional development new to their role this school year with NSTU president Shelley Morse and executive member Cherie Abriel. **Seated (l-r):** Virginie Latour (CSANE); Wendy Gould (Colchester-East Hants); Jillian Levy-Peverelle (Lunenburg County); Suzanne Greenlaw (Kings); Chrissy Brewer (Dartmouth); and Lianna Gillis (Inverness). **Standing:** NSTU provincial executive liaison Cherie Abriel; Dana Jewers (Guysborough County); NSTU executive staff officer Betty-Jean Aucoin; Shelley Morse; Rebecca Smart (Queens); Scott Goyetche (Richmond) and committee member Daniel Doroshenko.

Education Week — April 19-25, 2015

Theme — Schools as Communities: Open Hearts, Open Minds, Open Doors.

Ceremony — April 20, 2015



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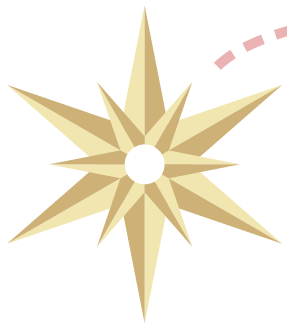
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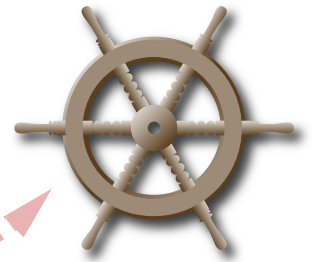
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All entries must be postmarked by Friday, February 6, 2015.

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Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Honouring public education and our veterans

by Betty-Jean Aucoin, NSTU EXECUTIVE STAFF OFFICER, PROFESSIONAL DEVELOPMENT

Schools and campuses across the province celebrated Remembrance Day in honour of those who came before and those today who serve in the military to ensure our freedom. The many tweets, Facebook posts from ceremonies held in gyms, cafeterias and auditoriums showcased overwhelming support and reverence for our retired veterans and local military personnel.

It is not difficult to understand why schools take the lead in Remembrance Day celebrations. Public schools represent democracy and freedom for all. No one is denied the opportunity to attend public school, no matter gender, race, culture or

socio economic background. This right of freedom is not afforded many others who live in war torn and developing countries. Our men and women who go abroad as Canada's military do so to sustain our rights and freedoms and support others in gaining the same.

Early this fall, I had the opportunity to attend Bridgewater Junior Senior High School's (BJSHS) 100 Years of

Public Education celebrations. To celebrate, two NSTU members, Jane Berrigan and Alan Muir, along with their Grade 10, 11 and 12 students decided to organize a memorial celebration for

"Education is the most powerful weapon which you can use to change the world."

—Mandela



Moment of silence to honour Corporal Paul Davis.

a fallen hero, Corporal Davis. Corporal Davis was a former student at BJSHS. He later joined Canada's military and fought for the rights and freedoms of our country and those of individuals in other countries. On a mission in Kandahar, Afghanistan, Davis met his untimely death on March 2, 2006. The students and staff of BJSHS wanted to ensure that their celebrations included the recognition of a former student who gave his life so that others could live free.

On a beautiful sunny October day, 1,000 people gathered behind the school where students had built a memorial park inclusive of a gazebo, walking path and memorial plaque. Students and staff from Grades Primary through 12, honoured guests, Corporal Paul Davis' former division, and local and provincial military and police personnel gathered to celebrate their alumnus. Special guest, Corporal Paul Davis' father Jim Davis gave thanks to the students and staff in honouring his son. Davis spoke of his appreciation of having such a wonderful welcoming space built in honour of his son. "In my mind, Paul is still the same age they are. So when they come forward

it tells me Paul's not forgotten, they're keeping his memory alive," he said.

Living close to the school, Davis discussed the joy he felt in seeing the progression of this memorial, the hard work of staff and students and the opportunity to witness first hand the appreciation his community had for his son.

Not only was the school celebrating its 100th anniversary, but the regiment Paul Davis served in is also celebrating its 100th anniversary so it was very fitting to erect and unveil the monument in Davis' honour.

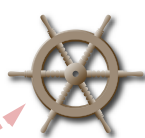
It is often said that a picture is worth a thousand words. The pictures captured that day—the plane flying over head at the opening, the band and accompanying veterans, the Grade 12 graduating class, along with the O2 students responsible for this day and moment of silence for a fallen hero—brought tears to many. As a Canadian citizen I was reminded of just how great our country is. As a teacher and mother I continue to be heartened by the incredible spirit and minds of our children, youth and members. "O'Canada, we stand on guard for thee."



Students, staff and community members join together to celebrate a fallen hero.



Charting Your Course FOR PROFESSIONAL DEVELOPMENT

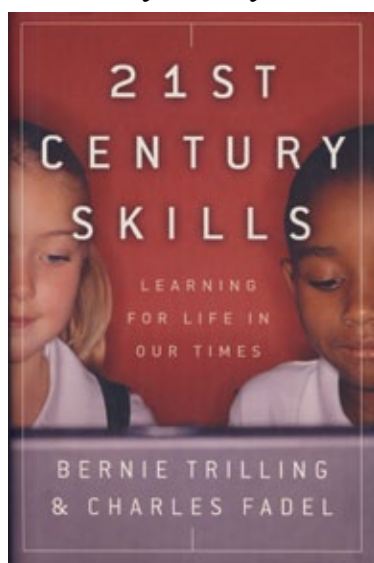


Email your name, home address, and school or campus name with PD Giveaway in the subject line to theteacher@nstu.ca by January 14 to be eligible for the draw.

21st Century Skills

by Bernie Trilling and Charles Fadel

21st Century Skills by Bernie Trilling and Charles Fadel, published by Jossey-Bass, provides a look at education in the 21st century and how we need to change how and what students learn to provide them with the proper tools to cope with how the economy, technology and the world evolves. It looks at the fundamental subjects taught in school, but also explains the importance of introducing relevant topics such as health, global awareness and environmental studies.



Daphne Egilsson, principal of BJSHS brings greetings on behalf of the students and staff.

Communication: Key to Preparation for a Global Society
Truro teacher wins French second language educator of the year award

Growing up in New Brunswick, Martha Kenny was lucky to have parents who recognized and valued the need to communicate in more than one language. Armed with the knowledge that being able to communicate in two languages was the way to understand our world, Kenny chose education as her profession. Canadian Parents for French - Nova Scotia is pleased to honour a dedicated French Second Language teacher who has worked extensively in French immersion and integrated French in the higher levels of the International Baccalaureate program in Nova Scotia.

A graduate of the University of New Brunswick, Kenny started her teaching career on Prince Edward Island in 1982. As a military wife, Kenny was fortunate to have the opportunity to teach in many provinces. She taught at the Cobequid Education Centre (CEC) for 12 years. She is an exceptional motivator with a strong philosophy of multiculturalism.

“As a second language teacher, I believe it is important to help students become prepared to live in our global society. I strive to help them understand how wonderful it is to be not only bilingual but also bicultural,” said Kenny. “Through a variety of different teaching styles with a strong support of methodology and technology I encourage students to be receptive to other languages and cultures.”

At CEC, Kenny’s ultimate goal is to have students value their own experiences and to think critically. She teaches by valuing each student’s learning style and interests to encourage them to take command of their second language learning.

The CPF Nova Scotia French Second Language Educator of the Year Award recognizes French Second Language educators in the province and celebrates their dedication and continued efforts as educators. This award acknowledges excellence in French second language teaching, and teachers’ initiative and innovation.



Dave Wentworth (CPF Nova Scotia past president), Martha Kenny (French Second Language Educator of the Year) and Stephanie Carver (CPF Nova Scotia president).

Congratulations to our Book Winners from October!

FRESH – Kari Densmore, Hants East Rural High

EQUITY – Sharyn Brennan, Sydney Mines Jr. High

PD – Derek Bridgehouse, Eastern Passage Education Centre

EQUITY BOOK REVIEW
Nova Scotia Teachers Union

Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by January 14 to be eligible for the draw.

Indefinitely Idled by Libby Broadbent

This novel written and published by Libby Broadbent is a look into trying times. The story is about Hal Stevens’, who has just lost his job. Broadbent takes Stevens’ character during a difficult time, and creates a sense of connection and relatability with a twist of humour to make this book worth the read.

fresh

Putting new members in the KNOW!

Email your name, home address, and school or campus with FRESH in the subject line to theteacher@nstu.ca by January 14 to be eligible for the draw.

Setting Limits in the Classroom 3rd Edition
by Robert J. MacKenzie and Lisa Stanzione

The newest edition by Robert J. MacKenzie and Lisa Stanzione, published by Three Rivers Press, of the already popular resource *Setting Limits in the Classroom*, focuses more on younger students and “strong-willed” children. This tool helps teachers establish limits and to regain the focus and control of their classroom in a respective manner.

For Advertising information (including rates and publication schedule), please contact Sonia Matheson at theteacher@nstu.ca or phone 902-477-5621 1-800-565-6788 or go to www.nstu.ca

aviso

We Want to Hear Your Story

Submissions are encouraged from Nova Scotia’s public school teachers, community college faculty and professional support staff. Please mail to:

AVISO, 3106 Joseph Howe Drive, Halifax, NS, B3L 4L7

Or email submissions to aviso@nstu.ca

Manuscripts submitted should reflect AVISO’s mandate as a professional journal for Nova Scotia’s teaching profession. Manuscripts will not be returned. Any manuscript chosen to appear in AVISO may be edited for clarity, style, length and consistency.

Contributor guidelines are available to interested writers on the NSTU Website — www.nstu.ca

Please ensure email attachments are Microsoft Word, Rich Text Format or Text Only.

Original pictures or images related to submitted content are appreciated.

The themes for the 2014-2015 academic year AVISO editions are:

Winter – A Day in the Life...

Spring – Professional in Supporting our Profession/Pride in Professionalism

Racontez-nous votre histoire

Nous encourageons des soumissions des enseignants des écoles publiques, du personnel enseignant et de soutien des collèges communautaires. Veuillez envoyer vos soumissions à :

AVISO, 3106 chemin Joseph Howe, Halifax, NS, B3L 4L7

Ou bien envoyez vos soumissions par courrier électronique à : aviso@nstu.ca

Les manuscrits soumis devraient refléter la mission d’AVISO en tant que revue professionnelle des enseignants de la Nouvelle Écosse. Les manuscrits ne seront pas retournés. Les manuscrits sélectionnés pour la publication dans AVISO pourront être édités pour ce qui est de la clarté, du style, de la longueur et de la cohérence.

Les directives relatives aux collaborateurs sont disponibles en consultant le site Web du NSTU — www.nstu.ca

Les manuscrits envoyés par voie électronique doivent être en format Microsoft Word, Rich Text Format ou Texte seulement.

Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d’AVISO pour 2014-2015 sont les suivants:

Hiver – Une journée dans la vie de...

Printemps – Professionnels à l’appui de notre profession / Fiers de notre professionnalisme

Supporting students with diabetes at school

by Sherry Calder, Canadian Diabetes Association

In Nova Scotia, over 1,000 children and youth under 19 years live with Type 1 Diabetes. School-aged children spend 30 to 35 hours a week—more than half their waking weekday hours—in school. That’s a long time to let your newly diagnosed child out of your sight, where he or she might roam free on a playground at recess, forget to check his or her blood sugar, toss half of his or her lunch into the garbage or be bullied for being “different.” It is the responsibility of parents and school personnel to foster an environment of better understanding of diabetes that supports children living with the disease.

Since the majority of these children live with Type 1 Diabetes, and require insulin by injection or by an insulin pump, the worry over who is going to supervise injections brings additional stress. There’s also the possibility of a child experiencing low blood sugar (hypoglycemia), which could turn into an emergency situation if it isn’t treated properly or quickly enough. Sometimes children with diabetes are stigmatized and left out of the full-school experience or placed in vulnerable circumstances.

Educating the educators—the Canadian Diabetes Association’s role

The best way parents can reduce their stress about how their children manage diabetes is to ensure school personnel are educated and informed. The Canadian Diabetes Association (CDA) has resources that can help parents, families, and schools. As well, the CDA National Advocacy Council of volunteers recently updated guidelines about the care of children with diabetes in schools, which recommends school boards have appropriately trained personnel to administer insulin and monitor children’s blood glucose levels, and monitor food intake and activity for students who are unable to perform these activities independently. “Some schools provide for a protective and supportive environment, but what we don’t have are consistent policies across the province or across the country, and that’s what we need,” says Joan King, the CDA’s outreach and individual advocacy manager.

How can school personnel help students with diabetes?

- Participate in annual diabetes education, training and resource review to learn or to be reminded of how to manage diabetes, including emergency procedures for treating moderate to severe low or high blood sugar.
- Establish a formal communication system with all school personnel who interact with the student living with diabetes. This should include appointing at least one staff person to be a point-of-contact for the student and parent/guardian.
- Identify the student with diabetes to all school personnel, including volunteers, substitute teachers, student teachers, and support staff. With permission from the student and parent/guardian, some schools may choose to display identifying information

in the staff room or office and/or have emergency information folders made available to all personnel. Medical alert stickers can also be placed on the student’s file to further identify the student.

- Display posters identifying symptoms of high and low blood sugar in key locations throughout the school.
- Provide at least 24-hours notice whenever possible to parent/guardian of any change in school routine or upcoming special events.



With files from Anne Bokma

For more information about CDA’s resources and the Guidelines for the Care of Students living with diabetes at School, please visit <http://www.diabetes.ca/kidsatschool> or contact the Nova Scotia regional office at (902) 453-4232.

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

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

**The Early Intervention Program (EIP) invites NSTU members
to sign up for our Wellness email list at Be_Well@nstu.ca**

**Please contact Darcell at dcromwell@staff.nstu.ca
and provide your NSTU email address.**

**This list provides information about the EIP and
other wellness topics.**



The Commonwealth Council for Educational Administration and Management (CCEAM) held a conference at the University of New Brunswick in June 2014. A workshop entitled Leadership responses to the implications of demographic change in schools: Engaging with processes, tools and strategies for a schoolwide approach to pedagogy was given by Dr. Dorothy Andrews, Director of Leadership Research International (far left); and Dr. Joan Conway, Assistant Director of Leadership Research International far right. They are shown presenting Diane Lachowicz, workshop participant and HRSB resource teacher with one of their books entitled “Schoolwide Pedagogy: Vibrant new meaning for teachers and principals”. Missing from photo: Dr. Frank Crowther, co-author.

Metro Teachers’ Gay Straight Alliance inaugural meeting

NSTU president Shelley Morse attended the Metro Teachers’ Gay Straight Alliance inaugural meeting at the NSTU building on November 4. Founded by NSTU members Daniel Blinn and Sue McKay, who are both school guidance counsellors with the Halifax Regional School Board, the Metro Teachers’ Gay Straight Alliance was formed to explore issues of concern for LGBTI teachers from the Dartmouth, Halifax City and Halifax County Locals and focus on providing support, education and advocacy. NSTU executive staff officer Gérard Cormier talked about how far LGBTI rights have come and where we still need to go and participants were introduced to NSTU and CTF resources available for teachers.



NSTU Leader Profile

PAT HILLIER - Cumberland

NSTU Provincial Executive

Provincial executive member Pat Hillier began her NSTU involvement 14 years ago. “I got involved with the NSTU right away, because I needed to know my rights as a mid-career teacher,” she says.

The science and healthy living teacher at E.B. Chandler School in Amherst is in her 35th year of teaching. A Nova Scotia Teachers College grad, she started her career as an NSTU member as a substitute teacher in the Halifax region and then left her home province for 19 years.

“I taught in Africa for World University Service Canada from 1980 to 82 and then spent 17 years in Newfoundland.” Hillier went from teaching in Southern Africa in Swaziland to the Northern Peninsula of Newfoundland and Labrador in Mainbrook and Roddickton. “When I was first offered the position in Newfoundland I actually asked if there were any roads, because I’d spent two years in a place where roads were few and far between.”

She returned to Nova Scotia as a mid-career teacher in 1999 to her roots in Amherst and got a term contract in 2000. “I just got my permanent contract four years ago,” she says. This coincides with the beginning of her time as a member of the provincial executive. She joined the provincial executive during the 2010-11 school year for a one-year term replacing the retiring Cumberland member at the time Gail Walsh. She is now serving the last year of two, two-year terms on the executive.

It was during a conference at the Coastguard College in Sydney where she got her first taste of the NSTU, when she was offered a spot at the annual Leadership Conference in 2000. “I just loved that experience and from there got very involved in the Cumberland Local,” she says.

She was the Local’s vice-president of Communications (2001-03), treasurer (2003-06), and president (2006-10). She’s also been an involved provincial executive member. In her role on the provincial executive, she has been liaison to the



Curriculum Committee, and a member of Governance & Policy and Nominating committees. She currently serves on the Personnel Committee.

Hillier really enjoyed her time on the Governance & Policy committee. “We need to constantly re-assess ourselves and make sure we are meeting the needs of our members and the organization.” She has also served on the Provincial Economic Welfare Committee and has been a member of her regional asking package team.

While president of the Cumberland Local she, along with then Colchester-East Hants president Gerry Alley and Pictou president Cindy McKinnon saw an opportunity to work together for the Chignecto region. “We had a common vision for unionism and for the rights of teachers,” she says. “We worked collaboratively on behalf of all of our members at the Chignecto-Central Regional School Board.” Hillier, Alley and MacKinnon continued that collaboration having all served together on the provincial executive within the last four years.

She sees some challenges for the organization, like negotiating the next contract for public school teachers, and knows that strong leadership is important. “We need strength in our Union so members understand what their needs are,” she comments. “But, we’ve faced big obstacles in the past and as we face them again we will persevere.”

Hillier is proud of the work the Union has done in the area of member engagement. “It’s a challenge for the organization, but we’ve done some great work in the area,” she says. “Teachers should know their rights, in particular because the demands of the job are very different than when I started teaching. I fear for some of our newer members who have difficulty juggling the classroom with all the other outside things that are part of teaching now.”

She’s concerned that some are not able to handle the pressure of the job and raising their families and may not be able to continue on in their teaching careers. Hillier admits that she was able to get more involved as a mid-career teacher because her two children were older. “As a single mother of two daughters, I had to wait to get more involved.”

She has a vision for the future of the NSTU. “I would love to see our people in, and entering the profession, taking ownership of their union, by understanding their rights, exercising those rights and improving the conditions of the profession to maintain quality education.”

As far as future involvement, Hillier is interested in running to be an NSTU delegate for the Canadian Teachers’ Federation. “If there is opportunity within my Local to take on a role I will gladly do so,” she says. “I’ve had my run though, and I’m happy to step aside to give someone else the opportunity to experience Unionism through NSTU involvement.”

Being a member of the provincial executive has been very rewarding. “I’ve had a fantastic experience, learned so much and have grown personally and professionally,” she adds. “I’ve also had the opportunity to meet some incredible people.”

Rainmen Teacher Appreciation Night

The Halifax Rainmen Basketball held the first Teacher Appreciation Night on November 8 at the Scotiabank Centre in Halifax. NSTU members and their family members and friends were offered tickets to the game for \$10. Other offers included discounts to downtown restaurants and hotels.



As part of this event through the Eastlink Samsung heroes program, NSTU member Susan Steele was recognized. Steele, a physical education teacher at Astral Drive Elementary School recently received a Prime Minister’s Award for Teaching Excellence, Certificate of Excellence.

Parker Xiong, Eastlink Store Manager, Spring Garden Road location presented Steele with a token of recognition during half-time events at the game.

“We would like to pay tribute to Eastlink’s Hero of the Game who is Susan Steele, physical education teacher from Astral Drive Elementary School. Susan was recently honoured with a certificate of Excellence as part of the National Prime Minister’s Awards for Teaching Excellence which recognizes outstanding and innovative elementary and secondary school teachers in all disciplines who instill in their students a love of learning and who utilize information and communications technologies to better equip their students with the knowledge and skills needed to excel in a 21st century society and economy,” said Xiong.

Xiong also gave an honourable mention to Anna Whalen, a visual arts teacher at Charles P. Allen High School who received a Certificate of Achievement through the 2014 Prime Minister’s Awards for Teaching Excellence.

“Thanks to you Susan and all of the teachers who are with us tonight who help make a difference in the lives of our children!”



Susan Steele is shown with her children during the Halifax Rainmen game on November 8.



NSTU

SECONDMENT

RESOURCE FILE

Secondment application forms are available on the NSTU website at www.nstu.ca.

To obtain the secondment application form go to the NSTU website:

- Select “The NSTU” from the drop down menu
- Select “Staff” from the drop down menu
- Select “Secondments”

Another successful Provincial Professional Development Day

On October 24, the 31st annual Provincial Professional Development Day saw over 7,000 NSTU members attend conferences in the Valley, Milford, Truro, New Glasgow, Sydney, and the Halifax area featuring 550 keynote, plenary sessions, panel discussions and workshops.

There was something for everyone, from classroom teachers, specialists and administrators, to school psychologists, speech-language pathologists, school guidance counsellors, APSEA teachers and Community College faculty and professional support staff.

"This incredible professional development opportunity enables teachers to learn and improve skills, receive well-needed

relevant resources, and come to new understandings of practice to support students," says NSTU president Shelley Morse. "Participation in PD day is one way our members engage in lifelong learning to remain current in their teaching practice to meet their students' needs."

Each conference is hosted by one of 22 teacher organizations and is entirely planned, developed and implemented by volunteers. "It's put on by teachers for teachers," says Morse. "Everyone can go back to school on Monday with new skills, new strategies and new ideas."

The logistics that go into the organization of each conference represents the incredible dedication of teachers to the improvement of education in the province, says Morse. "Committed NSTU volunteers plan and deliver an astounding array of workshops and sessions for each professional association—and do so on their own time."

"The organization of these conferences represents the incredible dedication of teachers to the improvement of education in the province," continues Morse. About 300 volunteers put in long hours preparing the conferences. Organizing for next year's conferences has already begun."

Association of Adult Educators



The Association of Adult Educators celebrated its 10th anniversary on October 24. This year's conference was held at NSCC's Waterfront Campus in Dartmouth. Debbie McVeigh was recognized at the beginning of the conference for her role in founding the association and her continued work over the past 10 years. The conference also featured a performance by the Park Bench Players, who raise awareness surrounding mental health issues through education, entertainment and inspiration. **From left to right:** AAE president Bernadette Julian, a faculty member at Marconi Campus; AAE vice-president Seana Blanchard, who was the registrar for the conference and is a professional support member at Waterfront Campus; past president and treasurer Debbie McVeigh a faculty member at Marconi Campus; NSTU president Shelley Morse and Marty MacFarlane a faculty member at the Waterfront Campus.

Association of Teachers of Exceptional Children



The Association of Teachers of Exceptional Children (ATEC) held another successful conference at Dartmouth Crossing Cineplex Cinemas on October 24. This year's conference saw approximately 1,000 delegates participate in the day-long event which featured Dr. Karen Erickson, Director of the Center for Literacy and Disability Studies and professor in the Department of Allied Health Sciences, University of North Carolina at Chapel Hill. She provided her expertise in the area of literacy assessment and instruction for struggling readers of all ages including those with significant cognitive disabilities. Erickson is shown with NSTU president Shelley Morse and members of the ATEC executive. **From left to right:** Vicky Crozier, member-at-large (Park View Education Centre); Louis Detienne, president (Mount Carmel Elementary); Shelley Morse; Rick McKinnon, treasurer and registrar; Cordelia Gallant, member-at-large, (Aldershot Elementary); Karen Erickson; and Art MacDonald, vice-president (Whiney Pier Memorial School).



NSTU Professional Associations Conference October 24, 2014

Association of Teachers of English of Nova Scotia



Above is NSTU president Shelley Morse, shown with members of the ATENS executive and conference organizing committee. **From left to right:** Shannon Doyle, treasurer (Duncan McMillan High School); Inverness Local president Angela Deagle, member-at-large, (Bayview Education Centre); Trudy Megeney, member-at-large, (Rockingstone Heights School); Krystle-Rae Hall, past president (Bridgetown Regional High); Shelley Morse; Sandy Keddy, president (Cole Harbour High School); Kendra Bergman, secretary (Highland Park Junior High); and Lori Boivin, second vice-president (Dartmouth High).



This year's Associations of Teachers of English (ATENS) Conference opening session featured Jeremy Webb's *Shakespeare On Trial* in which Shakespeare's characters rebel and put their own creator on trial for being boring and irrelevant. This show can be tailored for elementary, junior and high school audiences, and reinforces what teachers have been telling students for years: Shakespeare wrote plays. These plays were meant to be performed and watched and enjoyed. For more information on Shakespeare on Trial visit: <http://www.offtheleash.ca/shakespeare-on-trial/>

Primary Elementary Teachers Association

This year's Primary Elementary Teachers Association (PETA) Conference organized one of their largest conferences on October 24, having to change venues to Casino Nova Scotia to accommodate the 550 delegates who attended. The big attraction at the PETA conference was keynote speaker—well known American author and lecturer Alfie Kohn, who is a leading figure of the progressive education movement. Kohn has been a strong opponent of high stakes testing and known as a controversial figure in some circles. PETA president Brenda Newcombe says the intent of the PETA conference was not to stir up controversy, but rather to give teachers things to think about in the context of their own teaching and promote intelligent dialogue about teaching children in early elementary.

Kohn had many gems of knowledge to share with the audience about his views on testing. "When it's done for the right reasons and in the right way it's good," he says. "If it's done to save money it's not good." He reminded the audience that the testing agenda confuses "harder with better and excellence with what is more rigorous." He goes on to say that, "Students need time for play and exploration to become deeply engaged learners."

Kohn also discussed the issue of handing out grades to young children. "It's educational malpractice to give a letter or number grade to five, six, seven, or eight-year-olds!"



Above is NSTU president Shelley Morse with PETA keynote speaker Alfie Kohn. **From left to right:** Yvette Rawding (Queens); Raymond Aucoin (Lunenburg County); Shelley Morse; Alfie Kohn; Brenda Newcombe (Kings) and provincial executive member Shelia Hawley (Inverness-Richmond).

NEW DEALS & DISCOUNTS

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Our way of showing support to all NSTU members and retired members is gifting you with 50 BONUS air miles on your first visit, DOUBLE air miles at every visit and EVERY year (as long as you have 2 cleanings a year) you will receive a \$450 professional whitening gift card that you can give to family or friends, or use for yourself! Now that's something to smile about.

HEALTH COACH, PAT WALLACE, would like to offer NSTU active and retired members, a **20% discount** on the initial assessment fee for health coaching. A health coach is trained to utilize effective behavioural psychology principles to assist people to make lifestyle changes like weight loss, regular exercise and nutritional modification. A health coach can help individuals clarify their health goals. Once clarified, the health coach then helps them implement necessary behaviours, attitude, and lifestyle changes to achieve their goals. Pat is an ACE certified coach and has worked within the fitness and health industries for over 33 years. You can contact Pat at Maritime Physiotherapy, 110 Wyse Road, in the Dartmouth Sportsplex. Phone - 902-463-6083 or by email at info@maritimephysio.ca

SOUND CHIROPRACTIC AND HEALTH SCIENCES CENTRE is a multidisciplinary healthcare clinic offering a **10% discount to NSTU members**. NSTU ID is required in order to receive your discount. We care about your health and will work with you to help you empower your body, mind and soul! We specialize in supporting wellness by addressing the cause of the disease in the body, through mobility issues, postural weaknesses, office ergonomics and lifestyle choices. We offer chiropractic, naturopathic care, acupuncture, nutritional rehabilitation and lifestyle coaching to help you achieve your goals. **LOCATIONS:** Sound Chiropractic - Bedford, Unit 205 - Nine Mile Circle, 620 Nine Mile Drive, Bedford, NS B4A 0H4 | Sound Chiropractic - Dartmouth, Unit 9 - 71 Ilsley Ave., Dartmouth, NS B3B 1L5 **CONTACT INFO:** (902) 444-4666 ext. 1 | info@soundchiropractic.ca | www.soundchiropractic.ca | **JOIN US ON:** Facebook (/soundchiro) | Twitter (@soundchiro) | Linked In (/SoundChiropractic).

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“Friends in Deed” A big hit in New Waterford school!

One of the greatest challenges facing our time, according to Dalai Lama, is that we are raising a generation of children who are passive bystanders.

However, there are many young people in the Cape Breton community of New Waterford who truly have compassion for others and hope to make a difference in the world.

Mount Carmel School in New Waterford is a place where service to others is part of the learning experience. Sheila Jones’ Grade 6 class have demonstrated how social responsibility can be nurtured in young minds.

Friends in Deed is a class initiative where the students come up with creative solutions to social problems, whether in their own neighbourhood or in far-away countries.

A newspaper article about the Canadian-based charity *Sleeping Children Around the World* encouraged the Mount Carmel students to help the desperately poor children in developing countries.

With the support of families and friends, pennies were collected and rolled so the class could provide funding for three sleeping kits. Each kit contains a ground mat, sheet, towel, pillow, pillowcase, new shoes and shorts and seven school books along with a mosquito net to ward off malaria-carrying insects.

Information for *Sleeping Children Around the World* can be found at info@scaaw.org



Above are the recipients of the kits purchased as a result of the hard work of Jones’ Grade 6 class.

Burris Devanney receives CTF Volunteer award

Retired NSTU member Burris Devanney was presented with the Canadian Teachers’ Federation’s 2014 International Program Volunteer Recognition Award during the NSTU provincial executive meeting on October 17.

“I’m honoured to get this award, and very proud of the international work that teachers have been doing through CTF’s programs,” said Devanney in receiving his award from NSTU president Shelley Morse. “It’s all about community mobilization in helping our teaching colleagues stand up for themselves and leverage themselves in the political realm and making known that schools and teachers are the most valuable part of the community.”

Devanney has a lifetime of experience in international development cooperation, particularly in Africa. He has lived and worked in various African countries throughout the continent as a teacher and as the head of the Nova Scotia-Gambia Association, which he founded. He has also undertaken a number of projects for UNESCO, has written one book on Africa, and is mid-way through a second.

Devanney is also an amazing volunteer for CTF’s International Program having participated in Project Overseas in Ghana, as an Inter-action volunteer including nine missions to Ghana, two to Uganda and one to Sierra Leone. He also had tremendous influence on the development of the Ghana National Association of Teachers’ Nkabom Project, in which NSTU was a founding partner. He led the way in the area of PD for community mobilization and whole-school change. He also worked with the Uganda National Teachers’ Union and the Sierra Leone Teachers’ Union in strengthening PD programs.

“It’s easy to see why Burris has been honoured by CTF in this way,” says NSTU president Shelley Morse. “We are proud to call him one of ours and heartened by his continued work in helping students and teachers across Africa.”

The CTF International Program Volunteer Recognition Award is presented to an outstanding individual for significant voluntary contributions to the development cooperation work of CTF and one or more of our partner organizations.



NSTU president Shelley Morse and Burris Devanney.



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Eight more members participate in Huntley Internship

The first installment of the John Huntley Memorial Internship program of the 2014-15 school year saw eight members join the more than 175 members that have participated in the program since its inception in 2001 at the NSTU building on October 22 and 23.

Through connection with executive staff and professional staff officers, NSTU's executive director and president, John Huntley interns experience various NSTU employee roles, and find out more about the important programs and services the NSTU provides for members.



Clockwise from the left are the Huntley interns shown with NSTU's financial officer Melanie Waye: John Helle (Cape Breton District), NSTU's secretary-treasurer who is a teaching vice-principal at Ocean View Education Centre in Glace Bay; Lori MacKinnon (Yarmouth) is currently on deferred leave from Yarmouth Central School; Adam Boyd (Hants West) teaches math at Avon View High in Windsor; Michael Chapman (Lunenburg County) is a Grade 7 & 8 French and English social studies teacher at Chester Area Middle School; Heather Kearney (Cape Breton District) teaches English and math at Breton Education Centre in New Waterford; Joan Cunningham (Dartmouth) teaches Grade 9 French core and immersion (math & science) at Ellenvale Junior High; Caroline Linehan (Pictou) is a Grade 5 & 6 French Immersion teacher at Frank H. MacDonald Elementary in Sutherland's River; Cherie Abriel, provincial executive member (Pictou) teaches program support at Bible Hill Junior High; and NSTU's financial officer Melanie Waye.

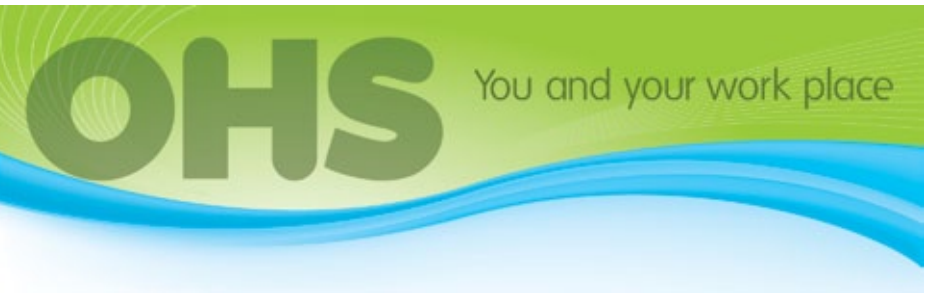
The John Huntley Memorial Internship Program

*The deadlines for application for the John Huntley Memorial Internship Program for the 2014-2015 school year are **February 15 & April 15.***

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

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

Nova Scotia Teachers Union



Workplace Safety in the Winter

With winter upon us, the NSTU wants to ensure that its members are proactive about, and equipped to deal with, the hazards that come with the coldest season. From icy conditions in the parking lot to wet floors in the school building, winter can create hazards that simply don't exist during the warmer seasons.

According to the Canadian Centre for Occupational Health and Safety, over 42,000 workplace injuries are due to fall accidents and the majority of these are same-level falls due to slips and trips.

Beginning with arrival in the school parking lot, you should be on alert for hazards such as poor lighting, snow and ice on the ground, especially 'black ice,' all of which contribute to the risk of a fall. These same hazards may be present when you are supervising outdoor play areas or recreation fields. Inside schools and campuses, floors and stairs may be wet and slippery from melting snow that has been tracked inside on boots and shoes and there may not be adequate support railings. Finally, within classrooms, you should be on the lookout for winter shoes and clothing that may be scattered on walkways or in crowded spaces.

Being aware of these hazards and taking some of the following precautions is a good start to preventing any injuries:

- * When exiting or entering a vehicle, hold on to the vehicle for support.
- * Walk on designated walkways whenever possible. It can be hazardous to take shortcuts over snow piles or areas that cannot be cleared.
- * Make your steps (strides) small.
- * Never run on slippery surfaces. Walk slowly and keep both hands out to stay balanced.
- * Use handrails while walking up and down stairs.
- * Avoid carrying heavy loads that may tip your balance.
- * When entering a building, be sure to use floor mats and boot cleaners to remove moisture from the soles of your shoes. This will help protect you, as well as others who follow, from having to walk on wet or slippery surfaces.
- * Choose your path carefully to avoid wet or slippery floors or boots and coats that may have been left on walkways.

(University of Alberta: Environment, Health and Safety, "Preventing Winter Slips and Trips")

When you see any of these potential hazards, keep in mind that you have a statutory obligation to take every reasonable precaution in the circumstances to protect your own health and safety and that of other persons at or near the workplace. Correspondingly, the employer has an obligation under the Occupational Health and Safety Act to protect the health and safety of teachers and community college members, to inform them about health or safety hazards in the workplace, to have a system in place to regularly monitor the workplace for potential hazards, to provide reports of health and safety inspections and monitoring, and to respond to a written recommendation of the Joint Occupational Health and Safety Committee ("JOHS Committee").

If you have identified a hazard to health or safety in the workplace due to winter conditions, you should not wait to take action. You should first report the hazard to your principal/supervisor—verbally and then confirm the hazard report in writing with a copy to human resources and the JOHS Committee. If your principal/supervisor has not remedied the matter to your satisfaction, you should then report the hazard to the JOHS Committee—verbally and then confirm the concern in writing with a copy to human resources. Finally, if the JOHS Committee has not remedied the matter to your satisfaction, you should report the hazard to the Occupational Health and Safety Division—again, verbally and then confirm the concern in writing with a copy to human resources.

The NSTU encourages members to be proactive in using this reporting system and to contact their NSTU staff officer at any time to assist them with reporting hazards and following up on any actions taken by the employer. Call the NSTU if there is a hazard to workplace safety that is not being addressed by the employer.

*For more detailed information on Occupational Health and Safety issues and the steps to follow when reporting a hazard, see the NSTU booklet: **Workplace Health & Safety: Know Your Rights—A Guide for NSTU members.***

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Halifax County Local Rep Training Conference

The Halifax County Local held its annual Rep Training Conference November 1 and 2 in Truro. This year’s conference saw more than 60 NSTU reps come together to learn more about their important role and key link to NSTU members in their schools.

Workshops for this conference included *Creating Resolutions*, facilitated by NSTU executive staff officer Debbie McIsaac, *Teacher Unions: A Voice of Advocacy for Social Justice* with NSTU executive staff officer Gérard Cormier, and *Appropriate On-Line Behaviour for Teachers* with NSTU executive staff officer Grant MacLean.

Yoga specialist Jody Myers presented *Laughter is Medicine* and the Local’s VP of PD Duncan Cameron and VP of Communications Terry Ryan also presented sessions in their respective areas.



NSTU president Shelley Morse is shown with the whole gang at the Halifax County Local Rep Training conference. *Missing from photo:* Halifax County Local president Meg Ferguson.



Shown above are members of Halifax County Local Equity and Reps Committee, from left to right: Joel Fraser, Lorna Trethewey, Linda Landry, Crystal Isert (Chair), and Angela Wisen.

Honour in the workplace focus of session for South Shore administrators

The South Shore chapter of the School Administrators Association (SAA) held a professional development session, Workplace Harassment & Honour in the Workplace for its members on October 8 at the Osprey Golf Club in Bridgewater. School and board-based instructional leaders joined executive staff officer Betty-Jean Aucoin to learn more about teachers, principals and superintendents’ rights, roles and responsibilities within the *Education Act*. This in turn was explored in the context of setting boundaries and working with positive conflict in dealing with school-based harassment, that often comes from parents and guardians.



From left to right: Principal North Queens Community School (NQCS) Jennifer Spencer–Weare; South Shore Regional School Board’s (SSRSB) Director of Programs and Student Services Jeff DeWolfe; principal Aspotogan Elementary Paula Baker; NQCS vice-principal Sarah Baker; principal Bluenose Academy Denise Dodge-Baker; Bridgewater Junior Senior High School (BJSBS) vice-principal Diane Spencer; BJSBS principal Daphne Egilsson; Liverpool Regional High School vice-principal Jeanne Rhodenizer; Bluenose Academy vice-principal Raymond Aucoin; Park View Education Centre vice-principal Heather Foote; Hebbville Academy principal Janet Dornan; West Northfield Elementary principal Deanna Rawding; NSTU executive staff officer Betty-Jean Aucoin; Bridgewater Elementary vice-principal Debbie Murray and SSRSB Coordinator of Programs Mark McLeod.

BOOK GIVEAWAYS!

On behalf of The Teacher, there are 2 book giveaways this month.



One giveaway is a National Geographic gift set. To win this set, please email theteacher@nstu.ca with NATGEO in the subject line along with your name, mailing address, and school/campus name by January 15 to be eligible for the draw.



This giveaway has four elementary level books compliments of ACORN PRESS. To win these books, please email theteacher@nstu.ca with ACORN in the subject line along with your name, mailing address, and school/campus name by January 15 to be eligible for the draw.

Curriculum Corner

by Marc Breagh
Curriculum Committee Chair

On October 10, Curriculum Committee members Marc Breagh (chair), Darlene Bereta, Jason Ralph, Kathy Fougere, Sheri Scott, Keith Partridge, David MacFarlane, Jacinta Gracie (provincial executive liaison), and Debbie McIsaac (NSTU staff officer) met with a number of personnel from the Department of Education and Early Childhood Development.

It was an informative day for members of the Committee. The executive director of Student Services, Don Glover, was accompanied by several consultants who shared pertinent information and answered questions.

The executive director spoke of some of the recent changes to the structure of Education Program Services. Kim Jackson is the liaison to elementary, Jennifer Burke is with junior high and John Cochrane is with the secondary level. They will liaise between the executive director and the schools, teachers, and school boards. Glover also reported that EDUfest was well attended with over 800 teachers attending the many offerings. He also shared that \$900,000 in targeted grants were sent out to schools to help Grade 3 students that did not meet the reading levels expected for that grade. There is increased accountability tied to targeted funding requiring information and data on the use of the funding and the results of board initiatives to improve student reading levels.

The presentation by math consultants Robyn Harris and Sharon McCready was of particular interest as the Western and Northern Canadian Protocol (WNCP) has garnered media and public attention of late. The WNCP is now being used in all provinces and territories in Canada except for Quebec and Ontario.

It was highlighted how the WNCP, contrary to some misperceptions, does expect students to have knowledge of basic facts with quick recall, or automaticity. Students are recommended to access technology, in the form of calculators or computers as a problem-solving tool for 21st century learners at all grade levels. It was emphasized that technology, particularly in the elementary school, does not replace the quick recall of basic facts and facility with mental mathematics.

The other misperception has to do with WNCP adoption and provincial results on the PISA test. There was no cause and effect relationship between the two variables in the provincial PISA results.

The final phase of WNCP implementation is in September 2015 for Grades 7 to 9 and Grade 12. The Department of Education and Early Childhood Development is providing ongoing support for instruction and learning through professional learning resources, online Moodles for each course and grade, archived webinars and videos, mentors and coaches as well as digital eTexts for Grades 3 to 6, 10 and 11.

Susan Martin O'Brien, Coordinator of Literacy Support, gave an overview of *Learning Through Play* for Grades Primary to 2. There are a number of resources made available on the ednet site through Learning Resources and Technology Services. These can help teachers develop a plan to integrate play in a cross-curricular manner.



Curriculum Committee members - seated (l-r): Keith Partridge (CSANE); NSTU provincial executive liaison Jacinta Gracie (Northside-Victoria); Sheri Scott (Halifax County); chair Marc Breagh (Lunenburg County). **Standing:** Jason Ralph (Dartmouth); David MacFarlane (Antigonish); Kathy Fougere (Colchester-East Hants); Darlene Bereta (Northside-Victoria), and NSTU staff liaison Debbie McIsaac.

executive highlights

October 17

- Filed the table officers report;
- Selected members to serve on the Substitute Teachers Committee;
- Selection of a member to serve on the Professional Development Committee;
- Approved amendments to Operational Procedures 4(a)(iv)(a) Equity Committee;
- Approved amendments to Operational Procedures 9(b) Conference Guidelines;
- Selected a Community College member to serve on the Joint Steering Committee Occupational Health and Safety;
- Selected a Community College member to serve on the Learning Leave Committee – Faculty;
- Selected the following dates for Annual Council 2016 and 2017: April 29, 30 and May 1, 2016; May 5-7, 2017
- Approved seven Out-of-Province Conference Grants in the amount of \$425 along with two alternates.



NOVA SCOTIA TEACHERS UNION

2014 - 2015

At the October 17 Provincial Executive meeting, the following NSTU members were appointed to the committees listed:

Selected members to serve on the Substitute Teachers Committee: Sara Lockerby, Chair, Colchester-East Hants; Kelly Barker, Lunenburg County; Susan Campbell, Inverness; Jason Crewe, Colchester-East Hants; Lindsay Cumming, Colchester-East Hants.

Selected a member to serve on the Professional Development Committee: Raylene Nicholson, Cape Breton District.

Selected a Community College member to serve on the Joint Steering Committee Occupational Health and Safety: Rushton Chute, Truro Campus.

Selected a Community College member to serve on the Learning Leave Committee – Faculty: Michelle Doucette, Burridge Campus.

Approved seven Out-of-Province Conference Grants in the amount of \$425 along with two alternates: Eva Farmakoulas, Halifax City; Paul Gartland, Cape Breton District; Amanda Brewer, Yarmouth; Amy MacLeod, Halifax County; Duncan Cameron, Halifax County; Kim Picott, Dartmouth; Andrea Bryson, Dartmouth. **Alternates:** Terry Ryan, Halifax County and Brian Richardson, Halifax County.

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coming events

December is...

World AIDS Day (Dec. 1) (<http://www.who.int/campaigns/aids-day/2014/event/en/>); International Day of Disabled Persons (Dec. 3) (disability.novascotia.ca); International Volunteer Day - Volunteer Canada (Dec. 5) (volunteer.ca); National Day of Remembrance & Action on Violence Against Women in Canada - Dec. 6 (Nov. 25 - Dec. 10) (<http://www.swc-cfc.gc.ca/commemoration/vaw-vff/remembrance-commemoration-eng.html>); Human Rights Day - Dec. 10 (<http://psacunion.ca/human-rights-day>)

January is...

Alzheimer Awareness Month (<http://www.alzheimer.ca/en>); World Braille Day - January 4 (<https://www.daysoftheyear.com/days/world-braille-day/>); National Non-Smoking Week - January 18-24 (<http://www.whathealth.com/organizations/c/canadiancounciltobacco-ca.html>)

DECEMBER TO FEBRUARY

World of 7 Billion student video contest returns

The fourth annual World of 7 Billion student video contest for 2014-2015 has returned for another year. High school students from all over are being challenged to create a short video (up to 60 seconds) about human population growth that highlights one of the following global concerns: 1) The world is in the midst of the sixth mass extinction. 2) Most of the world's suitable farmland is already under cultivation. 3) Worldwide, 1 in 10 primary school age children and 1 in 3 secondary age children are not enrolled in school.

All videos must include a) how population growth impacts the issue, b) why the issue is important, and c) at least one idea for a sustainable solution.

Four winners will be chosen for each global challenge. The first place winner will receive \$1,000; second place winner \$500; and honourable mentions \$250 each. All students, Grades 9 to 12, worldwide are eligible to participate and win.

Entries are due by Thursday, February 19, 2015 (5:00 p.m. Eastern US time). Visit the World of 7 Billion website to enter the contest and download the flyer for more information.

Teachers can utilize World of 7 Billion video contest in the classroom - We've created a lesson plan and supplementary resources to help teachers incorporate the video contest into the classroom. With clear objectives, research materials, a step-by-step procedure, and follow-up questions for further analysis, teachers can provide a meaningful experience for their students. The contest fits easily into classes on social studies, APHG, global studies, science, APES, communications, and more. Teachers who have 10 or more students enter the contest will receive a free resource kit.

About Population Education - Population Education, a program of Population Connection, is the only national program with a strong emphasis on curriculum and professional development for K-12 educators that focuses on human population issues. Since 1975, the program has developed age-appropriate curricula to complement students' science and social science instruction about human population trends and their impacts on natural resources, environmental quality and human well-being.

For more information please visit www.Worldof7Billion.org

JANUARY 27, 2015

Family Literacy Day

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

JANUARY 31 DEADLINE

Canadian Citizenship Challenge

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

JULY 20 TO 24, 2015

All Things Marine

This summer, from July 20 - 24 the Huntsman Marine Science Centre in St. Andrews, New Brunswick is offering *All Things Marine*, a hands-on marine experience, to teachers, families and friends. Join us as we explore the unique

and diverse environment of the Bay of Fundy. What we catch and collect is what we will study! This hands-on marine experience will explore connections between biology, art, history, culture and more. **Register before May 20th**

to receive an early bird discount.

For more information visit our website www.huntsmanmarine.ca or call 506-529-1200. There is no better maritime outdoor classroom than Canada's own Bay of Fundy!



As part of the Annapolis Local school tour on October 28 and 29, NSTU president Shelley Morse and Annapolis Local president Krista Wright received a warm welcome from Community College members at NSCC's COGS (Centre of Geographic Sciences) campus in Lawrencetown.

From left to right are Community College faculty members Brian Pyke, Mark Hebert (NSTU rep for COGS campus), Jim Verran and Jim Norton, with Wright and Morse.



Educational Leadership Consortium of Nova Scotia

Leading Equitable Assessment Practices Conference



On November 6 and 7th, 150 participants from school boards around the province attended the NSELC/Education Leadership Canada co-sponsored conference: *Leading Equitable Assessment Practices: Engaging All Learners*. The conference offered participants plenty of opportunity to discuss and reflect on how to bring assessment theory into practice. The leaders of the conference, Anne Davies and Sandra Herbst who are two of Canada's authorities on assessment for learning, had participants consider ways to create and lead an equitable assessment culture. The strategies used throughout the two days supported system and school-based work and were examples of how teachers can bring students' voice into the assessment process. Student input into constructing assessment criteria was emphasized as one way to bring equity into the process. Throughout the two days Davies and Herbst emphasized the need to have a link between the learning practice and the teaching practice. Their modelling of how leaders can actually engage learners in the assessment process was engaging, thought provoking and will surely help support teachers as they continue to improve their practice of assessment for learning.

Warmest Wishes for a wonderful holiday season and a very Happy New Year!

—NSELC Executive Director & Board of Directors



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Rose Campaign 2014
and #NOTokay

CSANE Rep Retreat

December 6 marks the 25th anniversary of the massacre in Montreal and with this in mind, YWCA Canada launched Rose Campaign 2014 and #NOTokay, a new social media campaign that asks the public call attention to things they see and hear that promote violence against women.

Speakers at the launch, including Dianne Woloschuk, President, Canadian Teachers' Federation discussed the brutal attack on Marlene Bird in Saskatchewan in June, the 2013 Bracebridge murder of Lindsay Wilson by her ex-boyfriend, and the need for public education to reduce violence.

This campaign encourages us to challenge misogynistic tweets and comments on social media platforms.

The #NOTokay campaign is a tool designed to help people call attention to the things they see and hear that promote violence against women. It asks that when someone comes across an item they feel is not okay, they call it out using the hashtag #NOTokay.

This campaign is a new way to get people thinking, talking and taking action, however small, on the issue of violence against women. For more info: notokay.ca

NSTU president Shelley Morse (missing from photo) attended the Conseil scolaire acadien de la Nouvelle Écosse Local retreat on October 24 and 25 at the Halifax Marriott Harbourfront Hotel in Halifax. As one of two NSTU Locals whose members work throughout the province, this provincial retreat brings together from the three CSANE regions to learn more about their important role as NSTU leaders.



Standing (l-r): Gérard Cormier, Ian Comeau, Cindy Lee Sonier, Nathan Robar, Denise d'Entremont, Tonia Vautour, Monique Tufts, Gisèle Comeau-DeCoursey, Nicole Saulnier, Suzanne Comeau, Jennifer Gaudet, Joël Chiasson, Chantal Melanson, Marcelle Boudreau, et Mark Merry.

Seated: Ian LeBlanc, Angèle Marr, Lauren Currans, Sue Larivière-Jenkins, Lianne Comeau, Nadine Doiron, Virginie Latour, Stacey Samson, Véronique Tagliapietra, et Joy MacSween.

Kneeling in front: Renée Samson, Janika Moser, et Andrée Morin.

OUR GOAL

IS TO GET PEOPLE THINKING, TALKING, AND TAKING ACTION, HOWEVER SMALL, ON THE ISSUE OF VIOLENCE AGAINST WOMEN. WE HOPE YOU'LL ADD YOUR VOICE.

Annapolis Local school tour

NSTU president Shelley Morse met with Annapolis Local president Krista Wright of the NSTU and toured schools on October 28 and 29. This school tour also included visits to both the Kingstec and COGS campuses of the Nova Scotia Community College.



Shown are Shelley Morse (second from right) and Wright (centre) and teachers from Middleton Regional High School: Alana Pothier, Suzanne Greenlaw, and Lisa Barteaux. **Missing from photo:** Nigel Tinker, the NSTU rep for MRHS.

SEASONS GREETINGS
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- “The personal and professional development that takes place in the presence of each other creates a common experience that extends to the online classes, making the program feel like a continuum, rather than pieces that create a whole.”
- “It has been both formative and relevant to my teaching and I recommend the experience whole-heartedly.”

Resilience® Employee / Family Assistance Program

This time of year can be stressful for many people.....holidays, family, finances, work commitments, and the list goes on.

The NSTU Group Insurance Trustees want to remind you of the Employee and Family Assistance Program, Resilience®, to help you and your family get through difficult times if additional support is needed.

Life is full of challenges. Once in a while, a problem may become overwhelming and you may not know how to tackle it alone. An unresolved problem or ongoing stress can sometimes affect your health—emotionally and physically—and eventually, your quality of life. So where can you turn for support and solutions. The NSTU Group Insurance Trustees make available to active NSTU members an Employee and Family Assistance Program. If you or eligible family members have a problem or need advice and someone to talk to, this service offers expert assistance from caring professionals. Through Resilience® you can reach a team of experienced counsellors who will listen to the issue, offer sound advice and help you create an action plan to address the issue. **Resilience® offers counselling services for issues including, but not limited to:**

- *Stress*
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- *Alcohol and drug abuse*
- *Personal adjustment problems*
- *Psychological disorders*

- *Anger management*
- *Retirement planning*
- *Aging parents/eldercare*
- *Sexual harassment*
- *Gambling addiction*
- *Conflict resolution*
- *Bereavement*
- *Weight, smoking and general health issues*

Counselling is designed to provide support and understanding, help build coping skills, and teach ways to effectively manage issues and problems.

In addition to counselling services, Resilience® also offers Plan Smart and Career Smart Services. Plan Smart and Career Smart Services are designed to allow you to take a proactive approach to managing everyday challenges and life transitions, and get the information and support you need to suit your unique situation. **Plan Smart and Career Smart Services include:**

- *Childcare and Parenting Caregiver Support Services*
- *Elder Care and Family Care Services*
- *Legal Advisor Services*
- *Financial Advisor Service*
- *Nutritional Support*
- *Career Counselling Service*

- *Retirement Planning Service*
- *Smoking Cessation Service*
- *Shift Worker Support*
- *Online Courses*
- *12 Weeks to Wellness*

As more and more Canadians are affected by depression, either personally or through someone they know, Resilience® provides additional support such as Depression Care Services. Resilience® can provide assistance for individuals suffering from certain types of depression and provide a counsellor who can deliver personalized sessions using proven counselling techniques to address the symptoms of depression and will coordinate and consult with an individual’s treating physician to ensure that all aspects of the treatment program are aligned to deliver the best possible outcomes.

You can choose to receive counselling in a way that is most convenient and comfortable for you, whether that is in-person, by phone, or through a secure online service.

You can also visit Resilience® online at www.myresilience.com and register using the NSTU contract number of **39146** to access additional services such as Health eLinks. Health eLinks is an online resource of health care related materials. With Health eLinks, you can take part in an interactive health assessment, access a comprehensive library of medical information written by medical experts and even create a personal health improvement program.

There are a number of E-courses online at www.myresilience.com. Courses are broken down into three categories:

- *Courses for Employees or Family members: Health and Well-Being*
- *Courses for Employees: Career and Workplace Issues*
- *Courses for Key Persons and Supervisors*

Complete course descriptions are available online. Some examples of the courses available are:

- *Foundations of Effective Parenting*
- *Taking control of your Mood*
- *Taking control of your Money*
- *Respect in the Workplace*
- *Leading the human side of change*

.....to name a few.

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resources

media LIBRARY @LRTS

Digital Resources for Teachers

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

Everything is accessible from the EduPortal
<https://edapps.ednet.ns.ca/eduportal/>

or visit our website directly at <http://medialibrary.ednet.ns.ca>
to access these and other digital classroom resources!

Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. To access these videos, please log into the *EduPortal* and either click on the link for “*Online Video Library/Learn360*” or use any of the links below to access these videos and many more.

Holiday Facts & Fun: Multicultural Christmas

Elementary

<http://www.learn360.com/ShowVideo.aspx?ID=227517>

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

Celebrate

Intermediate

<http://www.learn360.com/ShowVideo.aspx?ID=129149>

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

The Nutcracker

Junior/senior high

<http://www.learn360.com/ShowVideo.aspx?ID=761193>

Choreographed by Petipa (1892)/Music by P. Tchaikovsky. A staple of every holiday season, *The Nutcracker* is by far the most popular and well-known ballet of all time. (1995; 29 min.)

The Night Before Christmas

Elementary

<http://www.learn360.com/ShowVideo.aspx?ID=255305>

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

Seven Candles For Kwanzaa

Elementary

<http://www.learn360.com/ShowVideo.aspx?ID=255315>

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

Holiday Facts & Fun: Hanukkah

Elementary

<http://www.learn360.com/ShowVideo.aspx?ID=227307>

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

Ramadan in Denver

Elementary/intermediate

<http://www.learn360.com/ShowVideo.aspx?ID=128167>

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



Natural Touch Reflexology & Wellness (Reiki)
4738, Hwy 12 Kentville, NS #902-678-0454 / 902-691-4148
Pat Rafuse, RNP, RRT, Reiki Master
Blue Cross Provider

Reflexology and Reiki are two Holistic Therapies that activate the relaxation response within the body allowing it's own natural healing ability to fight off any health threat and to heal faster. Until Dec. 31st, when you purchase a 1 hour session for a special rate of \$40.00, Gift Certificates (1 hr sessions) can be purchased for \$25.00 ea.

Check out www.naturaltouchreflexologyandreiki.com for a list of all services and Like the Facebook to see upcoming specials.

Upcoming deadlines for The Teacher

January/February deadline is January 9

March deadline is February 20

April deadline is March 20

Contact Sonia at
theteacher@nstu.ca
or 1-800-565-6788

myresilience.com



Resilience®

EFAP/Employee and Family Assistance
Program offered by the NSTU Group Insurance Trustees

Counselling Services

Stress
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and more.....

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Childcare, Elder, and Family Care Services
Legal and Financial Advisory Services
Nutritional Support
12 Weeks to Wellness
and more....

Depression Care Services

Provides assistance for individuals suffering from certain types of depression

Wellness Sessions

One hour group wellness sessions for 10 to 35 members.
(Contact NSTU Liaison Officer for Trustees)

Access is Easy!

1-877-955-NSTU (6788)

Call collect if outside of Canada 1-604-689-1717

Pour service en français, appelez à frais virés au 1-514-875-0720

On-line access at: www.myresilience.com

Remembrance Day wreath



NSTU president Shelley Morse; Community College Local president Ferne MacLennan and Kings Local president Natalie MacIsaac laid a wreath on the Kentville Cenotaph on behalf of all NSTU members on November 11. **Left to right front:** Jenn Veinot, North East Kings Education Centre (NKEC); Tracey Pineo, Middleton Regional High School; Natalie MacIsaac, Horton High School; Ferne MacLennan, Kingstec Campus; and Shelley Morse. **Back row:** NKEC principal Kevin Veinot; Cailyn Byers, Central Kings Rural High; and Stephanie Conway, Kings County Academy.

2014-2015 Pre-Retirement Seminars SCHEDULE		
DATES	LOCATIONS	
January	8 & 9 (Thursday & Friday) 19 & 20 (Monday & Tuesday)	AVRSB (Old Orchard Inn, Greenwich) CCRSB (Museum of Industry, Stellarton)
February	5 & 6 (Thursday & Friday) 11 & 12 (Wednesday & Thursday) 18 & 19 (Wednesday & Thursday)	HRSB (Dr. Tom Parker Building, Halifax) SSRSB (Best Western, Bridgewater) HRSB (Dr. Tom Parker Building, Halifax)
April	20 & 21 (Monday & Tuesday)	AVRSB (Old Orchard Inn, Greenwich)
November, 2014	Dates/locations subject to change	

Lieutenant Governor's
Teaching Award

NOMINATE A COLLEAGUE

Nominate a colleague you believe represents the teaching profession in Nova Scotia: someone who exemplifies the outstanding work done daily by teachers. If you know of a worthy candidate, please submit a nomination form today. Candidates must be nominated by three colleagues. For more information, ask your NSTU representative for the 2015 nomination form, or check our website, www.nstu.ca. The annual Lieutenant-Governor's Teaching Award was instituted by the Honourable Myra A. Freeman, CM, ONS, MSM., in partnership with the NSTU to celebrate the positive influence teachers have on the students and communities they serve. His Honour, Brigadier General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established this award in 2013.

NOMINATION DEADLINE IS 4:30 P.M.
FEBRUARY 20, 2015

classifieds

Classified rates are \$2.00 for the first 15 words and 25¢ per additional word upon presentation of a professional or NSCC Employee number. Non-members pay \$6.00 for the first 15 words and 25¢ per additional word. **To book, call Sonia Matheson at 1-800-565-6788 or email theteacher@nstu.ca**

FOR RENT - Florida condominium for rent in Estero (near Naples) – Owned by Halifax couple. Beautiful community includes pools, golf, tennis, nearby beaches and shopping. Tropical climate. Email pmccallum@hfx.eastlink.ca for details.

TRAVEL AGENT - “Do you need to get away? I can help!” Sharon Barkhouse, Travel Agent, The Holiday Experts. Contact 902-488-5017 / sharon.barkhouse@theholidayexperts.ca

REGISTERED MASSAGE THERAPY - I’ve moved to a new location! **CHRIS BAGNELL, RMT** is now located at **SPA SOLUTIONS, 657 Portland Street, Dartmouth**, 902-469-4772. Teachers are entitled to 20 massages/year per family member with Blue Cross. Excellent for relieving stress, anxiety, muscle tension, fibromyalgia, improving sleep. 10+ years experience. To contact CHRIS for an appointment call... 902-469-4772.

TEACHER EXCHANGE - CBVRSB teacher/guidance counsellor looking for an exchange with another from AVRSB or HRSB. Willing to leave guidance in order to complete exchange. Please contact Jennifer Morrison j_morrison@nspes.ca. Permanent exchange is desired.

TEACHER EXCHANGE - Elementary teacher with the AVRSB interested in a one year and possibly permanent exchange with an elementary teacher with the HRSB for the 2015-16 school year. If interested, please contact emjohnson@nspes.ca

TEACHER EXCHANGE - Permanent elementary teacher with HRSB interested in an exchange with a permanent elementary teacher from CBVRSB for 2015-16 school year. Possible permanent exchange desired. If interested, contact djclark@nstu.ca

TEACHER EXCHANGE - Permanent elementary teacher with the HRSB interested in an exchange with a permanent teacher within the SRSB, preferably an hour or so commute from Cheticamp for the 2015-2016 year and a permanent exchange desired. Contact coqw@staff.ednet.ns.ca

TEACHER EXCHANGE - Looking for a permanent elementary teacher from the AVRSB interested in an exchange with a permanent elementary teacher from the HRSB. A permanent exchange is desired. Please contact christy.wilson@hrsb.ca

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

For an up-to-date listing with details of
DEALS & DISCOUNTS
for NSTU members (including retired members),
please visit the website at www.nstu.ca
email theteacher@nstu.ca or phone 1-800-565-6788.

Nova Scotia Teachers Union

**EARLY INTERVENTION PROGRAM
50% PSYCHOLOGIST**

ASSIGNMENT: Effective January 1, 2015

GENERAL:
The Nova Scotia Teachers Union requires a psychologist in the Early Intervention Program whose duties will commence January 1, 2015. The successful candidate will assist teachers who have mental health issues and who are at risk of disability; some testing may be required.

QUALIFICATIONS
Must be a Registered Psychologist, licensed to practice in Nova Scotia; clinical work experience; the capacity to work independently; understanding of public education as a work environment; familiarity with family assistance programs and a valid driver's license. The candidate must have the freedom to travel to meet the requirements of the caseload in Nova Scotia.

Salary and Benefits will be commensurate with qualifications and experience.

Interested applicants should forward a letter of application and a complete résumé by **Thursday, December 4, 2014 at 12:00 noon**. Only applicants chosen for interview will be contacted.

The NSTU is committed to an equity policy for all hiring.

Executive Director
3106 Joseph Howe Drive
Halifax, NS
B3L 4L7
Email: jling@staff.nstu.ca
Fax: 902-477-3517

NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS: “Equity for under-representative groups, i.e., aboriginal persons, racially visible persons, persons with disabilities, and women, must be considered in the hiring of staff, secondments, the formation of committees, and the Internship Program.”