



Teachers with Administrative Responsibilities Committee

Annual Report

June 30, 2017

The following is the annual report submitted on behalf of the Teachers with Administrative Responsibilities Committee. The mandate of the committee is to provide a voice for teachers in administrative positions.

The members of the TWAR Committee in 2016-2017 were:

- Maxine Hardy -Chair- Northside-Victoria
- Darrell LeBlanc - Guysborough County
- Monica Stoilov - Halifax City
- Heather Foote - SAA Representative
- Phil Samson - Richmond
- Ian Comeau - CSANE
- Shelley Morse - Executive Liaison
- Jim King - Staff Liaison

The budget for TWAR this year was \$5 490.00 of which 4 470.85 was spent.

Meeting dates were as follows:

- Wednesday, December 14, 2016 - Conference Call
- Friday, April 21, 2017 - All Day
- Friday, June 9, 2017 - All Day

Summary 2016 - 2017:

- **Conference Call - WTR, Job Action**

With the advent of negotiations and job action, it became very difficult to meet as a committee. It was decided in December that principals needed support with Work to Rule and that the committee could be of assistance. A conference all was held and the following supports were implemented:

1. A dedicated email was established to support administrators with WTR issues and questions. It was adminwtr@nstu.ca.
2. A communication protocol was established so that all NSTU messaging went to Local Leaders and Job Action Committees first and then forwarded to administrators.
3. Regional Meetings or a Telephone Town Hall was recommended, but due to demands of job action and concern for protecting the integrity of the NSTU's position during job action, this was not held.

- **Principals in Focus**

EECD held a Principals in Focus forum on May 29th and 30th at the Westin Hotel in Halifax. Concern had been expressed regarding travel to the event on Monday evening and the fact that release time had not been made available for travel time in order for administrators to attend. This concern was expressed to the Department by NSTU staff and a subsequent opinion was given that the evening meeting would be voluntary. It was noted that attendance on the Monday evening event was significantly less than the next day. Topics addressed at Principals in Focus Monday evening session included:

- Mental Health
- Inclusion
- Effects of Poverty
- Attendance
- Increased complexity of family needs
- Inequity

Various sessions were also held on Tuesday, which included:

- Meetings with the Deputy Minister
- Restorative Schools
- Realities of Nova Scotia Educational Leaders

- **Recommendations from the Council as they pertain to administrators**

Discussion was held and concern was expressed by the TWAR committee that recommendations from the Council to Improve Classroom Conditions could result in an increased workload for administrators. This was particularly true of the proposed Attendance Policy. This will be monitored by staff who attend the Council meetings and reported back to TWAR in 2017-2018.

- **SAA combined meeting**

At the April 21st meeting TWAR members met with the School Administrators Association. The topics discussed included:

- Advance Reporting Days
- Work to Rule
- Separate Bargaining Unit for Administrators
- Attendance Policy

- **Brochure / Booklet**

At the April and June meetings, discussions were held pertaining to the creation of a brochure or booklet for administrators. Topics were identified such as, contact information, supports for administrators during discipline meetings and duties and responsibilities pertaining to various contracts and Acts. Staff will begin development of a booklet in the summer of 2017 and work will continue with the new TWAR committee.

Respectfully Submitted,

Maxine Hardy, Chair.