



School boards implement new school improvement model

School boards across the province are implementing a new school improvement model —Continuous School Improvement— a professional learning community approach.

“The new process being implemented this school year by school boards through the Department of Education is one of the outcomes from the Joint Committee,” says NSTU president Shelley Morse. In the last round of provincial negotiations, the NSTU and the Minister of Education agreed in a Letter of Understanding to form a Joint Committee comprised of Nova Scotia Teachers Union and Department of Education representatives. One of the committee’s mandates was to determine the necessity of Accreditation/Planning for Improvement programs implemented by schools across the province.

“The Joint Committee recognized that the present format for school improvement, while requiring a great deal of time and effort on the part of the school community, did not equate to an elevated level of student learning,” she continues.

Flexibility, innovation and meeting and responding to individual school needs and contexts are reflected in the Continuous School Improvement (CSI) model. “This more streamlined approach enables a more efficient and effective process aimed at increasing student learning while working within a collaborative framework of a professional learning community.”

Another important feature is that according to the statement of agreement between the two parties, “*The new adapted process will be referred to as “continuous school improvement”, and all school boards will adopt this new framework.*”

As schools move away from the often cumbersome and time consuming process of school accreditation, to the more streamlined, manageable process of CSI, “we recognize that there will be questions and concerns, as we adopt this new model, but we but because there will be less emphasis on data collecting and analyzing, it will require less staff time, and that’s a good thing,” adds Morse.

Schools already engaged with the accreditation process will be able to adopt this new approach. The Joint Committee has also agreed to review the effectiveness of the proposed changes to the school improvement process before the beginning of the 2013-2014 school year. The Professional Committee, established under article 9A of the Teachers’ Provincial Agreement, has the authority to review any ongoing issues regarding the implementation of CSI.

More information on CSI can be found on the NSTU website in Morse’s *A Brief Word* (<http://www.nstu.ca/default.asp?mn=1.56.123.270>).

NSTU president finishes third in pumpkin regatta

On October 14, NSTU president Shelley Morse finished in third place in the non-motorized category of the 14th Windsor-Hants West Annual Pumpkin Regatta with

a time of 19 minutes, 21 seconds. She paddled across Lake Pesaquid in Windsor with her sister Susan Morse Mitchell in a Dill Farm giant sized pumpkin that weighed 965 lbs before it was outfitted for the race.

The Hants West Local of the NSTU sponsored Morse’s participation. Prior to the regatta Local NSTU members

walked with the president in the Children’s Wish Parade. Special thanks go to all the Hants West Local NSTU members who worked on transforming a 965-pound

pumpkin into an NSTU apple: Joanne MacGillivray, Jackie Allen, Hants West Local president Sheldon States, Hants West VP Communications/PA/PR Tami Cox Jardine. Students who helped with the event were: Tye States, Lauren Jardine,

and Belgium exchange student Maxim Pauwels.



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Fall River teacher receives PM award certificate of achievement

Joseph Cormier, a music educator at Lockview High School in Fall River was chosen to receive a Prime Minister's Awards for Teaching Excellence Certificate of Achievement in early October. Cormier received his certificate for his work in instrumental music for Grades 9 to 12.

He was honoured for his inclusive and resourceful teaching approach. "Mr. Cormier doesn't just teach students, he builds great citizens. He respects each child and in turn teaches them to respect themselves and others. He develops their confidence by believing in them. They become better than they thought they could be because he believes it is possible," says a parent.

He uses a variety of techniques to record student band performances to provide critical analysis and constructive reflection. Cormier makes a difference for his students by fostering community partnerships that result in student band performances at special events like the Lieutenant Governor Awards Ceremony and NSTU teacher retirement celebrations. His band is a top contender at a variety of music festivals including the Kiwanis Music Festival, the Atlantic Band Festival, and the Ovations International Music Festival. His students' performance at the New York Heritage Festival aired on CBC and featured an interview with students.

He will officially receive his certificate at a regional event yet to take place.

The Prime Minister's Awards for Teaching Excellence honours outstanding elementary and secondary school teachers who, through the innovative use of information and communications technologies in the classroom, help students develop the knowledge and skills to succeed in the digital economy. Cormier is one of 67 teachers across Canada receiving Certificates of Achievement, along with 94 others who were awarded Certificates of Excellence. For more information visit: <http://www.ic.gc.ca/eic/site/pmaece-ppmepe.nsf/eng/home>.



Joseph Cormier is shown with his high school music students.

Halifax teacher named CPF NS French second language educator of the year

Felicitations go to Sandra Starratt, who was recently honoured by the Nova Scotia chapter of Canadian Parents for French (CPF) as Second Language Educator

of the Year. Starratt is Halifax West High School's French department head and has taught at the school for 28 years. Students at Halifax West have participated and competed in CPF Nova Scotia's Concours d'art oratoire public speaking contest, now in its 25th year, and won at the regional, provincial and national level. Starratt is one of the reasons the school holds the record for the most French second language winners in the province. An exceptional teacher and motivator, she also volunteers as a Student Government Faculty Advisor



Sandra Starratt is shown with Halifax West High School graduate Henry Annan, now a Dalhousie University Student and former French for the Future Ambassador, and National Concours d'art oratoire winner.

and has been involved in many special fundraising projects at the school, including the Nova Scotia Gambia Association fundraising dinner, and Head for the Cure in which students and staff go bald, sport super-short hair and bizarrely-coloured hair to raise tens of thousands of dollars for cancer research. Starratt was cited by her colleagues and students as being devoted, thoughtful, creative, patient and inspirational.

The CPF-Nova Scotia French Second Language Educator of the Year Award recognizes French Second Language educators in this province for their dedication and continued efforts as educators who have also made a significant contribution to their profession, school and community. Starratt is just one of many NSTU members who make a difference.

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Yarmouth teacher receives Queen's Diamond Jubilee medal

Yarmouth Consolidated Memorial High School Sarah Fiander received a Queen Elizabeth II Diamond Jubilee Medal for Excellence in Teaching on October 13 in Toronto. The medal was presented to Fiander through EF (Education First) Educational Tours, a partner organization for the Diamond Jubilee nomination process. EF Educational Tours, the largest educational travel company in Canada, works with teachers in Canada and around the world to incorporate international travel into their lessons.

Fiander was recognized for contributions she makes daily as an educator, at home, at work, and in her community. Extremely committed to excellence in education with a focus on experiential learning she goes above and beyond in her daily life to support the EF mission of breaking down barriers of language, culture and geography, and to encourage her community to be global citizens. Her students were among the 5,000 Canadian students that ventured on a War Remembrance Tour marking the 95th Anniversary of Canadians' efforts at Vimy Ridge.

Fiander's passion for travel is known throughout her community. She organizes community tours and school tours, in addition to being one of EF Educational Travel Ambassadors. She sits on the Department of Education's committee re-evaluating the senior high English Language Arts program, and the Curriculum Development Committee for English 10+. Fiander is also the vice-president of the Yarmouth Figure Skating Club. Her commitment to experiential learning is felt at home, in her school, and extend out into her community. "I believe traveling is the best education," says Fiander, who volunteers to run a kiosk at the NSTU's Social Studies Teachers Conference to promote that message among her colleagues. "Students are never the same once you take them out and show them the world. They see how people live in different parts of the world, they experience various languages, gain confidence in traveling around in the various cities by foot or conquering the public transportation systems, and see amazing sights they have only ever dreamed of."

Fiander is one of 60,000 outstanding Canadians being recognized this year who build a caring society and country through their service, contributions and achievements.

She not only joins other NSTU members Dr. Steven Van Zoost, former NSTU and CTF president Mary-Lou Donnelly and Sister Dorothy Moore who received their medals at Annual Council 2012, but joins the list of countless NSTU members who make a difference in the lives of their students, schools and communities.



Fiander is shown with keynote speaker of the event Marc Kielburger (left), of Free the Children Foundation who presented medals with EF president David Conklin.



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from the nstu president

Ashley G. Moore



School board members play a vital role in public education

“Education is the most powerful weapon which you can use to change the world.” —Nelson Mandela

As educators we see this powerful weapon put to good use every day in our classrooms. We see how education can create positive change in the lives of our students, our schools and our communities. This year we will also get to see the influence of change on education. The results of the October 20 school board elections will bring new leaders to guide the policies, planning and goal setting of our public school system in Nova Scotia. There is no time more crucial than now to have qualified, motivated and passionate people in these positions as we strive to continue to deliver a high quality education system in Nova Scotia.

School boards serve a vital role in the overall success of schooling in our province. Their decisions impact how education is delivered locally. School boards establish policies on instructional programs, buildings, property and student discipline; develop by-laws for internal operations; employ teachers and support staff; approve regulations to govern staff and students; and promote safe, quality schools. Above all school boards, like members, like teachers act as advocates for students.

I urge you to get to know your local school board members, the ones that represent the school in which you teach and the ones that represent your home community. Like you, they are community members who will make a positive difference in the lives of our students. We need to ensure that elected and acclaimed school board members champion for the needs of our students, ensure our public education system is strong and stable, and represent the diverse views and interests of our communities.

In many Locals, members of the Local executive regularly attend school board meetings to keep abreast of issues that affect NSTU members in public schools. Some Locals also host meet and greets to network with school board members. Find out what your NSTU Local has planned for welcoming the new slate of school board members in your region.

This school year, we continue to see change taking place directly in our classrooms. With significant cuts to funding by the government, you, are forced to do more with fewer resources. I encourage you to voice your concerns and tell us how these cuts are impacting your classroom, your teaching and your students' learning. Please ensure that you let us know by providing feedback to the “What's Your Reality” survey. We need to hear what your reality is so we can let Government know that the reduction in funding for education in Nova Scotia is having a real impact in your classrooms, schools and campuses. The online survey is on the NSTU website at <http://www.nstu.ca/default.asp?mn=1.56.353>. You can complete it online or complete it and return it to your NSTU Local.

Les membres des conseils scolaires jouent un rôle essentiel dans l'enseignement public

« L'éducation est l'arme la plus puissante que vous puissiez utiliser pour changer le monde. » —Nelson Mandela

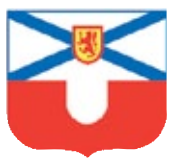
En tant qu'éducateurs, nous voyons cette arme puissante utilisée à bon escient chaque jour dans nos classes. Nous voyons comment l'éducation peut créer une évolution positive dans la vie de nos élèves, de nos écoles et de nos communautés. Cette année, nous verrons également l'influence du changement sur l'éducation. Les élections aux conseils scolaires du 20 octobre vont amener de nouveaux leaders pour guider les politiques, la planification et l'établissement d'objectifs au sein du système des écoles publiques de la Nouvelle-Écosse. Nous traversons une période où il est particulièrement crucial d'avoir des personnes qualifiées, motivées et passionnées à ces postes tandis que nous nous efforçons de continuer à fournir une éducation de haute qualité en Nouvelle-Écosse.

Les conseils scolaires jouent un rôle essentiel dans la réussite globale de la scolarité dans notre province. Leurs décisions déterminent comment l'éducation est fournie à l'échelle régionale. Les conseils scolaires établissent les politiques sur les programmes d'enseignement, les bâtiments et les biens scolaires ainsi que la discipline des élèves; ils définissent les règlements administratifs pour les opérations internes; ils embauchent les enseignants et le personnel de soutien; ils approuvent les règlements qui gouvernent le personnel et les élèves; et ils s'efforcent de promouvoir la sécurité et la qualité des écoles. Et surtout, des membres du conseil scolaire, tout comme les enseignants, s'attachent à défendre les intérêts des élèves.

Je vous encourage à faire connaissance des membres du conseil scolaire de votre région, de ceux qui représentent l'école où vous enseignez et de ceux qui représentent votre communauté. Tout comme vous, ce sont des membres de la communauté qui auront une influence positive sur la vie de nos élèves. Nous devons veiller à ce que les membres élus et nommés par acclamation des conseils scolaires se fassent les champions des besoins de nos élèves, assurent la vigueur et la stabilité de notre système d'enseignement public et représentent la diversité des points de vue et des intérêts de nos communautés.

Dans de nombreuses sections locales, les membres du Comité exécutif assistent régulièrement aux réunions des conseils scolaires pour se tenir au fait des questions qui touchent les membres du NSTU dans les écoles publiques. Certaines sections locales organisent également des séances d'accueil pour prendre contact avec les membres des conseils scolaires. Renseignez-vous pour savoir ce que votre section locale du NSTU a prévu pour souhaiter la bienvenue aux nouveaux membres du conseil scolaire de votre région.

Au cours de cette année scolaire, nous continuerons à voir des changements s'opérer directement dans nos classes. À cause des coupures budgétaires importantes imposées par le gouvernement, vous serez obligés d'en faire plus avec moins de ressources. Je vous encourage à exprimer vos inquiétudes et à nous indiquer quel est l'impact de ces coupures budgétaires sur votre classe, votre enseignement et l'apprentissage de vos élèves. Ne manquez pas de nous tenir au courant en répondant au sondage « What's Your Reality » (en anglais uniquement). Nous avons besoin de savoir comment se passent les choses dans la réalité afin de pouvoir démontrer au gouvernement que la réduction du financement de l'éducation en Nouvelle-Écosse a un réel impact dans vos classes, vos écoles et vos campus. Le sondage en ligne se trouve sur le site Web du NSTU à : <http://www.nstu.ca/default.asp?mn=1.56.353>. Vous pouvez répondre à ce sondage en ligne ou bien le remplir et le remettre à votre section locale du NSTU.



A Message from Member Services

Criminal Allegations

The worst nightmare for any NSTU member is when a criminal complaint, especially a criminal complaint of assault and/or sexual misconduct, has been made against him or her.

The **first step** a member should take is to contact an executive staff officer in the member services department of the Nova Scotia Teachers Union for advice. The staff officer assigned to your case will direct the procedures that will be followed to minimize the damage that such allegations can and do create. The staff officer will advise a member of the processes to be followed and will provide access to legal counsel. **Do NOT DO** anything until you have talked to legal counsel. Exercise your constitutional right to remain silent.

There are a number of things that an accused member should NOT do:

1. **Do not** discuss or supply a written report on the matter with anyone other than legal counsel. This would include staff members and/or Board/Employer officials.
2. **Do not** discuss the matter or give a written statement to police or child protection investigators until you have had the opportunity to discuss and receive advice from legal counsel.
3. **Do not** attempt to resolve the matter personally.
4. **Do not** make any contact with the accuser or his/her family.
5. **Do not** talk to the media. There are very good reasons for each of these instructions. If a criminal charge results from the allegation, the member's right of due process could well have been compromised because of an inadvertent comment made to someone. Anyone, except legal counsel retained on behalf of an accused person, can be called to testify in a trial in regard to anything said by an accused person.

The right to consult with legal counsel before making a statement to the police or child-care workers is an absolute right in law. Members who have suffered such allegations have often been contacted by police authorities beyond school hours and in some cases in very unorthodox ways. Members are advised that there are a number of things you need NOT do by law.

1. You **need not** go with the police upon request, unless you are arrested and if you are informed of the reasons for being arrested.
2. You **need not** give a written or verbal statement, even if arrested.
3. You **need not** give a written or verbal statement at any time unless advised by legal counsel.
4. You **need not** talk to police at any time under any circumstances, other than give your name and address.
5. You **need not** sign a document of any kind unless it is an appearance notice stating the date you are to be in court.
6. You **need not** report to the police station to answer any questions unless accompanied by legal counsel.
7. You **need not** allow police to enter your residence without a search warrant.
8. You **need not** submit to a polygraph. A serious allegation can have impact on employment status. The Employer may feel that it is

Professional Development Committee



NSTU's PD committee held its first meeting of the school year on October 12. Seated: Lee Goreham-Smith (Shelburne), committee chair Roland Hannem (Yarmouth) and Pictou Local president Nancy Doyle. Standing: Tami Cox-Jardine (Hants West), Andrew Pedersen (Cape Breton District), NSTU staff liaison Betty-Jean Aucoin and Catherine McCarthy (Halifax County). Missing: provincial executive liaison Kim Frank (Annapolis-Hants West-Kings).



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necessary to remove a member from the work environment during the investigation process. In those situations, the NSTU will work with the Employer to protect the employment rights and the financial **well-being** of members. Often, a member will be placed on a paid leave during the period of investigation. We must also recognize and address the normal emotions and reactions of anyone who faces the trauma of being accused of a serious offence. Most members who have been accused want to immediately resolve the situation. The key is to avoid saying anything to anybody until contact with the NSTU has been established and legal counsel has been retained on your behalf.

Usually, the resolution of the problem is a time-consuming process. Great care is taken to protect the rights of the member involved. These cases are always taken very seriously by the NSTU staff, and members should be assured that advice and support will be forthcoming. Once a resolution has been reached, whatever it might be, you should be aware of the long-term emotional effects of such an experience not only for you, but also for your family members, friends and co-workers. Counselling is available through NSTU's Counselling Services.

Sackville Heights teacher recognized for *A Day Made Better* initiative

On October 2, Sackville Heights teacher Gail Baird got a big surprise. Her school organized an assembly in her honour because she was one of 17 public school teachers across Canada to be recognized through Grand & Toy's *A Day Made Better* initiative.

Baird was nominated by Caudle Park Elementary parent Dawn Lohnes, where Baird had taught for the last eight years before moving to Sackville Heights this fall. Within the submission narrative, Lohnes commented on Baird's exciting and engaging learning environment, and involvement in school events and extra curricular activities. "She has great energy that she passes along to everyone else. She has a huge heart and is always willing to listen and offer advice if needed," writes Lohnes.

The initiative recognizes teachers for their extraordinary passion, creativity and innovation and rewards exceptional Primary to Grade 8 teachers with a massive box, containing \$1,500 worth of classroom supplies, including an environmentally preferable and ergonomic chair donated by Safco Products.

Grand & Toy began *A Day Made Better* initiative four years ago in response to Canadian Teachers' Federation survey results that indicate the average Canadian teacher spent \$453 in out-of-pocket expenses to fund classroom needs, such as supplies or classroom activities.

"Teachers are often unsung heroes, going above and beyond in order to help ensure a bright future for our children," says Kevin Edwards, Vice President Marketing, U.S. & Canada, OfficeMax / Grand & Toy. "When I hear about how teachers put their own money into the classroom, as well as all the time and energy they put into their work, I am inspired by their incredible commitment to our children. We are extremely proud at Grand & Toy to be able to support them as they help educate the next generation of Canadians."

For more information on Grand & Toy's *A Day Made Better* visit www.grandandtoy.com/betterday.



NSTU president Shelley Morse dropped in to congratulate Gail Baird shown with (L to R) parent nominator Dawn Lohnes, and Sackville Heights' principal Geoff Hill.

Equity Committee



NSTU's Equity committee also held its first meeting of the school year on October 12. Seated: Provincial executive liaison Sally Capstick (Cape Breton District), committee chair Alex Oikle (Lunenburg County) and Nadine Arnold (Colchester-East Hants). Standing: NSTU staff liaison Gérard Cormier, Stacy Thorburn (Queens), Robert Lelievre (Inverness), Sandra Guinan-Donaldson (Halifax County), and Ben Sichel (Dartmouth).

Deadline for the next issue of The Teacher: October 26th
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Deadline—November 9, 2012

Inverness Local school/media tour



NSTU president Shelley Morse toured schools of the Inverness Local on October 4 hosted by Inverness Local President Lynnette Rankin. Morse met with local media representatives and then shared a meal with Inverness Local executive members and other NSTU representatives in the area. She is shown (second from left) with, Rankin; treasurer Angela Deagle; Richmond Local president Phil Samson; VP of PA/PR Paula Landry; Community College Strait Area Campus faculty rep Pat Twast; NSTU first vice-president Marlene Boyd (Inverness-Richmond); and Inverness-Richmond provincial executive member Sheila Hawley.



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We all feel pulled in a thousand different directions some days, but some of us feel that way *every* day. Some days we find ourselves dividing our attention to accommodate several people at once. Is it no wonder some of us find it difficult to relax? Successful relaxation strategies vary for each person and at different points in time. It is easy to let them slide when our lives are full steam ahead every day of the year!

We know that some stress is good: it keeps us motivated, challenged and interested in what we are doing. But how much is enough and how much is too much? What can you do to find that calm state of mind so that you can continue to be healthy, focused and productive in your daily life? More research is revealed every year discussing stress', impact on our day-to-day function and its relationship to our digestive system, our immune system, our reproductive systems, our thyroid, our brain, our muscles and so on. As we become more aware of our physical, mental and emotional health needs, we need to ask, "What can we do about it?"

Relaxation is only one part of a larger stress management strategy but can have significant health benefits. People use relaxation techniques for many reasons, including anger management, anxiety attacks, heart health, depression, headaches, high blood pressure, insomnia, or pain management. They can help you return to your own equilibrium and release physical, emotional, or mental stress to attain a state of calm.

In honour of National Occupational Therapy Month this October, make the time to relax and find your best strategy. Here are some techniques you may find helpful. Remember, some may speak to you more than others based on your values, interests, health, learning methods and so on. Keep an open mind, practice a few that stick out to you and you will soon see the benefits of a calmer, more relaxed version of yourself!

Meditation: According to research from the Mayo Clinic, meditation is one of the first relaxation techniques to show a measurable effect on stress reduction.

According to www.morethanmeditation.ca, "*The essence of meditation is to focus your attention, so that "mental clutter"—everyday thoughts of work, chores or worries—fall away. This can bring a sense of calmness, peacefulness and balance, as well as new insights and clarity. In time, you may find that these results linger with you long after the meditation session has ended. While the specifics may vary, most meditation sessions follow these basic steps:*

- For sitting meditation, **find a comfortable position** cross-legged on the floor (you may also sit in a chair with your feet flat on the floor) and back straight but relaxed.
- **Rest your hands in your lap**, nesting palms up.
- **Partially close your eyes and relax your gaze** by staring into the middle distance.
- **Choose a focal point** to help direct your attention. This could be your breathing, a word that you repeat, physical sensations, a photograph of a beautiful setting or an image that you picture in your mind, such as light or water.
- Begin by simply **being aware of yourself breathing**, and gradually relax your body.
- **Allow your mind to relax.** Don't try to empty your mind or push thoughts away. Just watch them come and go, and gently return your wandering attention to the focus of your meditation session."



According to Herbert Benson, MD, author of *The Relaxation Response*, relaxation through meditation can be achieved through any repetitive action, such as walking, swimming, painting or knitting, as long as it keeps you calm and focused on the present moment. He recommends trying it for 5-10 minutes per day and you will notice a change in your stress levels.

Visualization: If your mind is racing too much to meditate, you may find it easier to close your eyes and picture yourself relaxed. What

this picture looks like in your mind's eye will be different for every person. You may see yourself lying in the sun with your cat curled on your lap reading a book or having a nap. Perhaps you're in some exotic locale sipping a glass of wine watching the sunset, or maybe it's as simple as getting a hug from one of your favourite people. Wherever this visualization takes you, be present. What do you see? What sounds and smells are there? Can you feel a breeze or the sand between your toes? Can you taste that sweet crisp lemonade as you take your first sip? Immerse yourself in the vision, breathe and escape the stress of your current real-life situation. The more realistic your vision, the more you will emerge in a more relaxed state.

Progressive muscle relaxation: The basic idea is to systematically train tensing and relaxing groups of muscles. Sit upright with your eyes closed and both feet flat on the ground. Tighten each group of muscles and hold the tension for about 5 seconds, then relax for about 30 seconds. While focusing your mind on the muscles just exercised you will sense the progressive relaxation after releasing the muscles. Let it happen that way and enjoy it. Repeat each exercise once, starting with one hand, arm and shoulder, moving to the other side and systematically tensing and releasing the muscles in your neck, face, jaw, hips, legs and feet. At the end, keep your eyes closed for a short while and enjoy the

[continued on page 9]

did you KNOW

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The Early Intervention Program (EIP) invites NSTU members to sign up for our Wellness email list at Be_Well@nstu.ca. Please contact Erin at ekeefe@staff.nstu.ca to provide her with your NSTU email address. The **Be_Well@nstu.ca** list will provide information about the EIP and other wellness topics.



rest a little longer. Breathing in deeply, move your fingers and toes playfully, stretch yourself and open your eyes. The entire process will take approximately 20 minutes.

Deep breathing can be done on its own or as part of another relaxation technique. It is usually inherent in meditation, visualization and progressive muscle relaxation. When we are stressed, our bodies will naturally take more shallow breaths, causing increased muscle and respiratory tension. You want to focus on your breath: feel the air moving into your lungs in three parts – your chest, ribs and finally your belly. Your exhale is the opposite and should last as long as your inhale. For example, inhale for a count of eight, pause at the end of the inhale, and slowly release the air from your lungs for another eight counts. Repeat this deep breathing until you feel your tension subside.

Mindfulness: Approach life like a child, focusing on the here and now, one thing at a time, with no multi-tasking. To get started, focus on the five senses: what do you see, hear, smell, feel and taste at the present moment. Pass no judgment and focus on your immediate surroundings.

Reduce or eliminate stimulants such as caffeine: Although you may get a jolt of energy from the caffeine, it raises the level of the stress hormone cortisol in your system. If it's a hot drink you crave, try a decaf or herbal tea, or if it's something icy and fizzy, water or juice may be just as satisfying.

Massage: Most of us hold stress in tense muscles. Whether it's a self-massage, a treat from your spouse or a professional massage session, having your tense muscles rubbed into submission can make a world of difference in your mental and physical state of relaxation.

Check your attitude: Think positive thoughts and when negativity abounds, take the time to evaluate these thoughts and flip them around. Instead of saying: "it's freezing outside, this weather is terrible", consider "It's such a relief to enter such a warm and cozy home in this weather." When your thoughts are spiraling downward, your stress level will soar and the vicious cycle away from relaxation will endure.

Exercise such as yoga, gardening, walking or t'ai chi: Finding an activity you enjoy and being active can boost your endorphins and make you feel relaxed. The activity must be something you enjoy and that suits your lifestyle and physical abilities. Don't overdo it, but simultaneous energy expenditure and distraction can be a great way to relax, set your worries aside and re-energize.

If all else fails, and these techniques aren't what you are looking for. **THERE'S AN APP FOR THAT!** Apps like "Ambiance" or "Asleep" will allow you to download various calming sounds such as music or nature sounds to help you relax. "Bubbles" is a very basic game where you pop bubbles and encourage some zone-out time. "Izen Garden" is Japanese gardens you can create to help you meditate. There are also many apps that will guide you through progressive muscle relaxation, visualization exercises and deep breathing.

For more information, visit: www.mayoclinic.com; www.webmd.com; www.morethanmeditation.ca; www.goodrelaxation.com, or contact the NSTU Early Intervention Program for Teachers at eip@nstu.ca, 477-5621 or toll free at 1-800-565-6788.

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Master of Education Programs at StFX

PART-TIME DISTANCE PROGRAMS

Students may complete Master of Education programs in *Educational Administration and Leadership* or a variety of *Curriculum and Instruction* areas. These part-time programs require one month of study on campus in July. The remainder of the program can be completed online over a two-year period. These programs may be completed by course-based, project, or thesis routes.

INSTRUCTIONAL LEADERSHIP PROGRAM

StFX is currently accepting applications for our program in Educational Administration and Leadership with a specific focus in Instructional Leadership. This part-time course-based program commences with an intensive summer institute in July at the StFX campus. The remainder of the program can be completed online.

SCHOLARSHIPS AVAILABLE FOR FULL-TIME GRADUATE STUDY

StFX admits a limited number of full-time graduate students annually who wish to develop capacity in teaching/leadership or applied research. Students are paired with faculty who provide them with internship opportunities related to university teaching and field experience in the BEd program and/or research. Students who choose the research-based option will participate in funded research programs in collaboration with full-time faculty.

INFORMATION

For more information or to receive an information package, contact:

1-877-867-3906

Email: med@stfx.ca



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

Application deadline: February 15th

PowerSchool - The remaining forty-seven (47) schools transitioned to PowerSchool during the month of September, marking the completion of this implementation. Now, all schools in Nova Scotia are online with PowerSchool.

TIENET - As of May 2012, all schools within the Annapolis Valley, Cape Breton-Victoria, Strait, South Shore, and Tri-County regional school boards have full access to TIENET, as well as 22 schools within Chignecto-Central. TIENET is the iNSchool solution for student services information that is better managed outside of PowerSchool, namely IPPs, adaptations and Schools Plus. Implementation will continue in Chignecto-Central and begin for the Halifax Regional School Board. In early 2013 implementation will start in Conseil scolaire acadien provincial. By the end of this school year TIENET will be implemented in all Nova Scotia schools.

Schools that are onboard with PowerSchool are reaping the benefits of this powerful online system. "We're benefiting at all levels, PowerSchool is definitely making our lives easier," says Gerard Ryan, principal at Dr. J. H. Gillis Regional High School in the Strait Region, "We're more efficient and have more time to spend on educational leadership issues."

The impact the portal has had on student and parent engagement at their school is a key element. At the high school level, students are active users of the portal. Parents like that they can be more in-tune and involved in their children's education. At Dr. J. H. Gillis Regional High School, 84 per cent of parents are using the portal.

PowerSchool is in year three of its implementation, so by now most teachers and school staff have had more time and experience using the system. TIENET, on the other hand, is still in the early stages of implementation. Yet, some teachers are already appreciating the benefits it has to offer.

"I really like the fact that all related documents are stored electronically," says Cindy Kowalyk, a resource teacher at Chester Middle School. Kowalyk also believes TIENET will benefit students. For example, she says the application of the IPP format in TIENET will prompt teachers to consider how its key goals – literacy, numeracy, social development skills and life skills – apply to every subject.

For more information please go to www.inschool.ednet.ns.ca

"A Liberal government would reverse the Dexter government's 65 million dollar cuts in public education immediately."



**Nova Scotia Liberal Leader
Stephen McNeil**



NOTICES

University of Glasgow, Doctorate in Education

The University of Glasgow is now offering an online Doctor of Education program created to advance Professional Development for teachers and administration. This program is designed for those who may not have the luxury of time for in-person and face-to-face learning. <http://www.gla.ac.uk/postgraduate/taught/doctorateineducationresearch/>

A Call for Papers: ACLA/CAAL Conference Submission Deadline November 16, 2012

The Canadian Association of Applied Linguistics in conjunction with the Congress of Humanities and Social Sciences will be hosting a plenary session and an invited symposium at the University of British Columbia from June 3-5, 2013. Abstracts for a paper or symposium must be submitted by November 16, 2012, at only one submission per person. Complete information on guidelines for submissions and the conference can be found at <http://www.aclacaal.org/CongACLAAAn.htm>.

The Crisis & Trauma Resource Institute Inc. Fall Workshops in Nova Scotia

Depression – Practical Intervention Strategies

Halifax: November 19, 2012 (early rate deadline October 29)

A workshop based around two useful strategies when dealing with an individual with depression: reversing the negative relationship internally and changing the interpersonal dynamics that feed depression.

Trauma – Strategies for Resolving the Impact of Post Traumatic Stress

Halifax: November 20-21, 2012 (early rate deadline October 30)

This workshop which explores the effects of trauma in the central

nervous system, and how it has long-term post traumatic effects on an individual. Through a variety of tools; ways of dealing with trauma in different types of individuals will be explored and explained.

De-Escalating Potentially Violent Situations

Halifax: November 2, 2012 (early rate deadline October 12)

This workshop introduces skills to de-escalate situations that could potentially become violent. This workshop will present methods to help employees coping with violent situations through assertiveness and interpersonal communication along with a self-assessment of personal styles of dealing with difficult situations.

Restorative Justice - Guiding Principles for Communities and Organizations

Halifax: November 1, 2012 (early rate deadline October 11)

This workshop is based off the philosophy of Restorative Justice and looks deeply at issues surrounding justice and discipline. The workshop will focus on the needs of everyone involved, emphasizing; direct accountability, reparation, prevention, dialogue and, in some cases, renewed relationships.

A&E Canadian Classroom's, 'LIVES THAT MAKE A DIFFERENCE ESSAY CONTEST' – December 14, 2012.

Students in Grades 5-9 are invited to write a 300-word essay on an individual who they believe made the biggest difference in Canadian society in the last year. Students can win cash prizes for themselves and teachers can win prizes for their school and classroom. The deadline to submit the essay is December 14, 2012. For further information please visit <http://www.livesthatmakeadifference.com/>

[More NOTICES on page 15]



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colouring and design contests • video challenge • essay competition • visit rrfb.com for more information

PUT WASTE IN ITS PLACE



coming events

NOVEMBER 5-9

Veterans' Week

Chalk Talk's 15th Volume presents **Veterans' Week Resources** online at <http://www.4edu.ca/tors/chalk.asp>. Students, educators and parents can view bilingual resources from Veterans Affairs Canada which timeline the history of the Canadian Military. The resources offered cater to all age groups and explores a multitude of areas related to Canada's Military past and present.

NOVEMBER 5-9

Media Literacy Week 2012 — Get Involved!

With this year's theme being Privacy Matters, Media Smarts is looking to highlight tactics for safe use of the Internet by youth. To get involved the website is full of resources including a complementary library of information for educators and others to access. Media Smarts is always looking to add useful information from others. If you are planning any media events or know of any youth or educators who are building awareness of the importance of media safety; please email Maya Shoucair at MSHoucair@mediasmarts.ca or If you're tweeting, use the hashtag #MLW2012!

NOVEMBER 6

School Climate Changing - Finding the Heart of Your School

The Canadian Safe School Network is offering a unique workshop lead by Richard Cardillo on their School Climate Improvement Model. Learn about and understand the correlation between your school's climate data and how it can shape instruction, action planning, and enforce or assist in prevention methods. This workshop being held in Toronto, will cover the five-stage school climate process and highlight important aspects of its relation to different types of learning. For more information and to access the registration form please visit: <http://www.canadiansafeschools.com/content/documents/Link/SchoolClimate12.pdf>

NOVEMBER 7

Take Our Kids to Work Day

The Learning Partnership presents *Take Your Kids to Work Day* on Wednesday, November 7, 2012. This initiative is an annual event which allows students in Grade 9 to take a day and work alongside their parents, family members, or family friends. Students can explore career interests, experience the working world hands-on and are provided with motivation to continue in their educational pursuits. To register and obtain more information please visit www.thelearningpartnership.ca

Mindfulness for Education Professionals

with Robyn Traill, Lilly Gleich, Susan Williams, Marguerite Sands

November 9th – November 11th, 2012

Friday evening opening at 7:30PM (dinner available at 6:30),
closing Sunday at 4PM.

Dorje Denma Ling

Centre for residential retreats and learning programs, Tatamagouche NS



A professional development program on mindfulness and contemplative techniques, for educators working with children and adolescents from grades primary through 12.

Participants will be introduced to and have opportunity to practice a variety of mindfulness techniques, designed to strengthen attention, confidence and acceptance – both for the teacher and in support of the students' journey.

This informative, experiential and collaborative program also includes discussions on the science and research into mindfulness for teachers and students, as well as examples and exercises for the application of mindfulness and contemplation within the classroom setting.

Tuition of \$390 includes all meals, prepared with healthy local foods, and accommodation in semi-private rooms in a beautiful, relaxed country environment. Payment plans are available.

To register or for more information, please visit dorjedenmaling.org or call us at (902) 657-9085.



update

Supplementary Pharmacy Benefit Program—Managed Health Care Services Inc. (MHCSI)

This summer the NSTU Group Insurance Trustees launched a Supplementary Pharmacy Benefit Program through Managed Health Care Services Inc. (MHCSI) for both active and retired members of the NSTU Total Care Medical Plan. Since the launch, a few questions have consistently been asked. We have provided below in a “Frequently Asked Questions” format some responses to these questions.

Question

What is the Supplementary Pharmacy Benefit Program through MHCSI?

Answer

The Supplementary Pharmacy Benefit Program provides additional coverage of up to \$3.00 per prescription toward your out-of-pocket expense when filling prescriptions at MHCSI participating preferred pharmacy provider network locations

which are Lawtons Drugs and Sobeys Pharmacy.

In addition to the Supplementary Pharmacy Benefit Program, you were provided with a Lawtons Drugs Preferred Discount Card (does not apply to sale items). This card entitles you to the Lawtons Front Store Purchase Program. Using this card will allow you to enjoy a wide range of discounts on front store purchases at Lawtons Drugs in Atlantic Canada.

Question

Can the Lawtons Drug Preferred Discount Card be used if I don't use the Supplementary Pharmacy Benefit Program for prescriptions?

Answer

Yes. All you need to do is present your Lawtons Front Store Purchase Program Card when making front store purchases. It should be noted that this card may only be used by the plan member or spouse of the plan member. The card is personalized for you, so please remember to always present photo ID when using the card.

Question

Do I have to transfer all my prescriptions to Lawtons Drugs or Sobeys Pharmacy to take advantage of this program?

Answer

The Supplementary Pharmacy Benefit Program is totally voluntary. You are in no way obligated to switch pharmacies to Lawtons Drugs or Sobeys Pharmacy. However, if you want to take full advantage of the Supplementary Pharmacy Benefit Program, the additional coverage of up to \$3.00 per prescription against your out-of-pocket expense will only be provided at Lawtons Drugs or Sobeys Pharmacy.

Question

What if I'm over age 65 and a member of Nova Scotia Seniors' Pharmacare, how can I benefit from this program?

Answer

Retired members over the age of 65 can also participate in the Supplementary Pharmacy Benefit Program. The program will provide additional coverage of up to \$3.00 per prescription against your out-of-pocket expense with regard to your Seniors' Pharmacare co-pay amount.

Question

Can my spouse, who is the member of another group insurance program that offers prescription drug coverage, receive the additional coverage through the Supplementary Pharmacy Benefit Program?

Answer

Yes, a spouse who is insured through another program can receive additional coverage of up to \$3.00 per prescription against his or her out-of-pocket expense as long as the MHCSI Preferred Pharmacy Provider Program Drug Card is utilized and the prescription is filled at an MHCSI participating Preferred Pharmacy Provider. As mentioned, Lawtons Drugs and Sobeys Pharmacy are these pharmacies.

We hope this information has been helpful. If you have any questions about the new program, or if there are problems with your cards, please contact MHCSI at 1-800-686-6427. If you have not received your cards and believe that you should as part of the NSTU Total Care Medical Program, please contact Johnson Inc. to confirm your coverage at (902)453-9543 or 1-800-453-9543 (toll-free).

PROJECT OVERSEAS 2013

"Teachers Teaching Teachers"

VOLUNTEER OVERSEAS WITH CTF!

Would you like to assist teachers in a developing country?
Are you interested in learning more about global education issues?
Can you see yourself volunteering in Africa or the Caribbean during the summer?

If yes, Project Overseas (PO) might be for you!

CTF seeks English and French-speaking Canadian teachers who are interested in volunteering to offer in-services in a wide range of subjects in countries throughout Africa and the Caribbean.

Further information and application forms are available from
Gail Doucette, NSTU, 3106 Joseph Howe Drive, Halifax, NS B3L 4L7;
www.nstu.ca or 902-477-5621, 1-800-565-6788 or www.ctf-fce.ca

APPLICATION DEADLINE: NOVEMBER 9, 2012

CTF'S INTERNATIONAL PROGRAMS: *Together We Make a Difference!*



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Communicate for Life

Learn about speech & hearing services in your community

NOVEMBER 3

DARTMOUTH SPORTSPLEX
10:00AM - 3:00PM



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resources

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



Digital
Resources
for
Teachers

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

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

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

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

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

Education Portal (EduPortal) <https://edapps.ednet.ns.ca/eduportal/>

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

MORE NOTICES

2012 Knowledge Exchange

The Arts' Smarts annual Knowledge Exchange has returned once again this year introducing the theme of **Cultivating Creative Communities: Arts, Education and Spaces for Successful 21st Century Learning**, with Dr. James Catterall as the keynote speaker. This year's event will take a special focus on youth-inspired community building as various presenters from areas of the arts and education come together to showcase the importance of creative thinking, innovation and discovery in education; as well as its impact on youth in the education community. Registration and more information is available online at 2012kx.eventbrite.ca.

CEA Ken Spencer Award

The fourth annual CEA Ken Spencer Award for Innovation in Teaching and Learning, will be awarding seven prizes totalling \$15,000. This award will be presented to those in the field of education who demonstrate ground-breaking and innovative ways of inspiring their students, co-workers and the education community. Showcase your ideas and present your impact on others in the public school system. Deadline for entries is November 9, 2012. Visit <http://www.cea-ace.ca/awards/spencer-award> for more information.

Every Teacher – A Project on LGBTQ-inclusive education

The NSTU has lent its support to the *Every Teacher* project, a national study designed to identify and make widely available the collective expertise that exists among Canadian teachers on inclusive education practices for sexual and gender minority students. All members of teacher organizations are encouraged to participate. Members and other educators who have not received an email invitation can request one by contacting everyteacherproject@gmail.com or gcormier@staff.nstu.ca

RESOURCE

Everyone Jump 2012/13 - Kids Changing Diabetes

Once again this year Everyone Jump has updated their website for the year 2012/13 to spread the word and teach students effective and fun ways to prevent Type 2 diabetes. This free school-based program, offers unlimited ideas to educate students and teachers on the importance of physical activity and healthy eating as preventative measures in the fight against Type 2 diabetes. Register your class online at <http://www.everyonejump.ca/> and be entered to win several prizes for your school.



iwalk
International Walk to School
and Walk at School Month
in October 2012

Register & qualify your
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Register your school at
www.saferoutesns.ca
(click on the IWALK icon)

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younger students in active transportation safety skills!
Approved by the Nova Scotia Department of Education.

Learn more at: www.saferoutesns.ca
walk@ecologyaction.ca or 902.442.5055

Thanks to St. Francis Xavier University, Halifax Regional Municipality, the North
Face® Explore Fund™ and Skate Pass® for their support of Making Tracks.



Negotiations Update

Public School - The Provincial Negotiating Committee met with the Department of Education negotiating team on October 15 & 16, 2012. Upcoming negotiating dates have been scheduled for November 28 & 29, and December 3, 4, 5, 13 & 14, 2012.

Community College - The Community College Negotiating Committee has scheduled negotiation dates with the College's negotiating team on November 2, 23 & December 11.

classifieds

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

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

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

AVAILABLE - Oceanstone Resort: picturesque and tranquil retreat for all occasions large or small, 4 kms from Peggy's Cove on the beautiful shoreline of St. Margaret's Bay, N.S. Voted one of the top 5 places in Canada for weddings by Elle magazine Full weddings packages (weekends and during the week). Weekend or midweek breaks, conferences large/small, meetings, bridge, art clubs etc. Accommodation includes cottages by the sea, suites with sea views and rooms in our Inn. Please contact: Lizzie Moore 823 2160.

AVAILABLE - Engaging and entertaining play about cyberbullying. Affordable production rights are available for Mirror Crack'd 2.0. Rave reviews in 2012. Flexible cast, minimal staging, one hour in length. Suitable for Grade 6 and up. Contact Erin Dunn-Keefe for more information at edunn@staff.ednet.ns.ca

RADIANT CHILD YOGA TEACHER TRAINING - No prerequisites. Perfect for school teachers to integrate yoga into their classroom. Yoga, breathing and meditations to live a more full life. Improves concentration and relieves stress. **Halifax, November 9th weekend, 2012.** For info or consultation session please call/ email Sue Ducros 613-730 6374 sueducros@rogers.com / Location : Maple Tree Montessori, Quinpool location, 6583 Quinpool road.

ESTERO FLORIDA CONDOMINIUM FOR RENT - Tropical temperatures above 23 degrees year round! Close to beaches, golf included, 2 pools, tennis, fitness centre, shopping. For details email pmccallum@hfx.eastlink.ca

TEACHER EXCHANGE - I am seeking an exchange with an elementary teacher in the AVRSB. I hold a permanent elementary position in HRSB. Please contact Vaunda at vlmacdonald@nstu.ca.

TEACHER EXCHANGE - A permanent Jr. High Physical Education/Healthy Living/Science Teacher in HRSB is looking to exchange positions with a similar teacher from the CCRSB for the 2013-2014 school year. A permanent exchange is possible. If interested, please contact cbarr@staff.ednet.ns.ca

TEACHER EXCHANGE - An elementary resource teacher with the HRSB is looking for the same with the CBVRSB for the 2013-2014 school year. A permanent exchange is also possible. If interested, please email dj@staff.ednet.ns.ca.

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

TEACHER EXCHANGE - Permanent Senior High Phys. Ed and Math teacher with the HRSB is looking for an exchange with a teacher from the CBVRSB for the 2013-14 school year. A permanent exchange is possible. If interested please contact caper1976@hotmail.com

TEACHER EXCHANGE - I am a Junior High Math and Science teacher with the Halifax Regional School Board who is looking for a possible teacher exchange to the Cape Breton-Victoria Regional School Board for the 2013-2014 school year with a chance for permanent exchange. I am, also, qualified for a Learning Centre or Resource position as I have completed my Master's. If you are interested please contact me asap via email jfrison@staff.ednet.ns.ca

TEACHER EXCHANGE - Permanent Junior/ senior high learning center/resource teacher with the HRSB is looking to exchange positions with a teacher from CCRSB for the 2013-2014 school year. A permanent exchange is possible. If interested, please contact me at burtonch@staff.ednet.ns.ca

TEACHER EXCHANGE OPPORTUNITY - Gr. 6/7 Vancouver teacher would like to teach in Nova Scotia for the 2013/2014 school year. Contact Robert at rennie@vsb.bc.ca if interested.

JOB SHARE - I am an experienced teacher who is seeking a job share position in the HRSB. I am finishing my Masters in Literacy in the spring and am qualified to teach P-8. Please contact Pamela for full resume at pam_benigno@hotmail.com or 902-209-1344.



Nova Scotia Teachers Union

EXECUTIVE STAFF OFFICER – MEMBER SERVICES

CADRE DE DIRECTION – SERVICES AUX MEMBRES

APPOINTMENT:

January 1, 2013

DUTIES:

Primarily in the area of Member Services including contract interpretation, answering member enquiries, negotiations, grievances, working with Locals, Regional Representative Councils and Committees, benefits administration and additional duties that may be assigned by the Executive Director.

APPLICANTS:

1. Should include academic and professional qualifications, a summary of experience in areas noted above and references.
2. Applicants must be eligible to hold a valid Nova Scotia teacher's professional number and/or be a member of the NSTU in the employ of the Nova Scotia Community College.
3. Should have a good working knowledge of Nova Scotia Educational System and the Nova Scotia Teachers Union.
4. Should have experience and knowledge in the negotiation and administration of collective agreements, including employee benefits.
5. Must have willingness to participate in necessary and ongoing professional development as required.
6. Frequent evenings and weekend work is a requirement and must be willing to travel.
7. Fluency in both official languages shall be considered an asset.

NOTE:

Applications are available at www.nstu.ca or can be obtained by contacting the NSTU at 1-800-565-6788 or nstu@nstu.ca

BENEFITS:

As provided in the NSTU Executive Staff Agreement.

Deadline for receipt of applications is Thursday, October 25, 2012 12:00 pm.

Applications should be forwarded to:

Executive Director
Nova Scotia Teachers Union
3106 Joseph Howe Drive
Halifax, Nova Scotia B3L 4L7



NSTU POLICY ON EQUITY AND AFFIRMATIVE ACTION READS: "Equity for under-represented 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 Mentorship and Internship Programs."

DATE D'ENTRÉE EN FONCTION :

Le 1er janvier 2013

FONCTIONS :

Principalement dans le domaine des Services aux membres y compris interpréter les contrats, répondre aux demandes de renseignements des membres, gérer les négociations, les griefs, travailler avec les sections locales, les conseils de représentants régionaux et les comités, administrer les avantages sociaux et remplir les autres fonctions qui peuvent être assignées par le directeur exécutif.

CANDIDATS :

1. Les candidats doivent indiquer leurs diplômes universitaires et leurs titres de compétence professionnelle et présenter un résumé de leur expérience dans les domaines notés ci-dessus ainsi que des références.
2. Les candidats doivent pouvoir détenir un numéro professionnel valide d'enseignant de la Nouvelle-Écosse et/ou être membre du NSTU en tant qu'employé du Collège communautaire de la Nouvelle-Écosse.
3. Les candidats doivent avoir une bonne connaissance pratique du système d'enseignement de la Nouvelle-Écosse et du Nova Scotia Teachers Union.
4. Les candidats doivent avoir de l'expérience et des connaissances en matière de négociations et d'administration des conventions collectives, y compris des avantages sociaux.
5. Les candidats doivent être disposés à participer à la formation professionnelle continue et nécessaire au besoin.
6. Ce poste exige fréquemment de travailler en fin de semaine et en soirée et les candidats doivent être disposés à se déplacer.
7. Une bonne maîtrise des deux langues officielles est un atout pour ce poste.

REMARQUE :

Les formulaires de candidature sont disponibles sur le site www.nstu.ca ou peuvent être obtenus en contactant le NSTU au numéro 1-800-565-6788 ou à nstu@nstu.ca

AVANTAGES SOCIAUX :

Tels que stipulés dans la convention du personnel cadre du NSTU.

La date limite de réception des candidatures est le jeudi 25 octobre 2012 12h00.

Les candidatures doivent être envoyées au :

Directeur exécutif

Nova Scotia Teachers Union
3106, promenade Joseph Howe
Halifax, Nouvelle-Écosse
B3L 4L7

LA POLITIQUE DU NSTU SUR L'ÉQUITÉ ET LES MESURES ANTIDISCRIMINATOIRES STIPULE : « L'équité à l'égard des groupes sous-représentés, c'est-à-dire des autochtones, des personnes appartenant à des minorités visibles, des personnes handicapées et des femmes, devra être respectée lors de l'embauche de personnel, des détachements de personnel, de la formation des comités et des programmes de mentorat et de stages. »



**Enjoy your Conferences
on October 26th!**

