

## Casey meets with provincial executive; discusses public education issues and focuses on collaboration

Restoring funding to public education, class caps and class composition, data collection, and changes to report cards were the main issues raised during Education and Early Childhood Development Minister Karen Casey's meeting with the NSTU's provincial executive at its November 29 meeting.

"I want you to know that I will be looking to you for guidance and advice," said Casey in her opening remarks. "I want to work with the teachers' union, all of you around the room, and teachers."

Accompanied by the acting deputy minister, Frank Dunn, Casey re-iterated her party's education platform promises. "The commitment to re-invest \$65 million really means that the Government and the premier recognize that there have been challenges during the time with reduced funding," she said. "The current funding model we have does not work so it has to change."

Halifax city rep Shawn Hanifen asked the Minister about the timeframe for restoring funding to the system. "Our intent is to begin the process in the next budget, so starting in the spring of next year," she replied.

First vice-president Allison MacPherson, wondered about the class cap announcement that was part of the Liberal platform. "What is the Government's timeframe for the implementation of these caps and has the Department had any discussion on the development of guidelines for the implementation?" asked MacPherson.

Casey responded with, "Our intention is to build it into the 2014-15 school year for Grades Primary to 2, but we don't know yet because we don't have all the data. Our hope would be to implement for Primary to 6 but we have to look at funding." She said that her Department appreciates the unique situation of some schools and while there may be broad guidelines, there will be flexibility in meeting school needs.

Data collection, and changes to report cards were other issues raised. "Data entry, including Power School and Tienet is a frustrating part of teaching and it's taking away from teaching," commented Antigonish-Guysborough rep Tammy Landry. "What will Government do to assist teachers in spending less time on data entry to allow for more meaningful time for students and teaching."

"I know you're doing a lot of data collection. I recognize it's a problem and I do want to try and address it because teachers need time to teach, and students need time to learn," Casey responded.

Casey also discussed the recently announced report card committee, which will be comprised of teachers, students and parents, and include NSTU representation. She also addressed concerns NSTU leaders have been hearing about recent changes to report cards, with little to know lead time, training and professional development for teachers to be able to adequately implement the changes. "I've certainly been made aware of this fact. If we are going to ask school boards to share guidelines with teachers we need to make sure that Boards are giving out the information in a timely fashion."

She informed the provincial executive that it is not the premier's intent to change any commitments made by the previous government. That will mean that the additional \$4.6 million targeted funding increase to school boards for additional guidance counsellors beginning in 2014 should remain in place. "The importance of guidance counselling has been elevated to a new height," commented Casey. "We have a ratio right now, but who's to say it's the right ratio."

She also wants to continue to build on the partnerships between her Department, school boards, and the NSTU. "I will be working on a better collaboration with school boards to re-build trust and cooperation. Whenever we look at collaboration and partnership, we will always involve the NSTU. Decisions will not be made in isolation, but with consultation."

NSTU president Shelley Morse thanked Casey for her time and insight and looks forward to working with her in addressing the challenges and demands on teachers' time that were outlined during the meeting.

The last time Casey addressed NSTU leaders was during a Local Presidents' conference on October 17, 2008. She was then the Minister of Education under the Rodney MacDonald Progressive Conservative government.



Karen Casey is shown above during her meeting with the provincial executive on November 29.

## NSTU members recognized for making a difference

The Nova Scotia Teachers Union has recognized nine of its members for making an impact in the lives of their students through its *Teachers Make a Difference* program. From October 15 to November 10, students nominated a teacher who made a big difference in their lives. It garnered 475 nominations representing 238 teachers. Each recognized recipient of the *Teachers Make a Difference* program receives a \$300 donation towards their home school or campus breakfast or library program.

"Teachers care about the needs of their students and are responsive to their varied strengths and needs. These nine teachers are representative of all teachers and community college members in the province," says NSTU president Shelley Morse.



NSTU president Shelley Morse and Carrie Ann Curry.

The following NSTU members are being recognized as teachers who make a difference: **Effie Boutilier**, an English teacher at Dr. John Hugh Gillis Regional High in Antigonish; **Carrie Ann Curry**, an English teacher at Halifax West High School; **Gaye Dixon**, Phys Ed. and science teacher at Rankin School of the Narrows in Iona, Cape Breton; **Marie-Josée Doucet**, a Grade Primary teacher at École Beaubassin; **Roland Hannem**, a guidance counsellor at South Centennial and Yarmouth Central schools; **Michelle Longley**, a Grade 7 English teacher at Chester Area Middle School; **Chara Ross**, a junior high science teacher at Parrsboro Regional High; **Dr. Patrick Sherlock**, Chair, Research Ethics Board, Community College faculty member, School of Business, NSCC Waterfront Campus; and **Krista Wright**, a Primary teacher at Bridgetown Regional Elementary School.

Some of the reasons cited by students in their nominations as to why their teachers make a difference include: demonstrating kindness, patience, warmth and dedication, encouraging self-expression, being an inspiration, instilling passion, and making learning fun. A series of four 30-second vignettes was broadcast on CTV, focusing on the ways teachers make a difference, along with a 15-second spot announcing the randomly selected NSTU members. The vignettes are also posted on the NSTU's website at [nstu.ca](http://nstu.ca) through its YouTube station at [youtube.com/nstuwebcast](http://youtube.com/nstuwebcast).

**NSTU HOLIDAY HOURS**  
Closed Monday, December 23 to Wednesday, January 1  
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Close at Noon, Tuesday, December 24; Open Friday, December 27 and Monday, December 30; Close at 3:30 p.m. Tuesday, December 31; Open Thursday, January 2, 2014.

# people

## Colchester East-Hants Local—Open House



On October 30, the Colchester East-Hants Local held an Open House to officially open its new office. The new office is now located on the 3rd floor, of 802 Prince Street, Truro. Pictured (l-r) are: Kevin Harnish, Lori MacIntosh, Wendy Gould, Stephanie George, Brenda Morrissey, Colchester East-Hants Local president Robert George, Christine Caudle, Kathy Fougere, and NSTU president Shelley Morse.

## Shelburne Local school/media tour



On November 19, NSTU president Shelley Morse visited schools in the Shelburne Local and met with local media to discuss local public education issues. From (l-r): Lesley Smith, principal of Cape Sable Island and Clark's Harbour Elementary Schools; Dawn Smith, Shelburne Local president; Louanne Nickerson-Bower, NSTU rep, Clark's Harbour Elementary School; Wanda Nickerson, co-VP professional development Shelburne Local; and Morse.



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Layout, Advertising & Circulation: **Sonia Matheson**

ISSN 0382-408X

Published eight times a year (September-June) by the **Nova Scotia Teachers Union**

Return undeliverable Canadian addresses to: **3106 Joseph Howe Drive, Halifax, NS B3L 4L7**

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All materials for publication must be submitted 13 working days prior to printing date.

Submission deadlines for 2013-2014:

ISSUE	DEADLINE
January/February	January 10
March	February 7
April	March 14
May	April 11
June	May 23

Mailed under Canada Post Publications Agreement Number 40063555.

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## Peaceful Schools International



Above are members of the Peaceful Schools International Board members who gathered for the Ben Adams Award presentation. This award, which is awarded to a Saint Mary's University student who promotes peace education is named after the son of the founder of Peaceful Schools International. Ben Adams was the son of Hetty Van Gurp who was injured after being thrown violently to the ground by a student who had bullied him and later died of his injuries. Van Gurp, who started the League of Peaceful Schools and then Peaceful Schools International in 2001, was recently bestowed with the Order of Nova Scotia. (l-r) Shelley Morse (NSTU president); Rick Lewis (Training Coordinator, Department of Safe Schools, The School District of Palm Beach County, Florida); Greg Albers (Citadel High School); Joe Morrison (Vice-president and Principal, Millwood High); Heather Harris (President and Principal, Kingston & District School, AVRSB); Emily Anderson (Secretary); Bridget Brownlow (Conflict Resolution Advisor, Saint Mary's University); Hetty Van Gurp, ONS; Terry Kelly (singer, songwriter, & motivational speaker) and Clare Levin (Research Consultant, Research Power Inc.).

## Halifax County rep retreat

The Halifax County Local held its rep retreat at the Delta Halifax on November 1 and 2. NSTU president Shelley Morse dropped in to participate in the "NSTU FAQ" session, facilitated by Halifax County Local president Meg Ferguson, in which NSTU reps learn more about their regional contract, through an interactive "Jeopardy" style game.



Clockwise from the left: Duncan Cameron (Astral Drive Junior High), Gertrude Jennex (Georges P. Vanier Junior High), Angie Gelineau (Beaverbank Kinsaac Elementary School), Shelley Morse, Shannon MacFarlane (Rocky Lake Junior High) and Jodie MacLreith (Leslie Thomas Junior High).

## CSANE rep retreat



Above are members of the CSANE Rep Retreat held on October 26. Standing (l-r) are: Monique Tufts, Tonia Vautour, Marcelle Boudreau, Nathalie LeBlanc, Denise d'Entremont, Robbin May, Gisèle Comeau-Decoursey, Marie-Christine Delanée, secretary Joël Chiasson, NSTU president Shelley Morse, and NSTU executive staff officer Gérard Cormier. Seated (l-r): Véronique Tagliapetra, VP of PD Stacy Samson, CSANE Local president Ian LeBlanc, Renée Samson, CSANE provincial executive member Ian Comeau, Carmen MacDougall, and VP Communications Sue Larivière-Jenkins.

## NSTU's holiday greeting focuses on giving back with a Cape Breton backdrop

This year's Holiday Greeting, which will be broadcast on CBC, CTV, Global and Eastlink television for the last two weeks of December focuses on how NSTU members support many community programs and support their students and families.

"I am continually amazed at the number of community initiatives our members and their students are involved in throughout the school year," says NSTU president. "During the months of November and December this activity increases as well. Food Bank drives, Adopt-a-Family programs and supporting international programs are but a few of the many initiatives teachers and

Community College members support with their time and resources."

This year's greeting was filmed in Sydney, Cape Breton and featured students and Community College members from NSCC's Marconi Campus and teachers and students from Harbourside Elementary School in Whitney Pier. Student members of Harbourside's K-kids club are featured in the commercial.

"We are so proud to feature some of our Cape Breton members and their students in this year's greeting," adds Morse. "They went above and beyond in ensuring that we had a successful day of filming."



Above are some of the Community College members from the Marconi Campus featured in the 2013 NSTU Holiday Greeting. From left to right: Kara Thompson, professional support, librarian; faculty members Debbie McVeigh (School of Access); Bernadette Julien (Nursing); Carole Clark (Business); Blair Hill (Human Services); Debbie Turner (School of Access); Barbara MacNeil (Office Administration); and Quentin MacDonald (Trades & Technology).



Grade 5 students who are part of the Harbourside Elementary School's K-Kids club are featured in this year's NSTU Holiday Greeting. They are shown with teacher Marilyn MacDonald, NSTU president Shelley Morse, acting principal Arnold Burke and teacher Janet Sullivan.

Faculty and professional support members, and students at NSCC's Marconi Campus are involved in food bank drives, the Adopt-a-Family program, Cozy Toes and Mitten Tree, to name a few of the activities.

The K-Kids club, is an arm of Kiwanis International, in which elementary school students plan and participate in community service projects, serve their schools, local communities and beyond. Harbourside's K-Kids collect Christmas boxes for Cape Breton Transition House, food for The Loaves and Fishes food bank, and collect Casual Day money from teachers and

recyclables for the The Whitney Pier Boys and Girls Club. The club is also involved with The Elimination Project, in which Kiwanis International and UNICEF have joined forces to eliminate maternal and neonatal tetanus, and they volunteer for the school's breakfast program and create anti-bullying incentives for younger students.

A special thanks goes to Community College faculty member Debbie McVeigh, and Harbourside administrators Stephanie Black and Arnold Burke and teachers Janet Sullivan and Marilyn MacDonald for making it all possible.

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# from the nstu president

Shelley Morse



## Teachers Make a Difference Every Day

For a second year the NSTU has run a campaign to raise awareness of the remarkable 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 an NSTU member who has made significant contributions to the school/campus community and is/was a positive influence. Four hundred and seventy-five submissions were received and a total of 238 members were nominated. The responses detailed amazing work, dedication and commitment to students by our members. The comments we received describing members were uplifting and spoke volumes about the teaching profession.

The NSTU encouraged the public to nominate NSTU members from schools in each of the regional school boards, including Conseil scolaire acadien provincial (CSAP) schools, the Atlantic Provinces Special Education Authority (APSEA), and the Nova Scotia Community College campuses. Nine members were randomly selected and will be awarded certificates and \$300 will be donated to the member's school or campus for their breakfast program 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. This year, the new Minister of Education and Early Childhood Development is also sending letters of congratulations to the nine randomly selected members.

Public school and Community College members across the province contribute to their school and campus communities in many positive ways and these sentiments were echoed in the comments we received about the nominees. Each member of the NSTU volunteers their time to students, above the academic day, to make certain activities and school/campus events are successful: breakfast clubs, 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, elementary art clubs, and coaching, to name a few.

The adjectives used to applaud teachers included: inspirational; kind; witty; good listener; dedicated; sincere; selfless; amusing; generous; compassionate; supportive; understanding; funny; competent; creative; empathetic; cheerful; trustworthy; loving; and informative.

Some parents and students described their teachers as someone who – profoundly touched my life; makes you feel special; is a great person; never gave up on me; engages students with his knowledge of the subject areas; gets to know each student; is a fun principal; really cares about the job she does; goes above and beyond for my son with anxiety and learning disabilities; teaches from the heart; absolutely perfect; helps students in need; challenges students; gives his time freely to support student learning; teaches us about the beauty of what's inside each person; the best teacher in the world; understood my struggles, disabilities and strengths; creates a funny and safe learning environment for all her students; helps me realize my full potential; generous with her time; someone I can trust; wants me to achieve my dreams; supported me and my learning regardless of my personal struggles; made us feel like we mattered; and makes learning fun!

I was encouraged to see and hear that the sentiments described about our members were echoed in presentations at the first We Day Atlantic Canada event held at the Metro Centre on November 27. About 8,000 students and their teachers celebrated how youth can change the world and make a difference, and throughout the day-long event the positive contribution of teachers in students' lives was highlighted. It was a very moving experience, and teachers were recognized for motivating their students to give up their free time along with their own, to take on local and global initiatives around bullying, equal access to education, environmentalism, fighting poverty, and many more social justice causes.

The above comments reflect only a small portion of the numerous ways in which members of the NSTU make a difference in the lives of their students. Congratulations to all NSTU members and remember—you touch the lives of students in some way each day! Thank you for all you do to support students despite the ever-increasing demands on your time.



NSTU president Shelley Morse joins West Kings teacher Lynn Little and guidance counsellor Nancy Hennebery (far left), Barry Squires (far right back) West Kings Principal, Donna Griffin (second from right front) Kings Local VP Communications and students at We Day.

## Les enseignants font chaque jour toute la différence

Pour une deuxième année consécutive, le NSTU mène une campagne de sensibilisation pour faire prendre conscience du travail remarquable accompli par les enseignants et les membres du Collège communautaire dans les écoles et les campus de toute la province.

Par le biais de publicités télévisées et de médias sociaux, les parents et les élèves de la Nouvelle-Écosse ont été invités à proposer un membre du NSTU qui a contribué de manière significative à la communauté de l'école ou du campus et qui a ou qui a eu une influence positive. Quatre cent soixante-quinze propositions ont été reçues, et un total de deux cent trente-huit membres ont été proposés. Les réponses décrivaient en détail le travail, le dévouement et l'engagement extraordinaires de nos membres envers leurs élèves. Les commentaires que nous avons reçus au sujet de nos membres étaient encourageants et en disaient long sur la profession enseignante.

Le NSTU a encouragé le public à proposer des membres du NSTU issus des écoles de toutes les commissions scolaires régionales, y compris des écoles du Conseil scolaire acadien provincial (CSAP), de la Commission de l'enseignement spécial des provinces de l'Atlantique (CESPA) et des campus du Collège communautaire de la Nouvelle-Écosse. Neuf membres ont été sélectionnés au hasard et recevront un certificat; une somme de 300 \$ sera également versée à leur école ou leur campus à l'appui du programme de petits déjeuners ou de la bibliothèque. Toutes les personnes proposées, y compris des enseignants à la retraite, ont reçu une lettre de félicitations leur faisant savoir que quelqu'un leur avait rendu hommage pour leur travail, à l'intérieur et à l'extérieur de la salle de classe. Cette année, la nouvelle ministre de l'Éducation et du Développement de la petite enfance a aussi envoyé une lettre de félicitations aux neuf membres sélectionnés.

Les membres des écoles publiques et du Collège communautaire de la province contribuent à la communauté de leur école et de leur campus de multiples manières constructives et ces sentiments se reflètent dans les commentaires reçus sur les personnes proposées. Tous les membres du NSTU consacrent bénévolement du temps aux élèves, en plus de la journée scolaire, pour assurer le succès de diverses activités et rencontres dans l'école ou le campus : clubs de petits déjeuners, tournées d'orchestre, camps, chaperonnage de soirées dansantes, groupes de justice sociale, comités de remise des diplômes, soirées portes ouvertes au gymnase, alliances homosexuelles-hétérosexuelles, groupes d'activités, concerts, clubs de lecture, théâtre, clubs de course, clubs de danse, groupes d'activité physique, clubs artistiques élémentaires et entraînement sportif, pour n'en citer que quelques-unes.

Les adjectifs utilisés pour applaudir les enseignants étaient les suivants : stimulant, gentil, spirituel, attentif, dévoué, sincère, désintéressé, amusant, généreux, compatissant, solidaire, compréhensif, drôle, compétent, créatif, bienveillant, joyeux, digne de confiance, affectueux, et bien informé.

Les parents et les élèves ont utilisé les termes suivants pour décrire leur enseignant : a profondément touché ma vie; vous donne le sentiment d'être exceptionnel; est une personne extraordinaire; ne m'a jamais laissé tomber; intéresse les élèves grâce à sa connaissance de son domaine; apprend à connaître chaque élève; est un directeur sympathique; se soucie vraiment du travail qu'elle fait; va bien au-delà de son devoir pour mon fils qui souffre d'anxiété et de troubles d'apprentissage; enseigne avec le cœur; absolument parfait; aide les élèves dans le besoin; stimule les élèves; offre librement son temps pour soutenir l'apprentissage des élèves; nous montre la beauté qui est en chacun de nous; le meilleur professeur du monde; a compris mes difficultés, mes déficiences et mes points forts; crée un environnement d'apprentissage amusant et sécuritaire pour tous ses élèves; m'aide à réaliser mon plein potentiel; généreux de son temps; c'est quelqu'un en qui je peux avoir confiance; veut que je réalise mes rêves; m'a soutenu et a soutenu mon apprentissage, en dépit de mes difficultés personnelles; nous fait sentir que nous importons vraiment; et rend l'apprentissage amusant!

Il a été très encourageant pour moi de voir que les sentiments éprouvés à l'égard de nos membres se sont reflétés dans les présentations faites lors du premier We Day du Canada atlantique qui s'est tenu au Metro Centre le 27 novembre. Environ 8 000 élèves et leurs enseignants ont célébré comment les jeunes peuvent changer le monde et changer les choses et, tout au long de cette rencontre d'une journée, les contributions positives des enseignants dans la vie des élèves ont été clairement mises en évidence. Ce fut une expérience très émouvante, qui a rendu hommage aux enseignants pour les efforts qu'ils ont déployés en vue de motiver leurs élèves à offrir leur temps libre, à entreprendre des initiatives locales et internationales au sujet de l'intimidation, de l'égalité d'accès à l'éducation, de l'écologie, de la lutte contre la pauvreté et de nombreux autres enjeux de justice sociale.

Les commentaires ci-dessus ne reflètent qu'un tout petit aspect des nombreuses manières dont les membres de la NSTU font toute la différence dans la vie de leurs élèves. Félicitations à tous les membres du NSTU et n'oubliez pas – vous touchez la vie des élèves d'une manière ou d'une autre chaque jour! Merci pour tout ce que vous faites pour appuyer les élèves en dépit des exigences sans cesse croissantes qui sont imposées sur votre temps.

## PD Conference continues focus on building leadership skills

The annual Provincial Professional Development conference took place November 1 and 2 at the Delta Halifax. This conference provided professional development for NSTU's vice-presidents of professional development in Locals throughout the province, who in turn provide professional development opportunities for their Local members. Continuing within the *Our PD, Our Success, Our Future* theme, this year's conference featured a session on enhancing self-awareness, facilitated by executive staff officer, Debbie McIsaac.

"It's important to know yourself and know how you approach situations, how you engage differently in different situations," says McIsaac. "Knowing your motivations, emotions, personality, likes, dislikes, challenges, etc. is key in developing effective leadership ability."

The session focused on knowing your Emotional IQ, and its growing prominence in guiding others. "Emotional intelligence skills, such as articulating ideas well, developing rapport, building trust and obtaining consensus are becoming increasingly necessary in leadership positions," she adds.

The conference also featured bell-ringer sessions focusing on topics such as interviews, resumes and portfolios, an overview of NSTU PD grants and programs, and a session on Twitter, and how it can be used to enhance professional practice. The "Twitter 101" session was facilitated by Queens Local member Ian Kent, and participants were encouraged to tweet with #NSTUpd throughout the conference weekend and beyond, when having virtual conversations about professional development.



Above are new vice-presidents of Professional Development attending the annual NSTU Provincial PD Conference, who are new to their role this school year. From (l-r): PD staff officer Betty-Jean Aucoin, Ronald Robichaud (Community College Local), Margaret Gracie (Richmond Local), Jennifer Whittaker (Yarmouth Local) and Isaac Schurman (Kings Local).

## EDUCATION WEEK—April 20-26, 2014

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## Professional Associations Leaders Conference

The annual Professional Associations Leaders conference took place on November 22 and 23. This year's conference featured a session with PD staff officer Betty-Jean Aucoin, *Lead Like a Pirate*, which explores the six key traits of successful leaders. Presidents or designates from NSTU's 22 professional associations attending the conference were also able to network and learn more about their role, and share the professional development activities they encourage and assist in, within their respective fields. Queens Local VP of Communications Ian Kent, provided a session: *Learning, Teaching and Leading with Social Media*. Other sessions included an open-space café and enhancing self-awareness. This annual conference gives Professional Association leaders the opportunity to participate in their own professional development.



Clockwise from the bottom left: Wanda Fougere (NSTALL), Caroline Higgins (NSLTA), Sandy Keddy (ATENS), Jonathan Church (ATA), Jonathan Grady (EDANS), and David MacFarlane (MTA).

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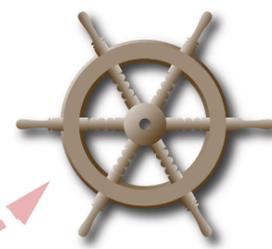
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# Charting Your Course FOR PROFESSIONAL DEVELOPMENT



## Partners Working Group: Aligning Teacher Qualifications with Learner Needs

by Debbie McIsaac, Executive Staff Officer, Professional Initiatives

In April 2012, the NSTU received an invitation from the Minister of Education to participate in a working group to review and make recommendations regarding the aligning of teacher assignments with teacher educational backgrounds. The initial letter from the Minister described the intention as, “to improve the match between what teachers are asked to teach and their training, background and experience.” This describes the complex factors that make a teacher a good fit for a particular assignment, depending on the circumstances, some combination of academic credentials, training, professional development and experience. The NSTU position, throughout this process, was and continues to support this broad scope of “being qualified” to expand beyond simply “educational background” or “academic background”.

The reality in many of our schools is that teachers face a challenge when expected to teach courses without having as much training, experience, or academic background as they would hope. Many teachers look ahead to this reality and plan their professional development with this in mind. Teachers must continue to have the autonomy to take the initiative to acquire the necessary skills, knowledge and training that will meet their needs, and ultimately the needs of the classroom. Although content knowledge is a critical component of effective teaching and is a key factor that affects quality instruction, it cannot be looked at in isolation. Effective teaching is also dependent on good pedagogy. Academic background alone does not equate to improved instruction.

With these points in mind the NSTU joined a diverse group of education partners to review current research, practices and processes and individual school board and Department policies as they relate to the alignment of teacher professional learning with the needs of the classroom. The mandate of the group was to: make recommendations on ways to improve the alignment of teacher academic background with courses taught; learn about teacher assignment processes in schools; examine the supply of teachers in certain subject areas; and consider how the Nova Scotia Virtual School operates and how distance education can help in ensuring courses are taught by teachers with related, relevant backgrounds. The Partners’ Working Group was also invited to make recommendations on ways to more effectively align teacher professional learning with the needs of students in Nova Scotia’s classrooms.

The Partners’ Working Group attempted to identify the strengths and challenges within the current system and develop recommendations to present to the Minister aimed at strengthening the alignment between teacher academic content background and courses taught.

These recommendations also ensure that teacher preparation and professional learning are designed to meet the needs of students in Nova Scotia’s classrooms and system priorities.

All education partners agreed from the outset that the Partners’ Working Group’s final recommendations would not impact existing provisions in current provincial or regional collective agreements.

Four questions were used to guide the discussion and feedback of the Partners’ Working Group: 1. How does the teaching assignment/hiring/endorsement process impact the alignment between teacher academic content and background and courses taught? 2. What best practices currently exist with regard to the teaching assignment/hiring/endorsement process that support effective alignment? 3. What challenges exist relative to the assignment/hiring/endorsement process with regard to alignment? 4. What actions can we take to achieve greater alignment?

After several months of meeting and reviewing the research, a final set of ten recommendations was presented to the Minister of Education and Early Childhood Development. The recommendations fall under six inter-related areas that the Partners’ Working Group felt would affect the positive change in creating a stronger alignment between teacher assignments and professional learning with the needs of students in our classrooms.

1. That the Department of Education and Early Childhood Development create a forum for education partners to stay informed and to collaborate, as required, to achieve greater alignment of teacher academic backgrounds and assignments of 1) teacher academic backgrounds and assignments and 2) teacher professional learning with the needs of students in Nova Scotia’s classrooms.

2. That the Department use current research and data to set provincial targets and work collaboratively with education partners to develop strategies to improve provincial trends in the alignment between teacher academic content background and courses taught.

3. That the Department examine provincial regulations related to endorsements to identify how current practices can be improved to meet the needs of the Nova Scotian school system.

4. That the Department work with education partners to develop provincial guidelines that ensure fair and equitable

hiring practices and address staffing processes (including hiring of new teachers and the assignment of current teachers) to increase alignment between teacher academic background and courses taught.

5. That the Department facilitate the development of a comprehensive framework for professional learning based on best practices in staffing, and support its implementation with principals and school board staff throughout the province.

6. That a series of programs be identified or created to allow teachers to gain additional qualifications in teaching divisions and/or subject areas.

7. That pre-service programs are informed by the most up-to-date information on curriculum, assessment and pedagogy.

8. That the Department continue to strengthen school-based professional learning that responds to the day-to-day learning needs of teachers and administrators.

9. That the Department work collaboratively with education partners to review the current approach to professional learning to identify priorities that are coordinated with the current needs of students in Nova Scotia’s classrooms.

10. That the Department implement standards of practice for professional learning and use the standards to inform decision making in planning and evaluating professional learning.

The importance of ongoing communication and collaboration among education partners was a major theme during meetings of the Partners’ Working Group. Achieving the recommended actions depends on the extent to which appropriate partners are engaged and the level of ongoing commitment to meeting the needs of students and teachers in our schools.

A full copy of the report and recommendations can be found on the NSTU website ([www.nstu.ca](http://www.nstu.ca)) under Communications, and on the Department of Education and Early Childhood Development website ([www.ednet.ns.ca/document\\_depot.shtml](http://www.ednet.ns.ca/document_depot.shtml)) under the headline of consultations/reports/teachers).

## NSTU presents professionalism session for Acadia University pre-service teachers

As part of the NSTU’s ongoing services for pre-service teachers and its University liaison program, Executive Staff Officers Gérard Cormier and Debbie McIsaac facilitated a session on professionalism on November 6 to Acadia University education students. Cormier and McIsaac provided an overview of the NSTU’s Professional Code of Ethics and provided a number of case study scenarios for students. In small working groups, students brainstormed and presented strategies that demonstrated ethical practice. The NSTU holds similar scenarios with Schools of Education in universities throughout the province.



From left to right: Allison Petrie, Assistant Professor, Acadia University’s School of Education, Gérard Cormier, and Debbie McIsaac. Seated: Second year secondary education students Sasha Benoir, Matt Jenner, Caleb Hill and Melanie Lawlor.



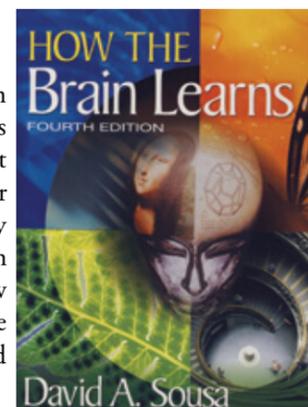
## Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Email your name, home address, and school or campus name with PD Giveaway in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by January 27 to be eligible for the draw.

**How the Brain Learns**  
By: David A. Sousa

Dr. David A. Sousa is well-known for his research on *How the Brain Learns* and illustrates useful strategies for teachers to use in the classroom. His newest edition, published by Corwin Press, dives even deeper into the world of neuroscience and psychology by presenting educators with even more thorough information on: memory systems, research on how the explosion of technology may be affecting the brain, current findings on brain organization and learning, and many more interesting topics.



## Holocaust Education Week seminar



On November 12, at the Temple Sons of Israel in Sydney, a group of teachers attended a full-day Holocaust Education Week seminar. This year the presenter was Lara Hana Brady, niece of Hana Brady, who is the subject of the book, movie, play and documentary - *Hana's Suitcase*. Brady drew on an amazing archive of personal photographs and stories to educate teachers about what can happen if we do not value human rights. Like Anne Frank, Hana represents one of the millions of innocent children who were murdered under Hitler's tyrannical rise to power in the middle of the 20th century.

Information about the work of the Holocaust Education Week Committee can be found at: <http://holocausteducationweek.tumblr.com/>.

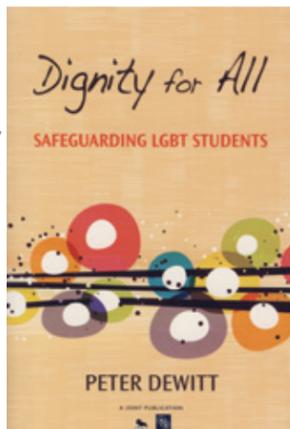
## EQUITY BOOK REVIEW

Nova Scotia Teachers Union

Email your name, home address, and school or campus with EQUITY in the subject line to [theteacher@nstu.ca](mailto:theteacher@nstu.ca) by January 27 to be eligible for the draw.

### *Dignity for All: Safeguarding LGBT Students* By: Peter Dewitt

This book is a useful tool for those in leadership roles in schools. *Dignity for All: Safeguarding LGBT Students* a book by Peter Dewitt and published by Corwin Press, contains specific strategies to create a safer and more positive environment for students who identify as lesbian, gay, bisexual or transgendered. This book contains cases, scenarios, stories and real-life vignettes as well as helpful resources to enhance professional development and to improve the overall learning environment for students.



## Substitute Liaison Conference

The Annual Substitute Liaison conference took place at the Delta Barrington in Halifax on November 22 and 23. Sessions included a The Substitute Teacher's Tool Kit, which was facilitated by Halifax County Local president Meg Ferguson and substitute teachers Bev MacLean and Kevin Hull. Bellringer sessions on topics such as the role of the substitute liaison, qualities of a good substitute, Johnson Insurance coverage and the AESOP program were also on the agenda for the conference.



From left to right: NSTU president Shelley Morse; VP of Communications Digby Local Susanna Haley; substitute teacher Sara Lockerby (Colchester-East Hants); member of the Substitute Teacher provincial committee Scott Hagell (Colchester-East Hants); and substitute teachers Crystal Patterson (Halifax County); Jannah Goreham and Meagan Smith (Shelburne).

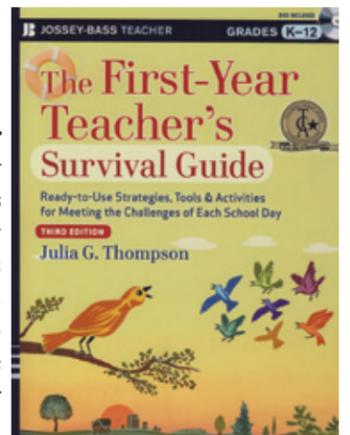
# fresh

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](mailto:theteacher@nstu.ca) by January 27 to be eligible for the draw.

### *The First-Year Teacher's Survival Guide* - Third Edition By: Julia G. Thompson

Julia G. Thompson's newest edition of *The First-Year Teacher's Survival Guide* published by Jossey-Bass, is an encyclopedia of tools, tips, tricks and activities for teachers entering their first year of teaching. With so many amazing components and information, Thompson covers Grades P-12 for teachers new to the classroom and will help them feel confident and prepared to take charge and to enhance the learning environments of their students.



## Congratulations to our book winners from October!

**FRESH** — MIKE MacNAMARA of Sydney

**EQUITY** — KELLY BARKER of Lunenburg

**PD** — AMBER FABER of Halifax

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## Recipes for success: How to know if a recipe is a healthy one?

by Joanne Lewis, Dietitian and Certified Diabetes Educator  
Manager, Diabetes Education / Canadian Diabetes Association

Reprinted with permission from [diabetescarecommunity.com](http://diabetescarecommunity.com)

Healthy cooking doesn't have to mean sacrificing taste, variety or the pleasure of eating. Everyone, not just people with diabetes, could use a healthy approach to cooking—which means a little less fat, sugar and salt; and more fruits, vegetables and whole grains. As an added bonus, diabetes-friendly recipes are also suitable for low-fat and lower sodium diets. One healthy recipe can go a long way to meet the health needs of different members of your family.

Whether you are searching for new recipes on the Internet or in cookbooks, there are a few tips that will make it easier to spot a healthy recipe. If you have family favorites you would like to adapt for someone with diabetes, speak to a dietitian who can help you transform favorite recipes into healthier meals for you and your family. Using the tips below can help you identify healthier recipes.

### 1. Look for recipes that contain healthy recipe ingredients

The healthiest ingredients are vegetables, fruits, lean meats, whole grains, and a small amount of healthy oils. Choose recipes that use:

- lentils, soy and legumes which are good protein sources and are low in fat;
- mostly whole-grain sources of grains and cereals such as whole wheat flour, rolled oats, barley, brown rice;
- lean meat or trimmed meat, skinless chicken/poultry, fresh fish or fish canned in water;
- unsaturated fats like non-hydrogenated margarine and oils such as canola or olive;
- reduced fat or low-fat ingredients such as skim or 1 per cent milk, low-fat cheese and yogurt;

### 2. Choose recipes that do not use unhealthy recipe ingredients

The least healthy ingredients are those that contain high amounts of sugar, salt, fat and refined or “processed” ingredients. Choose recipes that **do not** include:

- too much sugar—sugar in recipes doesn't need to be avoided altogether but should be limited to 1-2 tsp per

serving. This includes honey and syrup;

- too much fat – even too much “good” fat can provide extra unwanted calories. Aim for one to two tsp. per serving;
- whole milk products, a lot of regular-fat cheese or high-fat meats.

If you have a recipe that contains unhealthy ingredients, you can lighten the recipe by substituting with healthier lower fat alternatives. For example, sour cream can be replaced with low-fat plain yogurt.

### 3. Look for recipes that use a healthy cooking method

The healthiest cooking methods use little or no added fat and retain as much of the nutrients in the food as possible. Choose recipes that:

- need to be baked, roasted, or sautéed. Avoid recipes that require deep-frying. Recipes that require deep-frying can be prepared in a healthier way by stir-frying in a small amount of olive or canola oil; or substitute by baking instead;
- include grilling, steaming, boiling, stewing, or poaching. Microwaving is also a healthy cooking method;
- don't use a breading or batter to coat the fish, poultry or meat. In addition to absorbing more fat/oil, the added carbohydrates from the coating will affect blood sugar levels.

### 4. Choose recipes that include nutritional information

Many cookbooks and recipes today come with nutritional information. This tells you how much calories, fat, sugar, protein, carbohydrates, fibre and sodium the recipe contains in a serving.

- individual nutrient needs vary significantly from one person to the next. But as a general rule, a main meal recipe should have about 300 – 500 calories, at least two grams of fibre, no more than 10 grams of fat and less than 600mg of sodium in a serving;
- having nutritional information available on a recipe will help you decide whether a serving will fit



into your meal plan or whether the serving size needs to be decreased/ increased to meet your meal plan needs;

- for people with diabetes, the most important nutrient to look for is the amount of carbohydrate in a serving—especially if you are carb counting;

- to calculate “available carbohydrate” - which refers to the amount of carbs that will actually be absorbed into the blood and impact blood sugar levels - subtract the amount of fibre in a serving from the total amount of carbohydrate. Some recipes will give you the amount of “available carbohydrate” which means the fibre has already been subtracted.

## Did You Know?

**November is Diabetes Awareness month.** This year's theme *Who are You fighting for?* is raising awareness about the need to fight for people living with diabetes. In Nova Scotia, 98,000 people are living with diabetes and the goal of the campaign is to raise awareness about the challenges of living with diabetes. **To learn more, visit [diabetes.ca](http://diabetes.ca) or phone 1-800-BANTING (226-8464) and join the fight against diabetes.**

## Community College rep Council



NSTU president Shelley Morse dropped in at the Community College's Rep Council meeting, which took place at the Delta Halifax on November 22. The Council meeting was held prior to the Local's General meeting, which took place on November 23. From left to right: Leon Cordeau P.Eng., faculty member at the Waterfront Campus; Scott McKellar, faculty member at Akerley Campus; Bonnie Boivin, faculty member, Akerley Campus and Betty O'Neill, professional support member, Marconi Campus. It was a special rep council meeting for McKellar, a long-time active Community College member. It will be his last Community College Local meeting before he begins his retirement.

For previous *The Well Teacher* articles, go to [www.nstu.ca](http://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](mailto:Be_Well@nstu.ca)

Please contact Erin at [ekeefe@staff.nstu.ca](mailto:ekeefe@staff.nstu.ca)  
and provide your NSTU email address.  
This list provides information about the EIP and  
other wellness topics.

## NSTU Leader Profile

### TAMMY LANDRY - Antigonish-Guysborough NSTU Provincial Executive



Music specialist and Antigonish-Guysborough Co. provincial executive member Tammy Landry, is in her 26<sup>th</sup> year of teaching, but she has been an active member of the NSTU for close to 24 years. Former Guysborough Co. Local president Derek Hayne and former Antigonish-Guysborough Co. provincial executive member Keith Skinner, were instrumental in getting her involved. “They initiated me into the NSTU, and I became a school rep in my second year of teaching, and have been hooked ever since.”

Being “hooked” has included a long-time commitment to her professional association, the Nova Scotia Music Educators’ Association (NSMEA) since the early 1990s. “I’ve been president, past president and conference co-chair for five years,” she says. She is currently the vice-president of NSMEA.

A native of Saint John, New Brunswick, Landry, a trumpet major, graduated from Mount Allison University with both her Bachelor of Music and B.Ed. She began her

teaching career in 1988 in Guysborough Co. and taught in three schools there; St. Mary’s Elementary Education Centre; Mulgrave Memorial School and Guysborough Municipal High School. She started teaching in Antigonish in 1997, and has been the music teacher at Antigonish Education Centre, a Primary to Grade 4 school, since 2006, where she taught resource and music from 2000-04. Other schools in the Antigonish Local where she has taught include, Braemore Elementary, H.M. MacDonald Elementary, and East Antigonish Education Centre/Academy.

Landry believes in being the change. “I felt it was my duty to get involved and if I wanted to see change I needed to be part of it,” she says. “I always like to help and find answers for my colleagues, as well.” She has provided ongoing Union guidance to her members while she was the Strait Regional Representative Council (RRC) Chair in 2001-02, Antigonish Local president from 2008-10, and in her current position as provincial executive member. She is the chair of the provincial executive’s Nominating Committee, a member of its Governance and Policy Committee, and serves as co-chair of the Article 60 committee for her RRC.

Things have come full circle for Landry since she became a rep in 1990. She currently teaches music to Derek Hayne’s grandsons, who are in Grade Primary and Grade 3 at her school.

A mother of three, her oldest child is a fourth-year student at St. F.X. “My oldest, Kerrin, is very much involved in leadership at St.F.X.” she says. “I’ve tried to instill the importance of getting involved in my own children.”

Landry does worry about the younger generation of teachers though. “It has been more challenging with the increased workload for teachers— if all we had to do was teach!” she declares. “I’m lucky my kids are older now. It’s hard for our young teachers to get involved in the NSTU.”

Her term with the provincial executive will be up at the end of July, but she still wants to maintain her involvement at the regional and/or Local level. She still has a few years before she wants to retire. “I’m about ten Christmas concerts away,” she says.

She knows that the personal touch and consistent connection with members will help the organization continue to thrive. “I have enjoyed the challenge,” she says. “Our challenge as an organization to make changes internally so we remain relevant is important. We will need to continue to make the tough decisions, so people see the real value of the NSTU.”

She will of course continue to be a committed member of the NSMEA, and her first passion, teaching music. “I became a music teacher because of my own school music teacher. Her enthusiasm generated into her students, and I try and do that for my students,” she comments. “Since Grade 5, I knew what I wanted to do and my involvement in the NSMEA gives music teachers an opportunity to have a voice. The arts are important and NSMEA plays a role.”

Landry is proud of the impact she makes for members and for her students. “When I hear the kids sing songs in the hallway, that we’ve done in class, I know I’ve made a difference. That’s the big impact— a lifelong love of music.”

# 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:

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

Original pictures or images related to submitted content are appreciated.

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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 langue et de la cohérence.

Les directives relatives aux collaborateurs sont disponibles en consultant le site Web du NSTU — [www.nstu.ca](http://www.nstu.ca)

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Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d’AVISO pour 2012-2013 sont les suivants:

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## WISEatlantic invites you to attend:



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Results of our recent Gr. 7-9 survey on STEM career choices will be discussed. Over 550 respondents participated in this study. Find out about the differences between male and female students with respect to teacher influences, subject interest, impact of STEM engagement, Etc. Copies of our Executive Summary Report will also be available.

**When:** January 23<sup>rd</sup>, 2014

**Time:** 4:30 - 6:30 p.m.

**Where:** Seton Academic Building, Room 404, Mount Saint Vincent University, Halifax, NS

Contact Ms. Sally Burke at [WISEatlantic@msvu.ca](mailto:WISEatlantic@msvu.ca) for more information or visit our website, [www.WISEatlantic.ca](http://www.WISEatlantic.ca)



# 2013 NSTU Conferences

*Teacher volunteers organize 500 curriculum sessions for 30th provincial PD day*

On October 25, classroom teachers, specialists, administrators, school psychologists, speech-language pathologists, school guidance counsellors, APSEA teachers and Community College faculty participated in the 30<sup>th</sup> annual Provincial Professional Development Day. NSTU members had their pick of one of 22 teacher-organized conferences around the province. Close to 7,000 members attended conferences in Antigonish, Clare, Milford, Sydney, Westville, Yarmouth and the HRM participating in 500 keynotes, plenary sessions, panel discussions and workshops.

“This premier professional development opportunity enables teachers to receive resources, learn new strategies and come to new understandings of practice to support students,” says NSTU president Shelley Morse. “It’s just one way our members engage in life-long learning to improve their professional practice for student success.”

Each conference, organized for elementary and young adolescent teachers, math, science, social studies, English and French teachers, or for adult educators, guidance counsellors and other specialists, is planned, developed and implemented by volunteer educators. “The organization of these conferences represents the incredible dedication of teachers to the improvement of education in the province,” continues Morse. “Committed NSTU members volunteer countless hours to plan and deliver an astounding array of workshops and sessions for each professional association, from one conference to the next. Plans are already underway for next year.”

*Below are just a few highlights from the many conferences that took place on October 25.*

## Association of Adult Educators

This year’s AAE conference was held again at the NSCC’s Marconi Campus in Sydney. Keynote speaker Don Fraser presented: *The 8 Cornerstones of Great Teaching, Learning and Careers*. Fraser, a leading authority on student success and retention, and former professor at Durham College, focused on creating classroom chemistry, a positive, powerful and motivating classroom atmosphere and maintaining it for a whole semester.



*Don Fraser is shown above addressing delegates of the AAE conference.*

## ATYA - Association of Teachers of Young Adolescents

The Association of Teachers of Young Adolescents (ATYA) celebrated its 16<sup>th</sup> conference this year at Riverside Education Centre in Milford Station, where it has been hosted for the past 15 years. This year’s theme was *Middle of the Road . . . Help Me Find My Way*, and the day began with Dr. Neila A. Connors, teacher, administrator and adjunct professor at Florida State University. Her organization N.A.C. (Networking And Client), CONNECTIONS INC. is dedicated to the implementation of positive attitudes and actions and she coaches people on how to “build their own bridge for a successful life.”



*NSTU president Shelley Morse met with members of ATYA executive on Provincial PD Day. From left to right: Simon Gatto (member-at-large); Morse; Dawn Chapman (president); Starr Pettipas (registrar and conference chair); Carolyn Serton (member-at-large); Nancy Doyle (founding member, past president and new secretary); Jillian Rowe (secretary) and Joe Doyle (treasurer).*

## MTA - Mathematics Teachers Association

This year’s MTA conference with its theme *Seeing Things from a Different Angle*, was held in a new location, at the new Charles P. Allen High School in Bedford. The conference featured several sessions on using Mimio technology to teach mathematics and the new mathematics curriculum. Special guest Ian VanderBurgh from the University of Waterloo presented three different sessions, which focused on problem solving and applying mathematics in the real world.



*Above are some of the volunteer MTA teachers and MTA executive members from this year’s conference (left to right): Maureen MacInnis, Patti Kennedy (member-at-large Chignecto), Robin Harris, Anne Pentecost (Webmaster), Elinor Cameron (Registrar), Darlene MacKeen Hudson, Keith Partridge (member-at-large, CSAP), Anthony Grover, Marlene Urquhart (past president), David MacFarlane (president), Joe MacDonald (vice-president), Jocelyn Procopio (secretary), Leslie Cunningham (member-at-large, Tri-county), and NSTU president Shelley Morse.*

## NSMEA - Nova Scotia Music Educators’ Association

Music teachers and NSMEA executive are shown with the conference keynote speaker, music therapist Sharon Katz. Katz, who hails from South Africa discussed her groundbreaking project, *The Peace Train* that united hundreds of South African children through the power of music. The *When Nova Scotia Voices Meet: Music Education Matters* themed conference had 265 delegates this year, and included sessions on choral, Orff and strings and featured performances from HRSB choirs and the Mount Allison Jazz ensemble.



*From (l-r) are: Caitlin Wilson, P-Grade 4 music teacher at Burton Ettinger school in Halifax; Lesley Ann Andrews, Sydney River Elementary Arts Education Consultant and music teacher, NSTU president Shelley Morse; Kingswood Elementary music teacher James Jackson; Sharon Katz; Donald Westcott, NSMEA president and conference chair; Tammy Landry, NSMEA vice-president; and Gillian Campbell, Grade 6 to 9 band teacher at Leslie Thomas Junior High School in Lower Sackville.*

# Professional Associations



## NSSCA - Nova Scotia School Counsellors Association

The NSTU president dropped into the Nova Scotia School Counsellors Association (NSSCA) social on October 24 in downtown Halifax. This event, which took place the evening before NSSCA's day-long conference at the Marriott Hotel was generously sponsored by Mount Saint Vincent University. This year's NSSCA conference featured a morning keynote: *The Impact of Insufficient Sleep on Learning and Mental Health* with Dr. Penny Corkum and Dr. Aimée Coulombe, and an afternoon panel discussion: *Working Together: Supporting Students and Their Families*.



Shown with Shelley Morse are: NSSCA Director Tina Kennedy-Lohnes, NSSCA Director Marc Breaugh, Bev Roy, Emilie Pineo, NSSCA Director Colin MacKay, and NSSCA president Teri Cochrane.

## PISA - Psychologists in Schools Association



Above are delegates who attended the PISA (Psychologists in the Schools Association). This year's conference took place at Mount Saint Vincent University with presenter Dr. Steven Feifer and the topic *Learning and the Brain*. Shown are school psychologists that work for the South Shore Regional School Board with PD executive staff officer Betty-Jean Aucoin, from left to right: Shannon Hartlen, Beth MacInnes, Aucoin, Janine Brennan, and Kelly Humphries.



Christine Mathieu, a science immersion teacher at Truro Junior High School and Robyn Woods a substitute teacher with the Chignecto-Central Regional School Board are shown making stand-up desks at the NSTEA conference.

## NSTEA - Nova Scotia Technology Education Association

About 230 tech ed teachers and other teachers from across the province gathered at Northumberland Regional High School for a hands-on day of workshops for the NSTEA (Nova Scotia Technology Education Association) conference, with this year's theme of *Re-Energizing Tech Ed!* The hands-on workshops included, *Rustic Furniture Design, Legomania, Green Energy, Fun with Electronics* and *Woodmizer*.



NSTU president Shelley Morse visited NSTU members attending the conference and is shown with members of the NSTEA executive at Northumberland High's school mill. From (l-r) are: Loren Johnson, NSTEA vice-president, who teaches at Donkin-Gourie Complex; Joe Bellefontaine, NSTEA past president and conference chair, who teaches at MacLennan Junior High in Sydney; NSTEA conference co-chair Colin Todd, who teaches at Northumberland High School in Pictou; and NSTEA member-at-large and communications Jeff Raine, who teaches at Yarmouth Consolidated Memorial High School. NSTEA executive members missing: Robert Whiteside, NSTEA president; Tim Kennedy, Lyndsay Randall, and Cameron Hartly.

## TAPHE - Teachers Association for Physical & Health Education

Phys Ed and health education teachers converged on École secondaire du Sommet in Bedford for their annual conference on October 25 and 26 which included full-day workshops on cycling, outdoor education, table tennis and skateboarding.



Delegates at the annual TAPHE conference learn about Capoeira, a Brazilian martial art form that combines dance, acrobatics, music, ritual, philosophy and folklore.



Shown with student volunteers at this year's TAPHE conference are some of the conference committee members: Carly Sutherland (first on the left) a drama and leadership teacher at Charles P. Allen High School, TAPHE president Stephen Ranni from Harbourside Elementary School in Sydney; Conference Chair Jason Flinn from Charles P. Allen High School, and conference committee members Tara MacDonald and Catherine Lutz from Prince Arthur Junior High School.

## Teachers' use of "short excerpts" in the classroom

Recent changes to fair dealing in Canada's copyright law provide new benefits for teachers and the learning process in the classroom. One such benefit is the ability for teachers to now make copies of "short excerpts" from copyright-protected works for students without having to ask for copyright permission or pay copyright royalties. Short excerpts can be taken for education purposes from published works, books or magazines, films, television programs, recordings and music.

### The Fair Dealing Guidelines

*Fair Dealing Guidelines* have been developed to explain the parameters of the fair dealing provision and to clarify the meaning of "short excerpts." The *Fair Dealing Guidelines* may be used as an institutional policy by schools, school boards, and ministries of education. The guidelines describe the uses of copyright-protected works that, in the opinion of legal counsel, are permitted without permission from the copyright owner or the payment of copyright royalties under fair dealing.

The *Fair Dealing Guidelines* describe a safe harbour, not absolute limits. Copying or communicating a copyright-protected work

within the limits prescribed in the guidelines will, according to the advice of legal counsel, almost certainly be fair under fair dealing. Copying or communicating beyond the prescribed limits may, or may not, be fair.

Uses of copyright-protected works beyond the limits in the *Fair Dealing Guidelines* require an evaluation of whether the proposed educational use is permitted under fair dealing. If the use is not permitted under fair dealing, or another user's right in the *Copyright Act*, prior written permission must be obtained from the copyright owner or copyright collective. There may be a transaction fee required to use the material. If this process has not been followed, there

is a risk that the use is contrary to law. In these cases, proceeding with the planned use is copyright infringement.

### What are short excerpts?

The *Fair Dealing Guidelines* describe "short excerpt" as:

- up to 10 per cent of a copyright-protected work (including a literary work, musical score, sound recording, and an audiovisual work);
- one chapter from a book;
- a single article from a periodical;
- an entire artistic work (including a painting, print, photograph, diagram, drawing, map, chart, and plan) from a copyright-protected work containing other artistic works;

• an entire newspaper article or page;

• an entire single poem or musical score from a copyright-protected work containing other poems or musical scores;

• an entire entry from an encyclopaedia, annotated bibliography, dictionary, or similar reference work.

To qualify as a "short excerpt," educators must also know:



(continued on page 15)

## Oxford Regional Education Centre participate in Antibullying Day

All Oxford Regional Education Centre students from Grades Primary to 12 participated in a number of *Stand Up and Speak Out* activities on September 12. In the morning, teachers in each classroom led all students through the *Stand Up and Speak Out* pamphlets where they carried out discussions about bullying. In the afternoon, in what has become an annual event, all students and staff gathered together to form a peace sign to help foster awareness for anti-bullying issues. Following the peace sign activity, all watched the anti-bully video newly produced by CCRSB. Proudly, many students from our Grade 3 class star in this video. At the very end of the assembly, as a WITS (Writers in the Schools) school, all staff and students watched "You've Got WITS" by Keishja Kox. It was a powerful day for all at OREC.



Photo: Mathew Aldred

## executive highlights

### October 18

- Filed table officers report;
- Selected members to serve on the Substitute Teacher Committee with a term to end July 31, 2014;
- Selected the Chair for the Curriculum Committee;
- Selected a member to fill a one-year term replacement on the Equity Committee;
- Selected the Chair for the Equity Committee;
- Selected a Community College member to serve on the College Union Committee – Professional Support;
- Granted six Out-of-Province Conference Grants of \$375 each, with two alternates; Janice Graham-Migel, Halifax County; Krissy Brewer, Dartmouth; Lori Richard, Inverness; Elizabeth Thomas, Digby; Carmel Rooney, Halifax City; Milton Bonnar, Northside-Victoria; Melanie Kennedy, Halifax County; Daniel Doroshenko, Colchester-East Hants. Alternates: Ryan MacDonald, Yarmouth; Terrance Garland, Cape Breton District.
- Approved a recommendation that the authority to accept or reject resolutions to Council received after the due date based on extenuating circumstances lies with the Provincial Executive under the Operational Procedure 17. Resolution Procedure – (vii) Time Lines;
- Approved a recommendation that Annual Council 2015 be held at the World Trade & Convention Centre on May 8-10, 2015.

### November 29

- Filed table officers report;
- Selected six candidates and two alternates to the John Huntley Memorial Internship Program;
- Approved amendments to the Group Insurance Trust Fund – Trust Deed;
- Approved the 2013 edition of the Shelburne Local Constitution;
- Approved a recommendation that the Executive Director write to the Department of Education and Early Childhood Development regarding report cards;
- Approved a recommendation that staff investigate the Summer Leadership training module currently in place;
- Approved a recommendation that the



## NOVA SCOTIA TEACHERS UNION 2013 - 2014 COMMITTEES

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

### STANDING COMMITTEES

#### Program

**Curriculum Committee:** Sarah Tutty, Chair, Queens

**Equity Committee:** Robert Lelievre, Chair, Inverness; Garland Standing, Northside-Victoria (one-year term replacement)

**Substitute Teacher Committee:** Rae Brown, Chair, Dartmouth (2014); Alison Egelhoff, Halifax County (2014); Scott Hagell, Colchester-East Hants (2014); Natalie Doroshenko, Colchester-East Hants (2014); Sara Lockerby, Colchester-East Hants (2014).

### COLLECTIVE AGREEMENT COMMITTEES

#### Community College Committee:

**College-Union Committee:** Alan Gaudet (Professional Support member)

deadline for the Membership Registry be extended to Dec 6 for 2013 only;

- Approved a recommendation that a news release be issued drawing connections between Child Poverty in Nova Scotia and student success;
- Approved that voting day for the NSTU Presidential election be held on Wednesday, May 21, 2014;
- Approved that the second voting day for the NSTU Presidential election, if needed, be held on Thursday, May 29, 2014;

Appointed Brian Forbes as the Provincial Returning Officer for the 2014 NSTU Presidential Election;

- Approved the 2013 edition of the Annapolis Valley Regional Representative Council Constitution;
- Appointed Sheila Landry, Director of School Board Labour Relations as the second Limited Government Trustee on the Group Insurance Trust Fund;
- Processed the 2013 Policy Review on Professional Development for Council

## Book Giveaways

*Charlie and the Little Spoon* is suitable for reading circles in Grades 1-3. Please email your name, complete mailing address and name of school/campus with 'FEED NOVA SCOTIA' in the subject line by January 27, 2014 to: [theteacher@nstu.ca](mailto:theteacher@nstu.ca) to be eligible for the draw.



This deluxe set of *The Little Prince* includes a hardcover book, CDs, and an exclusive audio download code for an unabridged narration by the Academy Award nominee Viggo Mortensen.

This gift set is suitable for Elementary Grades. Please email your name, complete mailing address and name of school/campus with 'THE LITTLE PRINCE' in the subject line by January 27, 2014 to: [theteacher@nstu.ca](mailto:theteacher@nstu.ca) to be eligible for the draw.



2014: reaffirming four and amending six policies;

- Approved a recommendation that an on-line form be developed and available on the NSTU website for electronic submission of resolutions to Annual Council, with changes to Operational Procedure 17 (iv) A to reflect the procedure;
- Approved the tentative Professional Executive Staff Agreement effective August 1, 2012 to July 31, 2015.

## Amazon Trip 2013—Free the Children

by Lori Brown, Guidance Counsellor, Millwood High

In August, 2013, three Charles P. Allen students and I travelled to the Amazon in Ecuador with *Free the Children*. We took part in the “Adopt-A-Village” initiative, learning about the indigenous Kichwa culture and helping to build a school for underprivileged children.

Myself, Breanna Clark, Abby Oyler and Lauren Black, Grade 11 students at C.P. Allen High School, stayed in the Minga Lodge in the Amazon jungle for ten days. We interacted with and got to know the local children and women in the communities. Our guide, Maurizio, who could speak Kichwa and English, translated for us.

We visited and learned about Cocoa farming and the very little money the workers receive for growing, harvesting and exporting cocoa for chocolate making. We played with and worked with the Kichwa children every day who were beautiful, happy children despite the fact that many of them had parasites from drinking from the river and had no furniture nor appliances in their homes. They had no toys or shoes and did not speak the official language of Ecuador, which is Spanish. As we realized that these children would not be able to advocate for their rights with their government, unless they obtained an education and learned to speak Spanish, we became even more motivated to help with the school construction.

Millwood High School is presently raising money for a group of students to travel to Ghana in the summer of 2015 to build a school with the Adopt-a-Village program developed by Free the Children.



C.P. Allen students Lauren Black, Breanna Clark, and Abby Oyler with children from the Amazon jungle.



Group photo



C.P. Allen students Breanna Clark, Lori Brown (guidance counsellor at Millwood High), Lauren Black, and Abby Oyler.

**beyondimages**  
a self-esteem and body-image curriculum

GRADES  
4-8

LESSONS  
20+

\$0

at [www.beyondimages.ca](http://www.beyondimages.ca)

**MORE** than half of children report being involved in appearance based bullying. *Be part of the solution.*

**A positive body-image can lead to better self-esteem, emotional stability, happiness and confidence in children.**

**TEACHER ADVANTAGES:** a comprehensive media literacy curriculum written by teachers that includes:

- Lesson objectives
- Lesson plans and contemporary mixed media examples
- Student worksheets
- Evaluation rubrics
- Curriculum outcomes matched for all provinces
- Free!

*Beyond Images* helps students understand how and why media messages are constructed – and then learn to make their own. *Beyond Images* explores current concepts of what it means to ‘fit in’.

Join us on this journey of self-discovery and build understanding and resilience towards negative messaging in students and in the schoolyard. *Beyond Images* meets students where they’re at and takes them further.

Developed by the National Eating Disorder Information Centre ([www.nedic.ca](http://www.nedic.ca))  
*Beyond Images* is generously supported by the Dove Self-Esteem Project

**nedic**



## Halifax City/Dartmouth Local rep retreat



The Halifax City/Dartmouth Local Rep Retreat was held at the Atlantica Oak Island on November 14 & 15. Shown from (l-r) are: Mark Savoury, Dartmouth Local president; Ben Sichel, Dartmouth provincial executive member; Keri Butler, Halifax City provincial executive member; Sarah McCann, former NSTU rep of Chebucto Heights/newly elected member-at-large for Halifax City Local; Damon Grennan, NSTU rep of South Woodside Elementary, Dartmouth Local; Achilles Huczel, teacher at Fairview Heights/John W. MacLeod and NSTU rep at John W. MacLeod; NSTU president Shelley Morse; Liette Doucet, Halifax City Local president; and Joanie Cunningham, NSTU rep of Ellenvale Junior High, Dartmouth Local.

The deadline for the January/February issue of *The Teacher* is January 10.

Contact Sonia Matheson at 1-800-565-6788 / [theteacher@nstu.ca](mailto:theteacher@nstu.ca)



### Overseas opportunities for Nova Scotia Teachers

Recruitment will soon commence for September 2014 openings in the Nova Scotia international programs. Teach in an exciting environment or apply your school leadership expertise to a new set of challenges. Nova Scotia programs in China (grades 10-12) and the UAE (grades p-12) offer:

- competitive pay
- annual return flights
- apartment or living allowance
- paid holidays

Live, work and experience a new culture, while giving students the best that Nova Scotia has to offer.

To learn more, email us at: [internationalprograms@gov.ns.ca](mailto:internationalprograms@gov.ns.ca)

“Twenty years from now you will be more disappointed by the things that you didn’t do than by the ones you did do. So throw off the bowlines. Sail away from the safe harbor. Catch the trade winds in your sails. Explore. Dream. Discover.” —Mark Twain

From time to time, opportunities arise throughout the year for short-term positions. If you would like to be considered for these positions, please register your interest at [internationalprograms@gov.ns.ca](mailto:internationalprograms@gov.ns.ca)



## Lunenburg County Local Stands for Education

On October 4, members of the Lunenburg County Local held a Stand For Education march, as part of the public affairs activities that the Local engaged in during the most recent provincial election. The march included stops and visits with each candidate running in the Bridgewater riding. NSTU president Shelley Morse joined members for the event.



## Fall Huntley Internship

The first round of John Huntley interns for the 2013-14 school year were at NSTU Central Office on October 23 and 24. The two-day internship provides NSTU members a hands-on approach to learning more about the important programs and services the Union offers its members. Through engaging with NSTU staff in administration, professional development, public relations and communications, and member services departments, and NSTU counsellors and Early Intervention Program occupational therapists Huntley interns get a better sense of the role the NSTU plays in their professional lives.

The following six candidates were selected at the November 29 provincial executive meeting to participate in the John Huntley Memorial Internship Program: Michelle Gillis, Colchester-East Hants; Anna Mae Muise, Cape Breton District; Nancy Bradley, APSEA; Gillian Costelo, Halifax City; Byron Butt, Lunenburg County; and Sarah Offman, Dartmouth.



John Huntley interns are shown with professional services staff officer, Angela Murray, who is the NSTU’s Coordinator of Communications and Public Relations. Back row: (l-r) Wayne Royal (Cape Breton District), a Grade 6 teacher at Glace Bay Elementary School; Murray; and Jeffrey Raine (Yarmouth), a Business and Tech Ed. Teacher at Yarmouth Consolidated Memorial High School. Front row: Ronnie Carew (Cape Breton District), vice-principal at Shipyard Elementary School; Tracy Power (Halifax County), a core French teacher at Musquodoboit Valley Education Centre and Upper Musquodoboit Education Centre; and Angela Ewing (Halifax County), a Grade Primary French Immersion teacher at Sunnyside Elementary School in Bedford. Missing: Community College provincial executive member Joe Salah.

### The John Huntley Memorial Internship Program

The deadlines for applications for the John Huntley Memorial Internship Program for the 2013-2014 school year are February 15 and April 15.

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

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

**Nova Scotia Teachers Union**

## Technology for Teachers Fund helps upgrade classroom technology

Teachers in 16 Nova Scotia schools were selected for grants of up to \$5,000 each to purchase new technology for learning in their classrooms as part of the \$75,000 TELUS Technology for Teachers Fund.

"The teachers who applied proposed some great uses for technology to improve the learning environment. We chose the applications that demonstrated the most innovative and effective uses for technology to help students learn," said Gen. (Ret.) Rick Hillier, Chair of the TELUS Atlantic Canada Community Board. "In all cases, teachers intend to use technology to help students engage more deeply in their education."

The TELUS Atlantic Canada Community Board involved members of the education sector in the selection process. The Board selected 16 teachers to receive grants of up to \$5,000 to upgrade the technology in their classrooms. TELUS received more than 100 applications, with many looking for funding to purchase tablets, SMART boards and learning software for classrooms.

Some of the grant recipients include:

- Primary students at Elmsdale District School will receive \$5,000 for mini tablets that will help them access literacy resources to practice their reading and writing skills.

- Students with special needs at West Hants Middle School will benefit from a \$4,000 grant for tablets to improve their phonological awareness, learning skills and social abilities.

- Elementary school students at St. Andrews Consolidated will have access to software to help them learn music literacy, compose songs and practice singing with a grant of \$4,500.

- Rockingstone Heights will receive \$5,000 to help Grade 6 students who were not engaged in their classes to have access to tablets to supplement their learning with online resources.

"I have been working at inner-city schools for my entire teaching career and I have noticed the highest engagement comes when students used technology to explore and present ideas," explained Crystal MacLean, a teacher at Rockingstone Heights, in her application.

The TELUS Technology for Teachers Fund is part of TELUS' national Phones for Good campaign. For every new smartphone purchased in Nova Scotia between February 7 and August 7, 2013, TELUS gave \$25 to this fund, to a maximum of \$75,000.

## Lunenburg County rep retreat



On November 23 NSTU president Shelley Morse joined the Lunenburg County Local for its annual rep retreat. Shown with Morse are NSTU reps Carol Cleveland and Claire Eddy, Lunenburg Local treasurer Raymond Aucoin, Lunenburg Local president Jaylene Chase, and Lunenburg Local secretary Annette Carey.

(continued from page 12)

Copying or communicating multiple short excerpts from the same copyright-protected work with the intention of copying or communicating substantially the entire work is prohibited.

Copying or communicating that exceeds the limits in these *Fair Dealing Guidelines* may be referred to a supervisor or other person designated by the educational institution for evaluation. An evaluation of whether the proposed copying or communication is permitted under fair dealing will be made based on all relevant circumstances.

To place these "short excerpt" conditions into the proper context, teachers are urged to read the full *Fair Dealing Guidelines*.

### Know your Copyright Law

Education departments and ministries,

as well as school boards and teacher associations across the country, encourage awareness of and respect for copyright. Teachers and school staff should know the basics of copyright law; as they set the example for their students.

Teachers are encouraged to download a copy of the full set of *Fair Dealing Guidelines* from the Council of Ministers of Education, Canada Website: [www.cmec.ca](http://www.cmec.ca). Posters containing the guidelines should be posted next to all photocopiers and scanners.

*Copyright Matters* booklet has been distributed to schools, these materials can be downloaded from the CMEC website or found on the CTF website [www.ctf-fce.ca/Documents/Copyright/Copyright\\_Matters%203rd%20Edition.pdf](http://www.ctf-fce.ca/Documents/Copyright/Copyright_Matters%203rd%20Edition.pdf)

**For an up-to-date list of DEALS & DISCOUNTS for NSTU members (including retired members), please email [theteacher@nstu.ca](mailto:theteacher@nstu.ca) phone 1-800-565-6788 or visit the website at [www.nstu.ca](http://www.nstu.ca)**

**Take a shot at reducing waste.**



**Nova Scotia Recycles Contest!**

Get creative and win **\$55,000** in cash, prizes and scholarships. Open to students in grades P-12. colouring and design contests • video challenge • essay competition • visit [putwasteinitsplace.ca](http://putwasteinitsplace.ca) for more information. Early bird deadline: Monday, December 9, 2013. All entries must be postmarked by Friday, February 7, 2014.

PUT WASTE IN ITS PLACE



# coming events

## January is...

Alzheimer Awareness Month, ([www.alzheimer.ca](http://www.alzheimer.ca)), Crime Stoppers Month ([crimestoppers.ns.ca](http://crimestoppers.ns.ca)), World Braille Day ([www.ncbi.ie](http://www.ncbi.ie)), National Non-Smoking Week ([www.nnsu.ca](http://www.nnsu.ca)), Family Literacy Day ([abclifelifiteracy.ca](http://abclifelifiteracy.ca))

## February is...

African Heritage Month ([ansa.novascotia.ca/African-Heritage-Month](http://ansa.novascotia.ca/African-Heritage-Month)), Heart Month ([heartmonth.heartandstroke.ca](http://heartmonth.heartandstroke.ca)), White Cane Week ([www.ccbnational.net](http://www.ccbnational.net)), Eating Disorder Awareness Week ([nedic.ca](http://nedic.ca)), World Cancer Day ([www.worldcancerday.org/](http://www.worldcancerday.org/)),

## DECEMBER 20 DEADLINE

### Off the Rails Contest

This exciting contest for ages 11-14 and brought to you by Operation Lifesaver, is a chance for kids to spread the word about railroad safety. The winner will have made a submission of a short video, poster, song or comic strip explaining the dangers of being around trains and how others can Stay Off, Stay Away, Stay Alive! The top entries chosen will be judged in online voting.

Please visit <http://www.offtherailscontest.ca/> for more information.

## DECEMBER 31

### "I am Canadian." Prove it! The Canadian Citizenship Challenge

This fall, the Canadian Citizenship Challenge is asking students, in Grades 7 to 12 or classrooms of 14 or more, to put their national knowledge to the test. This unique experience was created to test Canadians by having them take the same test as new Canadians entering our country. To register and to obtain more information please visit <http://www.canadiancitizenshipchallenge.ca/>.

## JANUARY 27, 2014

### Family Literacy Day 2014

Family Literacy Day is a national awareness initiative created by ABC Life Literacy Canada in 1999 and held annually on January 27 to raise awareness of the importance of reading and engaging in other literacy-related activities as a family.

Taking time every day to read or do a learning activity with children is crucial

to a child's development. Even just 15 minutes a day can improve a child's literacy skills dramatically, and can help a parent improve their skills as well. Register your event online at [familyliteracyday.ca](http://familyliteracyday.ca)

## FEBRUARY 2014

### Safe Schools Conference: Call for Proposals

This year's Safe Schools Conference held in Mississauga, Ontario, on February 25, 2014 is looking to add to their list of presenters. If you are or know of someone with a passion for sharing their message about safe schools to a group of educators, law enforcers and more please contact Dave Fraser at [dave@canadiansafeschools.com](mailto:dave@canadiansafeschools.com).

## FEBRUARY 14, 2014

### 3<sup>rd</sup> annual 'Have a Heart Day' celebration

The First Nations Child & Family Caring Society is inviting students, teachers and schools to participate in the 3<sup>rd</sup> annual Have a Heart Day celebration on February 14 ([www.fncaringsociety/have-a-heart](http://www.fncaringsociety/have-a-heart)).

Have a Heart Day is a Valentine event inviting people of all ages to support culturally based equity for First Nations children. This annual event is about people of all ages working together to ensure First Nations children have proper services that help them feel proud of who they are.

Many students are already working to make a difference through the Shannen's Dream ([www.shannensdream.ca](http://www.shannensdream.ca)), Jordan's Principle ([www.jordansprinciple.ca](http://www.jordansprinciple.ca)) and "I am a witness" ([www.fnwitness.ca](http://www.fnwitness.ca)) campaigns. Have a Heart Day is a great opportunity to share this learning with others and take concrete action for change. Invite students to hold a Have a Heart celebration at school or in the community. They can also help by sending Valentine's Day cards or letters supporting equity for First Nations children to the Prime Minister or their Member of Parliament, and by using social media like YouTube, Twitter, and Facebook to raise awareness and let First Nations children across Canada know they care.

Visit the Have a Heart Day website to send an e-Valentine, to download Have a Heart Valentine's posters, bookmarks and to order cards or buttons. We would also love to post pictures and information about your events on the site, so that First Nations children and communities across the country can see your support.

# NOTICES

## Citizenship Challenge - Deadline December 31, 2013

Historica Canada is proud to present the citizenship challenge! The challenge is designed for youth in Grades 7-12. Participants are tasked with putting their national knowledge to the test, by studying for and writing a citizenship exam. New learning tools in addition to a new quiz with a fresh set of questions are part of this year's exciting challenge. Teachers who register for the challenge can access free lesson plans and quizzes that will aid in their encouraging students to develop an understanding of Canada's history, as well as to take an investigative approach to considering its social issues with the aim of developing citizens who are engaged in their community. The prizes include a three-day trip to Ottawa for two lucky students! For more information please visit: <http://www.canadiancitizenshipchallenge.ca>

## Peter Henderson Bryce Award for Children and Youth - Deadline Dec. 31, 2013

The Caring Society is thrilled to announce a new award honouring child and youth advocates who stand up for the rights of First Nations, Métis, and Inuit children. This award was inspired by the example of Dr. Peter Henderson Bryce who, in the face of criticism, remained steadfast in his dedication to improving the rights of these children as described in the United Nations Convention on the Rights of the Child. The award was created with the goal of encouraging others to follow his example of having the courage to stand up and help this generation of First Nations, Métis, and Inuit children and youth to have the same chance to succeed as other children and youth in Canada. If you know a child, youth, or group that you feel embodies Dr. Bryce's example, you can find out more about the award criteria and nomination process at [www.fncaringsociety.com](http://www.fncaringsociety.com)

## 2014 Canada Day Challenge

Under the theme "Canada: Strong and Free," the 2014 Canada Day Challenge invites young Canadians aged 8 to 18 years old to express their creativity and show their pride in being Canadian.

The three categories are:

- Draw It! Submit a poster design.
- Snap It! Submit an original digital photograph.
- Write It! Submit a literary creation in the form of a short story, poem, or essay.

### The deadline for entering the contest is February 15, 2014.

Winners will be announced in spring 2014. The grand prize for this year's three national winners—one from each category—is a trip to Ottawa to visit Canada's national institutions and to celebrate Canada Day 2014 on Parliament Hill. As special guests of Parks Canada, they will also visit select Parks Canada sites. Runners-up in each category will also receive prizes.

The winning entries will be displayed at the Canadian Museum of Civilization from June to September 2014 and will be part of the design of the official posters for the 2014 Celebrate Canada festivities.

For more information on the contest, entry rules and regulations, as well as additional learning resources, visit the Canada Day Challenge website at [www.challenge.pch.gc.ca](http://www.challenge.pch.gc.ca)

## Bowling - Laughter - Hospitality - 50/50 Draws - Good Friends

Get ready, it's coming! The 39<sup>th</sup> Annual NSTU Provincial Bowling Tournament is being hosted by the Colchester-East Hants Bowling Teams. Be sure to mark April 26 and 27, 2014 on your calendars.

The tournament will be held at the Bible Hill Bowlcade on Jennifer Drive. This tournament is for both ACTIVE and RETIRED teachers. The bowling alley is able to accommodate 24 teams, so let's have the maximum.

The "Official Host Hotel" is the Super 8 Hotel, Power Center, Truro.

First, enter your existing team or create a new team; second, book a room at the Super 8 by calling 1-902-895-8884 (remember to mention the NSTU bowling tournament to receive the special rate of \$89/night with complimentary continental breakfast); next, be sure to arrive Friday evening, April 25, to take advantage



## Enter before December 31, 2013 for a chance to win 1 of 55 class visits.

EUREKA! Bring one of the Discovery Centre's award-winning External Education programs directly into your classroom. There are a total of 55 visits to be won! Public school teachers can enter online before December 31, 2013. Good luck!

[www.johnson.ca/sciencecontest](http://www.johnson.ca/sciencecontest)  
Please note: Website goes live on Oct 25th, 2013



Contest ends on December 31, 2013. No purchase necessary. Limit of one entry per class teacher instructs. Chances of winning depend on the number of entries received. Winner must correctly answer a skill-testing question. One (1) of fifty-five (55) Discovery Centre "Science on the Road" sessions are available to be won in the contest (retail value is \$215 per session). For full contest details visit [www.johnson.ca/sciencecontest](http://www.johnson.ca/sciencecontest).

## Book Giveaways

This 2-book set is suitable for children in Grades Primary/Grade 1 reading circles.

Please email your name, complete mailing address and name of school/campus with 'CHECKERS & DOT' in the subject line by January 27, 2014 to: [theteacher@nstu.ca](mailto:theteacher@nstu.ca) to be eligible for the draw.



*Panic in Pittsburgh* is suitable for children in Grades 4-6. Please email your name, complete mailing address and name of school/campus with 'PITTSBURGH' in the subject line by January 27, 2014 to: [theteacher@nstu.ca](mailto:theteacher@nstu.ca) to be eligible for the draw.

of social time in our hospitality suite; and, last, polish up your bowling balls and lace up your shoes—the alleys are waiting for you!

Deadline for submitting a team is March 1; team registration is \$260.

If you have questions, please contact Diane Roper Sutherland at 897-2081 or email her at [rsdl@ns.sympatico.ca](mailto:rsdl@ns.sympatico.ca). See you in the spring, 2014.

**Earth Day Canada has launched the Hometown Heroes Award Program 2014!**

The Hometown Heroes Award Program, established by Earth Day Canada (EDC) in 2004, recognizes and celebrates environmental leaders, groups and small businesses who foster meaningful, long-term community awareness and action. Heroic candidates can win the Individual Hometown Heroes Award—a \$10,000 cash-prize to donate to a local environmental group/cause of their choice; the Group Hometown Heroes Award—a \$10,000 cash-prize to support their work; or the Small Business Hometown Heroes Award—a \$5,000 cash-prize that must be used by the business to make an operational change that results in the business lessening their environmental impact, and permission from EDC to use the award and the EDC logo for one year to help market and promote the business and/or an approved product. To date, EDC and its partners have recognized 106 Hometown Heroes across Canada. **The nomination deadline for the Hometown Heroes Award Program 2014 is March 31, 2014.**



Earth Day Canada (EDC), a national environmental charity founded in 1990, provides Canadians with the practical knowledge and tools they need to lessen their impact on the environment. In 2008, it was chosen as Canada's Outstanding Non-profit Organization by the Canadian Network for Environmental Education and Communication. EDC regularly partners with thousands of organizations in all parts of Canada. To donate to EDC, please visit [earthday.ca/donate](http://earthday.ca/donate)

**The Canadian Encyclopedia Makes History with New Interactive Website**

*The Canadian Encyclopedia*, the comprehensive source of all things Canadian, has launched a new interactive website. Seeking to engage the next generation of readers, the Encyclopedia is continuously evolving and now offers important updates, interactive features such as timelines, a Canada Tweets feed that shares updates from history-making Canadians, and a user-generated content map for Canadians to share their own stories. Having tripled in size since 1985, the Encyclopedia offers over 18,000 bilingual articles that are accessed by over six million users each year. Canadians are being encouraged to re-engage in a new and interactive way by contributing articles and ideas on topics relevant to Canadians. If you are an expert in any aspect of Canadian history, society or culture, and are passionate about creating an enduring cultural and historical legacy for Canadians; write to [editorial@historiccacanada.ca](mailto:editorial@historiccacanada.ca) with your ideas.

**NSTC Reunion—2014**

**Happy 50th — Grads of 1964  
August 15-17, 2014 — Truro**

Spread the word, contact fellow grads — Capture the Spirit — Be there!

Send contact info to Tom Bird at [tbirdjb@yahoo.ca](mailto:tbirdjb@yahoo.ca) or 902-543-3101 or

**23 Stoneridge Court, Bridgewater, NS B4V 3T9**

Reunion rates at Glengarry Hotel (other details to be determined)

Remember? suitcase teachers / JP and lecture theatre / George's restaurant

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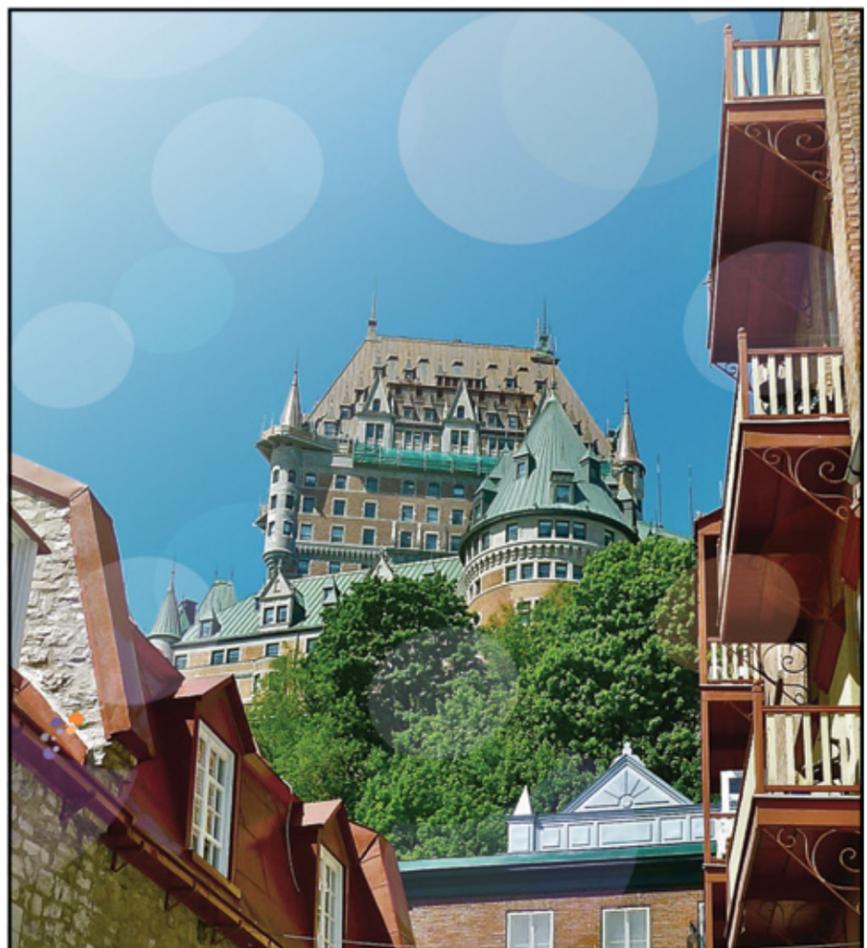
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## Critical Illness Insurance for NSTU Members

update

Did you know that as an NSTU member, you have access to two Critical Illness Insurance Programs?

Critical Illness Insurance is a living insurance benefit that is paid to an insured member when he/she is diagnosed with a covered critical illness. Critical Illness Insurance provides a one-time tax free lump sum payment to use as you wish if you survive an insured illness or condition.

Many NSTU members are not aware of the availability of these benefits through the NSTU Group Insurance Program. Therefore, the NSTU Group Insurance Trustees would like to refresh your memory on these important coverages.

### Provincial Master Accidental Death and Dismemberment Insurance

Effective May 1, 2008 the Provincial Master Accidental Death and Dismemberment program added a \$2,000 Critical Illness benefit. As an active NSTU member with a permanent, term or probationary contact, you are automatically insured for this coverage and the Employer pays 100 per cent of the monthly premium. This benefit provides coverage should you, as plan member, be diagnosed with one of the four following conditions:

- Heart Attack
- Coronary Artery Bypass Surgery
- Stroke
- Life Threatening Cancer

**Please note:** Pre-existing condition clause applies, as outlined in your Group Insurance Profile.

### Voluntary Critical Illness Insurance

The second program NSTU members have access to for Critical Illness Insurance is a voluntary Critical Illness Insurance Program insured by Desjardins Financial. Both active and retired members up to age 75 can participate in this program.

This voluntary program can provide coverage for you but also you can select to have coverage for your spouse and dependent children. There are 29 covered conditions for you and your spouse and 20 covered conditions for dependents.

As this is a “voluntary” program, you pay 100 per cent of the premium for the coverage. Rates are age banded and premiums increase as you age. The NSTU Group Insurance Trustees negotiated a Guarantee Issue amount of \$50,000 for you and your spouse and \$10,000 for your dependents. **This means that you can purchase up to \$50,000 of coverage for you and your spouse and \$10,000 for your dependent children without submitting any medical evidence.** For any amounts above \$50,000, medical evidence of insurability is required. A pre-existing condition clause applies to the Guarantee Issue amount.

More and more people are considering Critical Illness Insurance as an integral part of their financial planning process. The NSTU Group Insurance Program provides benefits that include this type of coverage for members.

The Provincial Master AD&D plan provides a base level of \$2,000 Critical Illness coverage for all active NSTU members who have a permanent, term, or probationary contract. The Voluntary Critical Illness Insurance plan provides members the opportunity to enhance their coverage up to \$300,000 through payroll deduction.

*If you have any questions or would like additional information on either of the plans discussed above, please contact Johnson Inc., at 453-9543 (local) or 1-800-453-9543 (toll-free).*

## RESILIENCE® PROGRAM (Manulife / Homewood Human Solutions)

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\*refer to brochure or the NSTU Member Diary for access



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Home and auto insurance is available through Johnson Inc. a licensed insurance intermediary. Policies are primarily underwritten by Unifund Assurance Company (Unifund). Unifund and Johnson Inc. share common ownership. Eligibility requirements, limitations or exclusions may apply and/or may vary by province or territory. Auto insurance not available in BC, SK and MB. Contest runs from September 1, 2013 at 9:00 am (EST) to June 30, 2014 at 5:00 pm (EST). Contest open to NSTU members who are residents of Canada (excluding Quebec and Nunavut). No purchase necessary. Chances of winning depend on the number of entries received. Winner must correctly answer a skill-testing question. For full contest details visit [www.johnson.ca/Personalized](http://www.johnson.ca/Personalized). AIR MILES® reward miles awarded only on regular home and auto insurance policies underwritten by Unifund. At the time the premium is paid, one AIR MILES reward mile is awarded for each \$20 premium (including taxes). AIR MILES® reward miles are not available in SK, MB or QC. ®™ Trademarks of AIR MILES International Trading B.V. Used under license by LoyaltyOne, Inc. and Johnson Inc. (for Unifund). MVM.Oct.2013

# resources



## Digital Resources for Teachers

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

- Educational Videos
- ImagesProject
- Branching Out
- Education Portal
- EBSCO Periodical Database
- Nova Scotia Virtual School

### ANTI-BULLYING VIDEOS!!

To order any of the titles listed below, please click here: <https://medialibrary.ednet.ns.ca/videos>

#### **Bully Dance (Grades P-12)**

The “stick people” in Bully Dance are imaginary, but this gritty tale of childhood bullying is all too familiar. While this video offers no simple solutions, it does compel viewers to take stock of their actions and to find ways to end the painful experience of peer abuse. (2000; 11 min.)

#### **Bully Smart (Grades 4-6)**

This four-video set explores positive ways to recognize and deal with bullying situations. Students are encouraged to work together to build a zero-tolerance policy toward bullying, while practicing skills that will both prevent and reduce bullying problems. Titles include: *Don't Stand By* (15 min.), *Five Ways to Stop a Bully* (15 min.), *Are You a Bully?* (20 min.) and *Help! I'm a Bully* (15 min.). (4 DVDs)

#### **Feather Boy (Grades 4-6)**

This six-part series is adapted from the award winning children's book, *Feather Boy* by Nicky Singer. The story is about Robert Nobel, a boy who is the butt of classroom jokes and a victim of Niker, the classroom bully. His life changes when a storyteller invites some of his class to Mayfield House, a place Robert has already dreamed about, where he meets a spiky old lady called Edith Sorrel who chooses him as her partner. He embarks on a series of events that will change their lives forever. (2004; 180 min.)

#### **Glasses (Grades P-3)**

Milo would like to be invincible like his comic book hero, Captain Cosmo, but this shy Grade One student lives in a lonely, blurry world. When Milo gets his first pair of glasses, he excels in class and on the playground but loses sight of who are his true friends. This animated program explores how difficult it can be when you don't see things the same way everyone else does. (2001; 23 min.)

#### **Gum in My Hair (Grades 4-9)**

Did you know: 41% of students reported being involved in social bullying as either victims or bullies; bullying occurs in school playgrounds every seven minutes and once every 25 minutes in class; every month, 13% of Canadian students report being victims of electronic bullying? This video is an engaging, entertaining answer to the serious problem of bullying. It offers young people concrete techniques that they can practice and use in response to ongoing bullying. (2006; 21 min.)

#### **In Other Words (Grades 7-12)**

Homophobic language is a common verbal put-down among young people. This video speaks to teens and offers a valuable tool to teachers, counsellors and community youth leaders who want to explore the homophobic language heard in schools and other youth hangouts. Weaving together slang, music media images and dictionary definitions, the film examines how language shapes attitude. Teacher preview recommended. (2001; 27 min.)

#### **It's a Girl's World (Grades 6-9)**

It's a Girl's World takes us inside the tumultuous relationships of a clique of popular 10-year old girls. Playground bullying captured on camera shows a disturbing picture of how these girls use their closest friendships to hurt each other - with shunning, whispering and mean looks - to win social power in the group. This video shatters the myth that social bullying among girls is an acceptable part of growing up. (2004; 67 min.)

#### **One of Them (Grades 7-9)**

A group of high school students plans events to raise awareness about racism, sexism and homophobia. Jamie is shocked when she and her best friend become victims of homophobic name-calling but she must face up to her own reactions as she realizes that her friend is one of them, and needs her support. And Jamie's boyfriend must decide if he will support Jamie. Teacher preview recommended. (2000; 26 min.)



### Educational Leadership Consortium of Nova Scotia

Have you visited the NSEL website lately? On our website you will find:

- *The Motion Leadership in Action Study Guide* that **Michael Fullan** provided as a follow-up to his NSEL sponsored workshop last spring.
- Current Information about the **Nova Scotia Instructional Leadership Academy**. Registration is now open for Cohort 4. Applications will be accepted from principals, vice principals and central office staff (whose responsibilities do NOT include the supervision of principals and vice-principals) and this year department heads (as defined by the *Teachers' Provincial Agreement*) are also invited to apply.
- **Assessment Resources** related to various topics i.e. Planning and Instruction, Leading Change, Assessment to Inform Instruction, Assessment Literacy, Grading and Reporting, Policies and NS Curriculum Documents.
- Information and registration regarding the **Modules and Workshops** which are scheduled in the various Boards throughout the Province.
- Contact information for the Executive Co-Directors Sandi Carmichael and Tony Stewart.

Website: [www.nselc.ca](http://www.nselc.ca)

email: [nselc@nselc.ca](mailto:nselc@nselc.ca)

or call: (902) 422-3270 for more information.

## Making Tracks Get students moving, safely

A fun, hands-on way to get students to walk, cycle, in-line skate and skateboard safely and confidently

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#### **See a Bully, Stop a Bully (Grades P-3)**

Bullying expert Detective Bill E. Finder shows young elementary students how they can become “Junior Bullying Detectives.” Using his old case files, Detective Bill helps viewers identify various types of bullying, appreciate how the targets of bullying feel, and gain insight into what children really think about bullies. This lively program helps viewers consider the consequences of their own behaviour, understand the behaviour of others, and feel comfortable turning to adults for support. (2006; 15 min.)

#### **We're In, You're Out: Looking at Cliques (Grades 4-6)**

Finding their niche in a particular social group can be the most important focus in a youngster's life. The idea of being left out or not belonging to a particular group can make kids miserable. This program helps youngsters look at the positive and negative impact of cliques on both individuals and groups. (2005; 16 min.)

## DEALS & DISCOUNTS

FOR NSTU/RTO MEMBERS ONLY!



### Some new Deals & Discounts are:

- ▶ Cresthaven Laser & Skincare Clinic
  - ▶ COSTCO
- ▶ Erinn G. Moore, Family Law Practice
  - ▶ Garden View Restaurant
  - ▶ The Sackville Sports Stadium
    - ▶ What's for Supper?
  - ▶ Coastal Sports & Wellness
  - ▶ Eterno Laser & Medispa
    - ▶ The Lung Association
      - ▶ SOFTMOC
- ▶ Enlighten Laser & Skin Care Clinic

For detailed information on these and others - go to [www.nstu.ca](http://www.nstu.ca) click on **Communications** and then **Deals & Discounts**.

Subject to change without notice. Latest update: December 16, 2013.

## RESOURCE

### Scanning Television, A Resource for Grades 7-12

Face to Face Media presents a special discount on the award-winning classroom resource "Scanning Television". This amazing media literacy resource helps students think critically about the world of media. With a wide range of copyright cleared and commercial-free clips, students can dive into the world of media with relevant coverage of news announcements and event coverage. This special offer will save teachers \$200 on the price of "Scanning Television". For more information please visit <http://www.facetofacemedia.ca/page.php?sectionID=3>.

## 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 2014 nomination form, or check our website, [www.nstu.ca](http://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 14, 2014**

## 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 and 25¢ per additional word. To book, call Sonia Matheson at 1-800-565-6788 or email [theteacher@nstu.ca](mailto:theteacher@nstu.ca)

**ITALY & GREECE Trip - August 2015 or THAILAND, CAMBODIA & VIETNAM July 2015** - Plan ahead now to have an amazing Summer Adventure! Teachers, relatives and friends are invited to join these AMAZING trips! For information contact Sarah/Wally Fiander (TCRSB teachers) at [sfiander@nstu.ca](mailto:sfiander@nstu.ca). Itineraries available.

**WANTED JOB SHARE FOR EXPERIENCED ELEMENTARY TEACHER** - I am an elementary teacher with five years experience. Very flexible. Had terms, long terms and more in all grade levels and have a very diverse background in education. Currently enrolled in Masters in Diverse Learners. Interested in HRSB, perhaps South Shore Board. Willing to begin at any time, this year or next. For further info contact Alison 240-1810 or email [aegelhoff@eastlink.ca](mailto:aegelhoff@eastlink.ca)

**TEACHER EXCHANGE** - Permanent Resource teacher with AVRSB interested in an exchange with SSRSB or HRSB for the 2014-2015 school year. A permanent exchange is desired. If interested, please contact [sgiovannetti@staff.ednet.ns.ca](mailto:sgiovannetti@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 2014-15 school year. A permanent exchange is possible. If interested, please contact me at [deani2009@hotmail.com](mailto:deani2009@hotmail.com).

**TEACHER EXCHANGE** - Permanent elementary teacher with SSRSB interested in exchange within an hour of Halifax. Looking to exchange within SSRSB, but also HRSB or AVRSB. Permanent exchange desired. Contact: [dmacburnie@staff.ednet.ns.ca](mailto:dmacburnie@staff.ednet.ns.ca)

**TEACHER EXCHANGE** - I am seeking an exchange 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.ns.ca](mailto:vaunda.macdonald@hrsb.ns.ca)

**TEACHER EXCHANGE** - Permanent Jr. High French and Social Studies teacher with the CBVRSB is seeking an exchange to HRSB for the 2014-2015 school year. A permanent exchange is possible. If interested please contact [amjbenoit@staff.ednet.ns.ca](mailto:amjbenoit@staff.ednet.ns.ca)

**EXCHANGE** - Guidance counsellor in HRM looking to (permanently) transfer positions with guidance counsellor in the valley. I am 100% guidance with excellent seniority. Contact: [s\\_headly@hotmail.com](mailto:s_headly@hotmail.com)

**TEACHER EXCHANGE** - Permanent Elementary teacher with HRSB interested in exchange with a permanent elementary teacher from CBVRSB for 2014-2015 school year. Possible permanent exchange desired. If interested please contact [clarkd@staff.ednet.ns.ca](mailto:clarkd@staff.ednet.ns.ca)



## 2013-2014 Pre-Retirement Seminars SCHEDULE



DATES	LOCATIONS
January 9 & 10 (Thursday & Friday) 14 & 15 (Tuesday & Wednesday)	CCRSB (Museum of Industry, Stellarton) AVRSB (Old Orchard Inn, Greenwich)
February 6 & 7 (Thursday & Friday) 13 & 14 (Thursday & Friday)	HRSB (Dr. Tom Parker Building, Halifax) SSRSB (Best Western, Bridgewater)
May 8 & 9 (Thursday & Friday)	CBVRSB (Holiday Inn, Sydney)

September, 2013 Dates/locations subject to change



Above are the brave teachers and children that took on a cold and windy Saturday evening to assist in the Yarmouth Parade of Lights. Two thousand candy canes and invitations to a free public skate, sponsored by the Yarmouth Local, were handed out during the parade. Yarmouth Local members: Glenys Fraser (VP PD), Tanya DeViller, Lori MacKinnon (president), teacher children and grandchildren, Beth Hannem (Secretary), Sarah Fiander and Wally Fiander (provincial executive), Rollie Hannem (photographer and VP Communication).