

Teachers reject tentative agreement

On December 1, Nova Scotia's 9,000 public school teachers voted on a tentative agreement reached between the Nova Scotia Teachers Union and the provincial government on November 12. In a province-wide electronic vote 94 per cent of NSTU public school members voted, and 61 per cent voted to reject the tentative deal.

"The decision to accept or reject this agreement was in your hands, and you have spoken," says NSTU president Shelley Morse. "The result of the vote, and the many concerns expressed by teachers regarding working conditions, should send a clear message to the Minister that teachers are feeling devalued and overwhelmed under the current education system."

The proposed contract would have given teachers a salary increase of three per cent over four years, and eliminated the service award on a go-forward basis.

"We still have concerns that Government will legislate changes to articles in our agreement that govern student supervision, certification, self-directed autonomous professional development, school day and school year, and composition of the NSTU membership. These changes will increase the already overloaded demands placed on teachers."

Going forward Morse reiterates, "Significant demands on teachers' time continues to be an issue for our members. Government needs to take a serious look at teachers' working conditions, and make improvements to assist teachers in meeting the various needs of their students."

As far as moving forward on the bargaining front, Morse says, "The provincial executive met on December 3 and 4 to discuss options and next steps."

At press time, the NSTU negotiating team was meeting the evening of December 7, to review possible actions governed by the Teachers' Collective Bargaining Act (TCBA), and potentially set future bargaining dates.

"There are different scenarios that we may be facing in the coming months," adds Morse.

In a memo sent to all public school members on December 4, options were outlined under the TCBA. The memo read as follows: "At this point, the options are:

1. Return to the negotiating table to bargain. This option requires agreement of both parties (the NSTU and the Employer) to bargain.
2. The NSTU or the Employer either jointly or singularly may request conciliation. Conciliation consists of both parties meeting with the assistance of a conciliation officer. The conciliation officer is required to file a report that s/he has been able or unable to assist the parties in concluding an agreement at the conclusion of conciliation. If the conciliation officer files a report that s/he has been unable to conclude an agreement, then the countdown begins towards a possible strike vote or lockout."



Above are teachers from the Cape Breton District Local during a Tentative Agreement regional meeting that was held at the Local's office on November 17.

Holiday Hours

Nova Scotia Teachers Union
 Closed at noon, December 23, 2015 & Reopens January 4, 2016

Johnson Inc.
 Closed December 24, 2015; Open December 29 & 30, 2015;
 Closed at 3:30 p.m., December 31, 2015; Reopens, January 4, 2016

"If legislation is introduced, the NSTU will respond," says Morse. "Our response may include rallies or marches on Province House and Liberal MLA offices." NSTU leadership and members will also appear before the Law Amendments Committee if legislation is introduced, and the legislation will be reviewed for possible court challenge.

Members were also reminded that contrary to comments made by Minister Casey through the media on December 4, the current Teachers' Provincial Agreement remains in full force and effect until a new agreement is reached in accordance with the TCBA.

Poll Results by Local for Teachers' Provincial Agreement Ratification Vote—December 1

Local	Region	Accept	Reject	Total	Eligible Voters	% of Voter Turnout
Annapolis	Valley	128	32	160	174	91.95%
Antigonish	Strait	138	58	196	200	98.00%
Cape Breton District	CB-Victoria	95	655	750	778	96.40%
Colchester-East Hants	Chignecto	311	435	746	791	94.31%
CSANE	CSANE	199	213	412	452	91.15%
Cumberland	Chignecto	104	164	268	296	90.54%
Dartmouth	Halifax	201	395	596	662	90.03%
Digby	Tri-County	61	49	110	117	94.02%
Guysborough County	Strait	35	46	81	86	94.19%
Halifax City	Halifax	214	707	921	999	92.19%
Halifax County	Halifax	544	1509	2053	2110	97.30%
Hants West	Valley	135	42	177	191	92.67%
Inverness	Strait	81	109	190	199	95.48%
Kings	Valley	407	145	552	614	89.90%
Lunenburg County	South Shore	207	181	388	430	90.23%
Northside-Victoria	CB-Victoria	72	223	295	285	103.51%
Pictou	Chignecto	216	188	404	444	90.99%
Queens	South Shore	48	59	107	106	100.94%
Richmond	Strait	31	29	60	68	88.24%
Shelburne County	Tri-County	88	53	141	140	100.71%
Yarmouth	Tri-County	168	64	232	258	89.92%

people

The Status of Women holds its inaugural meeting

The Status of Women committee held its inaugural meeting at the NSTU building on November 6. The committee came into effect this school year. Its mandate includes advising the provincial executive on ways of enhancing the status of women in the teaching profession and in society.



Seated (l-r): committee chair Peggy Joiner (Community College); Tanya Deviller (Yarmouth); Nadine Arnold, (Colchester-East Hants); and Jennifer Adams (Dartmouth). **Standing:** NSTU staff liaison Pam Langille; provincial executive member Hope Lemoine, and NSTU president Shelley Morse. **Missing:** Deborah Walker (Digby).

NSTU appoints assistant executive director

NSTU Executive Staff Officer, Janine Kerr, has been appointed Assistant Executive Director of the NSTU. She began her career with the NSTU as an Executive Staff Officer in Member Services in June 2007.

In her role in member services, she was a member of the provincial negotiating team for public school members for the previous two rounds of negotiations. She has led regional negotiations for NSTU members working for Conseil scolaire acadien provincial, Halifax Regional and Chignecto-Central Regional school boards and worked in the areas of certification, privacy, and member discipline. Most recently she was



responsible for contract interpretation, grievances, and arbitrations for the Cape Breton RRC and Conseil syndical acadien de la Nouvelle-Écosse. She has been staff liaison with the member services, discipline, and distance education committees.

Before joining the NSTU, she was an associate with the Halifax law firm Wickwire Holm. She practiced in the areas of civil litigation, family, and labour and employment.

Kerr was a public school teacher with the Halifax Regional School Board where she taught junior high French Immersion at Astral Drive Junior High and Graham Creighton Junior High in Dartmouth.

She holds a BSc in Health Education, a Nova Scotia teaching certificate, and an LL.B. from Dalhousie University. She was admitted to the Nova Scotia Bar in June of 2004. Kerr also holds a certificate in Labour Relations from Queens University and professional designation in both group benefits and retirement planning.

Kerr is taking over the role from Allan MacLean, who is retiring at the end of December. She is currently on parental leave until April 2016.

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Staff Announcements

Stacy Samson, currently seconded to member services since March 26, has been appointed to a probationary contract position. Samson has been working in member services for francophone members and taking on duties previously occupied by Janine Kerr, who is currently on parental leave. The probationary position is available through the retirement of NSTU's assistant executive director, Allan MacLean. Samson has served on the CSANE executive for the past 13 years and most recently served as the Local's first vice-president. She was also the vice-president of professional development for the Local and was an NSTU rep at École Beau-Port. Samson is currently responsible for the CSANE Local and Cape Breton-Victoria RRC. A teacher for 19 years she taught at École secondaire du Sommet in Bedford before accepting the positions at the NSTU.



Samson has also been involved with the NSTU on provincial committees including curriculum and professional committee, and was a member of the Provincial Economic Welfare Committee. She is a native of Isle Madame and has a BED from the Université de Moncton and has worked towards a Masters of School Administration at the same university.



The NSTU welcomes **Ryan Barr** CPA, CGA who is currently serving a one-year term contract as Financial Officer to replace Melanie Waye while she's on maternity/parental leave. He will be responsible for all accounting activities including budget preparation, tax research, risk management, internal financials, PD sessions to treasurers, and internal reviews of each of the Locals, Professional Associations, and Regional Representative Councils.

Originally from Weymouth, he has Certified General Accountant designation (CPA, CGA) and obtained his Honours Bachelor of Commerce from Laurentian University. He also has a diploma in Business Administration – Accounting from NSCC.

Before starting his term position at NSTU, Barr worked as an entrepreneur doing general accounting, strategic planning, budgeting, and forecasting. Prior to this, he worked several years at Grant Thornton LLP where he was a senior accountant.

Barr is excited to be working in support of the NSTU and looking forward to using his expertise in the role of Financial Officer.

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THE teacher

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Staff Announcements (cont'd)



The NSTU welcomes **Leslie Mullen** as the newest member of the Early Intervention Program (EIP). Mullen joins the NSTU staff in the Member Assistance Program as an EIP case coordinator replacing Leticia Richer, who is currently on maternity/parental leave.

Mullen grew up in Riverview, New Brunswick. After completing her Bachelor of Science degree in psychology, at Dalhousie University, she moved to Toronto to complete her Master of Science in Occupational Therapy at the University of Toronto. Upon graduation, she was happy to return to the east coast to work with Shannex

as the Regional Occupational Therapist based out of Truro. She has experience in a variety of areas including acute care, rehabilitation, complex continuing care, mental health, and long term care.

She is very excited to be back in Halifax and to be working with the NSTU. She looks forward to working with the EIP team and the NSTU members across the province.

The NSTU welcomes back **Louis Robitaille**, who has accepted an eight-month term position effective November 23 to work in member services, replacing Grant MacLean who is on deferred leave. Robitaille was seconded to a position in member services for a month last March. Robitaille, among other duties, will be providing support for members in the Tri-County Regional Representative Council. Robitaille was one of two community college representatives on the provincial executive. An adult educator for over 20 years, he has worked at NSCC's Lunenburg Campus since 1998. He has taught in the Electronic Engineering Technician Program there, and currently teaches related subjects to the trades (math, physics, statistics, and electrical theory). He has a BSc from Waterloo (Co-op Physics Honours), received his BEd from Dalhousie University, and has a Master of Science in Physics from Queens University. Prior to his teaching career he was employed with Northern Telecom in Ottawa.



The NSTU welcomes **James (Jim) King** in a seven-month term position as an Executive Staff Officer in member services, effective December 7. Currently, he is the principal at Atlantic View Elementary School. King has been a teacher with the Halifax Regional School Board (HRSB) for 29 years. During that time he has been a teacher, administrator, mathematics consultant, and Leader for Assessment in HRSB's Program Department. These roles have provided him with the opportunity to develop skills in effective leadership, communication and mediation. He has also provided his administrative leadership at Shannon Park Elementary, Robert Jamison

Elementary, Bell Park Academic Centre, and Lakefront Consolidated School.

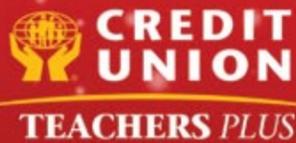
King is an active member of Halifax County Local. He has been an NSTU rep, and a Member-at-Large for Social/Wellness on the Local's executive. He has been involved in the Mathematics Teachers Association, participated in NSTU's John Huntley Memorial Internship program, and has been an Annual Council delegate. His face might be familiar to some because he participated in last year's *Teachers Make A Difference* campaign, in which four television spots were filmed at Atlantic View Elementary School.

He is completing a term, vacant due to the parental leave of Janine Kerr. In his new role he will be providing contract interpretation, arbitrations, grievances, and negotiating services for Strait Area and be the staff liaison to the Public Affairs/Public Relations Committee.

He holds a Bachelor of Arts in History, a Bachelor of Education, and a Master of Elementary Education from Mount Saint Vincent University.



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*During the Holiday Season more than ever,
our thoughts turn gratefully to those who have
made our progress possible.
And in this spirit we say, simply but sincerely
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for the Holiday Season and a Happy New Year.*

From the Board and Staff of
Teachers Plus Credit Union

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from the nstu president

Shelley Morse



Remaining united and strong is key

First, I'd like to thank all of the public school teachers who cast their vote on December 1, 2015. NSTU staff and the provincial executive saw a strong turnout: 94 per cent of the membership voted with 61 per cent voting against the tentative agreement. Regardless of which way you voted, your participation helps to build a better workplace and a stronger union. Your passion and invested interest in this vote certainly bodes well for the tough times ahead.

We heard your concerns leading up to the vote, and they will be taken into account as we move forward. Finding a satisfactory agreement has always been our main objective.

We've heard that you did not like the process we went through to get the agreement. We've heard that you're fed up with deplorable working conditions. Research on demands on teachers' time that was done through Saint Mary's University Occupational Health Psychology researchers reveals that: You work an average of 52 hours per week, 18.7 of those hours outside of the regular school time, including your lunch breaks. More on this research can be found on the Charting Your Course column on page 6.

We know your work is highly complex, you are facing students with a wide range of learning needs, and you lack the resources to support an increasingly diverse student population. We also know that the data driven climate in which you work increases the amount of time you spend on paperwork, administration, and formal student assessment and reporting.

These concerns have been expressed for years with the current government and previous governments and they've also been at the crux of many public campaigns we've developed. It's been a continual topic at meetings with the Minister and Deputy Minister, with our education partners, and with media.

We know that Government needs to recognize the fact that you are overwhelmed, fatigued, and feel that you don't get a voice in decisions made in the system that directly affect your classroom and school conditions. I hope that your vote to reject will send a message that you've finally had enough.

We want Government to take a serious look at your working conditions, and make genuine and practical improvements for you to better meet the needs of your students.

We had the threat of legislation for changes to articles in our agreement, which have been enshrined in the TPA for upwards of 40 years. These changes will increase the already overloaded demands placed on you.

At press time, your negotiating team was exploring our options under the Teachers' Collective Bargaining Act, and the provincial executive was meeting to set out a plan for the coming months, in the face of legislation, ongoing negotiation and potential job action. Please know that your provincial executive are full-time teachers working in classrooms, schools, and Community College campuses across the province and are committed to continuing to serve all members.

Remaining united and strong in elevating the teaching profession in Nova Scotia continues to be our mission. I urge you to stay informed. NSTU will provide up-to-date and accurate information to our members via NSTU webmail, website, official social media platforms, and publications.

We appreciate your patience at this time. As you head into the holiday season, I'd like to wish you all a very restful, relaxing, and well deserved break. In this hectic time we've endured, please take the time for yourself, family, and friends to get rejuvenated.

Let's stay strong and united and work together for improving working conditions and a better future for public education in Nova Scotia!



Heather DeCoste's Grade Primary class from École Elmsdale District School trimmed the NSTU tree that is displayed proudly in the lobby of the building on Joseph Howe Drive in Halifax. Students created their own ornaments that adorn the tree. Shown above are: NSTU president Shelley Morse, teacher Heather DeCoste and parents Michelle Moore and Allison Savoury along with some of the students.

Il est essentiel que nous restions unis et puissants

Tout d'abord, je voudrais remercier tous les enseignants des écoles publiques qui ont voté le 1er décembre 2015. Le personnel du NSTU et le Comité exécutif provincial ont constaté une forte participation : 94 % des membres ont voté et 61 % ont voté contre l'accord de principe. Quelle que soit la façon dont vous avez voté, votre participation a contribué à construire un meilleur lieu de travail et un syndicat plus puissant. Votre passion et l'intérêt que vous avez porté à ce vote sont de bonne augure pour les temps difficiles qui nous attendent.

Nous avons entendu les préoccupations qui ont mené à ce vote et elles seront prises en compte tandis que nous allons de l'avant. Trouver une entente satisfaisante a toujours été notre principal objectif.

Nous avons compris que vous n'aviez pas aimé le processus qui avait été utilisé pour parvenir à cette entente. Nous avons compris que vous en aviez assez des conditions de travail déplorables. La recherche sur les exigences de l'emploi du temps des enseignants qui a été faite par les chercheurs en psychologie de la santé au travail à l'Université Saint Mary's a révélé que : vous travaillez en moyenne 52 heures par semaine, 18,7 % de ces heures sont en dehors du temps scolaire normal, y compris de vos pauses déjeuner. Vous pourrez trouver davantage de renseignements sur cette recherche dans la colonne Charting Your Course à la page 6.

Nous savons que votre travail est hautement complexe et nous savons que vous êtes confrontés à des élèves présentant un vaste éventail de besoins d'apprentissage et que vous manquez du soutien et des ressources nécessaires pour appuyer une population étudiante de plus en plus diversifiée. Nous savons également que le climat axé sur les données dans lequel vous travaillez augmente la quantité de temps que vous passez à faire de la paperasserie, de l'administration et des évaluations et rapports officiels au sujet des élèves.

Ces préoccupations sont exprimées depuis de nombreuses années au gouvernement actuel et aux anciens gouvernements et elles ont également été au cœur des nombreuses campagnes publiques que nous avons lancées. Cela a été un sujet constamment abordé lors des réunions avec la ministre et la sous-ministre, avec nos partenaires en éducation et avec les médias.

Nous savons que le gouvernement a besoin de reconnaître le fait que vous êtes submergés et fatigués et que vous avez le sentiment de ne pas avoir votre mot à dire dans les décisions prises au sein du système et qui influent directement sur les conditions dans votre salle de classe et dans votre école. J'espère que votre vote de rejet va envoyer le message que vous en avez finalement assez.

Nous voulons que le gouvernement se penche sérieusement sur vos conditions de travail et apporte des améliorations réelles et pratiques pour vous permettre de mieux répondre aux besoins de vos élèves.

Nous avons été menacés de modifications aux articles de notre convention, articles qui sont enchâssés dans la convention collective des enseignants depuis plus de 40 ans. Ces modifications augmenteraient encore les exigences déjà excessives qui vous sont imposées.

Au moment de mettre sous presse, votre équipe de négociation explorerait nos options en vertu de la Teachers' Collective Bargaining Act (loi sur les négociations collectives des enseignants) et le Comité exécutif provincial se réunissait en vue d'établir un plan pour les mois qui viennent, vis-à-vis de la législation, des négociations en cours et d'éventuels moyens de pression syndicaux. Sachez que votre Comité exécutif provincial est composé d'enseignants à plein temps qui travaillent dans les classes, les écoles et les campus du Collège communautaire partout dans la province et qu'ils sont déterminés à continuer de servir tous les membres.

Notre mission demeure toujours de rester unis et puissants pour promouvoir la profession enseignante en Nouvelle-Écosse. Je vous incite à vous maintenir informés. Le NSTU fournira des informations actualisées et exactes à ses membres par le biais du courriel Web, du site Web, des plates-formes officielles de réseaux sociaux et des publications.

Nous apprécions votre patience à l'heure actuelle. Alors que nous approchons de la saison des fêtes, je voudrais vous souhaiter à tous un congé reposant, relaxant et bien mérité. Durant cette période mouvementée que nous endurons, veuillez prendre le temps nécessaire afin que vous-même, votre famille et vos amis puissiez vous revitaliser.

Restons forts et unis et travaillons ensemble pour améliorer les conditions de travail et préparer un meilleur avenir pour l'enseignement public en Nouvelle-Écosse!

Ten more teachers recognized for making a difference

Ten teachers have been recognized for making a difference through the Nova Scotia Teachers Union's fourth annual *Teachers Make a Difference* program. The NSTU members were randomly selected among 308 nominations representing 227 teachers.

"It's wonderful to see more and more teachers recognized each year by parents and students," says NSTU president Shelley Morse. "Our members continue to make a difference for students, their families, and their communities. The 10 chosen teachers are representative of all our members."

The following NSTU members are being recognized as teachers who make a difference: Holly Alick, a math and art teacher at River Hebert District High School, Cumberland; Kelly Barteaux, English Department Head teacher at Auburn Drive High School, Dartmouth; Cindie Collette Conrad, Grade 5 teacher at École Bois Joli, Dartmouth; Janice Gavin, an APSEA teacher working with deaf and hard of hearing students in the Halifax Regional School Board; Maria Gorman, a Grade 1-2 teacher at Carleton Consolidated School in Yarmouth; Muriel Hill-Latimer, an English teacher at Riverview High, Coxheath; Stephanie Hunt, a Grade 7 teacher at Bluenose Academy, Lunenburg; Dana Jewers, a Grade 5/math teacher at Fanning Education Centre, Guysborough; Jo Anne MacDonald, Continuing Care faculty member at the Strait Area Campus of the Nova Scotia Community College; and James Wiseman, a math teacher at West Kings District High in Auburn, Kings County.

The *Teachers Make a Difference* campaign, which was launched on World Teachers' Day October 5, encourages students and/or parents to nominate a teacher who has made a big difference in their lives, and contributed to their school and community. All recipients receive a \$300 donation for their school or campus breakfast/food bank or library program.



Above are students from J.L. Ilsley High School who participated in this year's campaign.



A student from Southdale North Woodside school gets ready to be on camera for this year's *Teachers Make A Difference* program.

Some of the reasons cited by students in their nominations as to why their teachers make a difference include: encouraging students to do their best, providing support, dedication, caring, patience, making learning meaningful and fun, kindness, confidence building, going above and beyond, being an inspiration, and showing how to think outside the box. "Recognizing the hard work teachers/and community college members do above and beyond instruction is important to reflect their passion for students and learning," continues Morse.

From November 9 to 30, a series of 15-second spots featuring student testimonials, and announcing the winners ran on TV programming. These spots will also air the last two weeks in December. "We'd like to acknowledge the staff, students and parents of Southdale North Woodside School, Eric Graves Junior High, and J.L. Ilsley High who helped us demonstrate how teachers make a difference," adds Morse.

Check out the student testimonials at nstu.ca or through its YouTube station at youtube.com/nstuwebcast.



Above are students from Eric Graves Junior High who participated in this year's *Teachers Make A Difference* campaign.

2015 Winners

Holly Alick, River Hebert District High
 Kelly Barteaux, Auburn Drive High
 Cindie Collette Conrad, École Bois Joli
 Janice Gavin, APSEA – Halifax
 Maria Gorman, Carleton Consolidated
 Muriel Hill-Latimer, Riverview High
 Stephanie Hunt, Bluenose Academy
 Dana Jewers, Fanning Education Centre
 Jo Anne MacDonald, NSCC – Strait Area Campus
 James Wiseman, West Kings District High

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Teachers Make a Difference





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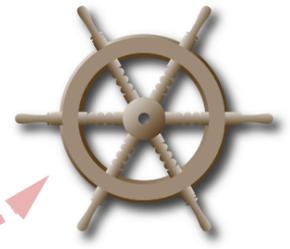
Christmas Book Giveaway

The Teacher is offering the book "Merry Christmas, Squirrels!" by Nancy Rose as a special December giveaway. Email your name, home address, and school or campus name to theteacher@nstu.ca with **SQUIRRELS** in the subject line by January 18 and we'll enter you in the draw.





Charting Your Course FOR PROFESSIONAL DEVELOPMENT



Teacher Time Use Survey

by Debbie McIsaac, Executive Staff Officer, Professional Development

At Annual Council 2014 a resolution was adopted to conduct a study reflecting the current demands on teachers' time in relation to doing work-related tasks each day, both at school and at home. To that end, the NSTU contracted Dr. Kevin Kelloway, Canada Research Chair in Occupational Health Psychology and Dr. Lori Francis, Professor of Psychology at Saint Mary's University to conduct this study. The study involved teachers in the public school system taking part in a 'day reconstruction' study in which they completed a survey detailing the activities of their day in 30-minute blocks. This study was done, in part, to provide data to help strengthen the argument that to provide students with the best possible education, teachers' workload must be manageable and realistic.

Teacher workload issues have, and continue to be the focus of numerous studies across Canada and in many other countries around the world.

A literature review on teacher workload prepared by the Alberta Teachers' Association in 2012, presented several conclusions drawn from the review:

- ◆ Teachers work an average of 50 to 55 hours per week
- ◆ Teachers work 10 to 12 hours per week outside of regular school hours
- ◆ The work of teachers is highly complex and involves a wide range of tasks
- ◆ Students have a wide range of learning needs, and teachers lack the supports and resources necessary to support an increasingly diverse student population
- ◆ The current emphasis on high-stakes testing and accountability increases the amount of time that teachers spend on paperwork, administration, and formal student assessment and reporting

A study contracted by the Saskatchewan Teachers' Federation in 2012, which focused on better understanding "the complexities and challenges associated with teacher time in Saskatchewan", lead the authors, Drs. Carol Schick and James Ninch, to state:

The complexity of teachers' time has not been fully appreciated. To date, teacher time has been viewed through a narrow lens resulting in a limited understanding of the political, social and professional environments within, which teachers work. Furthermore, educational trends at the local, national and international levels have put increasing pressure upon teachers. (p. 1)

Duxbury and Higgins, authors of a study by the Alberta Teachers' Association conducted in 2013 found that teachers work more hours per week than most Canadians and "exhibit high work overload, high work-family conflict and are significantly less likely to have any forms of workplace flexibility."



The Canadian Teachers' Federation conducted an online survey in February and March 2014, on issues related to work-life balance focusing on issues that contribute to work-related stress and work-life balance and factors that contribute to improving teacher work-life balance. Among the key findings it was found that many teachers felt torn between their teaching responsibilities and their responsibilities outside the work place;

stress related to work-life balance has increased over the past five-years; work-life balance is affecting their ability to teach the way they would like to teach; not being able to devote the time they would like to each of their students; class composition and meeting the needs of students with special needs; lack of time for planning with colleagues and marking and grading student work; insufficient resources and lack of preparation time; insufficient time to spend with their own children, spouse or partner and for personal recreational pursuits.

Following in line with the above mentioned studies, the results of the *NSTU Teacher Time Use survey* provides illustrative data on how and when teachers allocate time to various work tasks and how these work experiences affect their well-being. Teachers in this sample worked an average of 52.2 hours/week, with 36 per cent (18.7 hours) of that time occurring outside of school hours. Furthermore, the majority of teachers in this sample were experiencing high levels of workload and work-family conflict. While teachers reported moderate levels of mental well-being, these stressors predict lower levels of mental well-being. A summary of the results of teachers' survey responses are as follows:

The teacher survey assessed:

- ◆ How teachers spend their days both at and outside of work;
- ◆ How much time teachers spend doing work-related tasks both at and outside of work;
- ◆ How much discretion teachers have in scheduling their work-related tasks;
- ◆ How much tension teachers experienced during the time they were completing their work-related tasks;
- ◆ Work experiences and teachers' feelings about their work in general;
- ◆ Teachers' psychological well-being.

Time Use

- ◆ On a daily basis, teachers reported working an average of 10.0 hours, with 7.7 hours being spent at work.



From left to right are graduate student Tabitha Thibault, and Drs. Lori Francis and Kevin Kelloway presenting results from the 2015 Nova Scotia Teachers Time Use Study during NSTU's Executive Planning conference on July 2.

- ◆ Teachers reported working an average of 52.2 hours per week, with 18.7 of those hours being from outside of the regular school time, including their lunch breaks.
- ◆ Approximately half of teachers reported working more than 42 hours per week and another 20 per cent of teachers reported working over 60 hours per week.
- ◆ Teachers spend the majority of their workday engaged in teaching-related activities (i.e. class instruction/teaching, preparation, and marking, as well as extra-curricular activities), specifically, class instruction/teaching (4.9 hours) and preparation (3.9 hours).

Feelings about Daily Tasks

- ◆ Approximately half of teachers reported a lack of discretion in deciding what work-related activity has to be done and when during their day.
- ◆ Approximately half of teachers experience tension while engaging in work-related activities.
- ◆ Approximately half of teachers experience role overload during their daily work-related activities.
- ◆ The majority of teachers reported high levels of role clarity and low levels of role conflict while engaging in work-related activities.

Work Experiences

- ◆ Workload was the most frequently noted stressor (94.2 per cent).
- ◆ Work-family conflict was also a common stressor among teachers (83.5 per cent).
- ◆ Teachers reported good opportunities to use their skills or learn new ones.

Individual Mental Well-Being

- ◆ Teachers self-reported moderate levels of mental well-being.
- ◆ When looking at the relationships among work experiences, time use, and mental health:
 - Workload, work-family conflict, tension during work-related activities, and role overload were associated with poorer psychological health and well-being.
 - Work time, specifically weekly hours worked during the workday, weekly hours worked outside the workday, and time engaged in work-related activities in a day were also associated with poorer mental health.

(continued on page 7)



Charting Your Course FOR PROFESSIONAL DEVELOPMENT

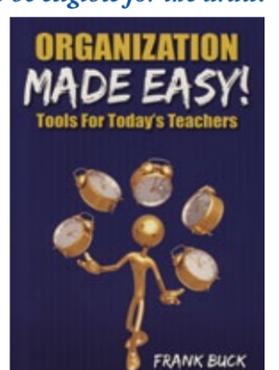


Email your name, home address, and school or campus with **FRESH** in the subject line to theteacher@nstu.ca by January 19 to be eligible for the draw.

In this month's giveaway, *Organization Made Easy! Tools For Today's Teachers*, organization expert and author **Frank Buck** provides teachers with a feeling of greater control of each day plus a great sense of pride in the teaching profession.

You will find this book will show you how to take advantage of specific electronic and paper-based resources to help you with time management, help you organize your everyday surroundings, increase productivity, and reduce your stress.

Check out other books by *Eye On Education* that help new teachers get organized!



fresh

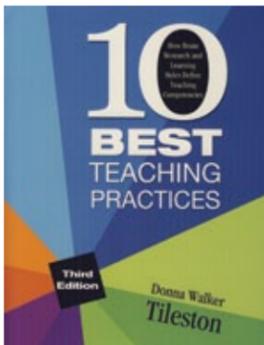
Putting new members in the KNOW!

Email your name, home address, and school or campus with FRESH in the subject line to theteacher@nstu.ca by January 19 to be eligible for the draw.

This month's FRESH giveaway, entitled *10 BEST Teaching Practices: How Brain Research and Learning Styles Define Teaching Competencies* is a third edition written by Donna Walker Tileston and published by Corwin Books, A Sage Company.

Using today's best practices such as real-life examples, proven techniques for reaching each learner and up-to-date strategies, this book is meant to engage, motivate, and inspire students.

Each chapter includes helpful lists, charts, and graphs. New and experienced teachers will find this reference very invaluable.



Antigonish teacher's book helps children focus on mindfulness

St. Andrew's Consolidated Grade 4 teacher Laurie Bloomfield's book, *Finding Felicia*, tells the story of a boy named Jack and his best friend Felicia the cat, and his search for her when she goes missing. But through its brightly coloured, expressive illustration it's much more than a boy's journey to find his cat.

"I wrote this book because through my own life experiences I got caught up in trying to keep up with extraneous things, and realized the importance of taking the time to appreciate what I have, and to reconnect," says Bloomfield, an Ontario native in her 26th year of teaching, who has been teaching in Antigonish since 2004.

"Connection is the most valuable thing we have as humans," she continues. "I wanted to put something together to explain to kids to appreciate things in front of them and be mindful of being in touch with all of our senses."

As Jack looks for Felicia, not realizing that she's with him all along, he stops to taste the berries, and listen to the wind, etc. "The story also reiterates the importance of the journey, and not the destination," adds Bloomfield.

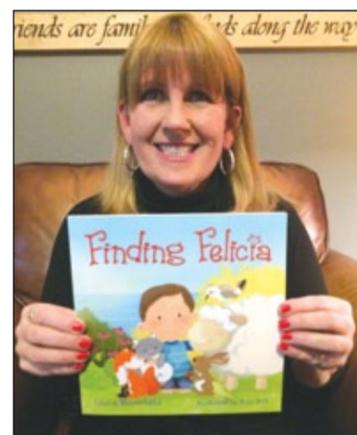
She chose a cat, because "Cats will go where dogs don't—and don't always want to be found." She's called Felicia after the Spanish word *felicidad*, which means happiness.

She originally self-published through the Teachers Pay Teachers site, and it was through that she was able to find the illustrator for her book, Kari Bolt. "I needed a good illustrator and knew of Kari through the Teachers Pay Teachers site. She's based out of South Carolina, and I love her illustrations."

Bloomfield has done presentations on October Conference Day and is looking at presenting on self-publishing for an upcoming conference. She's penned a non-fiction book for parents about middle school science, is working on a book for pre-school children, and has created a teacher's guide for *Finding Felicia*. "I'm also toying with the idea of developing a series of books with Felicia in it," she adds. "The first one will feature Felicia interwoven into a story about my father's Christmas experiences."

Bloomfield hopes that her book will remind readers that sometimes the greatest rewards in life come about simply slowing down, relaxing and being in the moment.

Finding Felicia is for ages four to nine, reading level Grade 2, and is published by Crafty Canuck. For more info on the book: <http://craftycanuck.com/?s=Finding+Felicia>.



Comité de Programmation Acadienne



The Comité de programmation acadienne met at the NSTU Building on November 27. Pictured above (l-r): NSTU staff liaison Stacy Samson; committee chair Suzanne Comeau; Christophe Dol; Phillip Meuse; Tara McCormick; provincial executive liaison Sue Larivière-Jenkins and Nathan Robar. Missing from photo: Dennis LeBlanc.

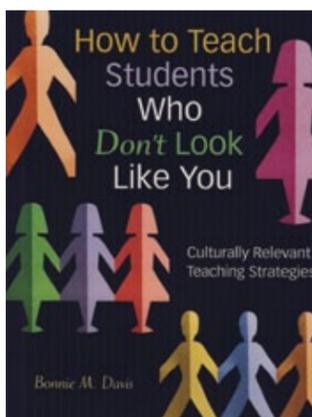
EQUITY COMMITTEE BOOK REVIEW

Email your name, home address, and school or campus with EQUITY in the subject line to theteacher@nstu.ca by January 19 to be eligible for the draw.

This month's equity book giveaway is entitled *How to Teach Students Who Don't Look Like You*. Written by Bonnie M. Davis and published by Corwin Press, this resource contains culturally relevant teaching strategies for teachers who take risks to improve their classroom instruction and passionately believe that all children can achieve.

Today's educator faces the challenge culturally and ethnically diverse students. Using this resource, educators will learn:

- How to first recognize one's own culture to understand needs of diverse learners
- How to examine racism and its impact
- Strategies for establishing a school climate for teaching diverse learners
- Research-based instructional strategies to implement across the disciplines



(continued from page 6)

A similar study conducted in 2010 by Drs. Kelloway and Francis, *Stress and Strain in the Nova Scotia Teachers Union Membership*, indicated that 79.3 per cent of teachers reported high levels of workload and only 37.5 per cent reported high levels of work-family conflict. Compared with the findings in this current study of 94.9 per cent and 83.5 per cent respectively, it is apparent the amount of teachers that reported high levels of workload and work-family conflict has increased over the past five years.

The findings of this time use study can be informative to the NSTU in taking action on behalf of its members around workload and well-being. Having province-wide information in regards to working conditions and stressors will assist in determining where teachers need additional support, guide professional development, direct conversations with government, and contribute to discussions around contractual issues dealing with workload and health benefits.

NOTE: The full report is available on the NSTU website under NSTU Publications/ Position Papers and Reports

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Concussion 101

by Dr. Ashley Lilly, BSc., DC
and Kristin Crocker, O.T. Reg. (N.S.)

Everywhere you turn these days you hear the word concussion. Whether it is on the sports highlight reel, the news, or through general conversation with a student, colleague or friend, concussions are definitely a hot topic. But, what exactly is a concussion?

The formal definition for a concussion is a complex pathophysiological process affecting the brain induced by traumatic biomechanical forces.

How does a concussion occur? A concussion may be caused by a direct hit to the head or an indirect force that is transmitted to the head. This means that you could slip and fall without any impact to the head and still suffer a concussion.

How long do concussions last? Concussions typically result in short-lived neurological impairments that usually resolve spontaneously. We know that approximately 85 per cent of concussions heal within 15 to 22 days and people usually report feeling better anywhere from three to 15 days after the injury. We also know that approximately 15 per cent of concussions do not heal within this time frame and can persist for months. There are several proposed mechanisms as to why symptoms persist. However, a recent study found that having access to a specially trained practitioner within the first week of a concussion can reduce recovery time from 30 to 50 days down to 16 days. This indicates that the sooner you see a healthcare professional, the better.

Signs and Symptoms

There are 22 signs and symptoms of a concussion that have been identified and are part of a standard concussion assessment. They include physical, emotional, and cognitive signs and symptoms because these

are the various areas of the brain that are altered with a concussion.

The signs and symptoms include: headaches; pressure in the head; neck pain; nausea; dizziness; blurred vision; balance problems; sensitivity to light; sensitivity to noise; feeling slowed down; feeling like being in a fog; not feeling right; difficulty concentrating; and remembering; fatigue; confusion; drowsiness; trouble falling asleep; more emotional and irritable; sadness; and feeling nervous/anxious. It is important to recognize that some or all of these signs and symptoms may be present with a concussion.

Warning Signs

After a trauma, it is important to rule out more sinister pathologies that could occur with a head injury, including a brain bleed. There are several warning signs that indicate an injury is more severe than a concussion. If any of these warning signs are present you should go to the emergency room for examination. Warning signs include a severe worsening headache, extreme drowsiness, seizures, decreasing level of consciousness more than two hours post injury, unable to recognize people or places, unusual behavior, weakness or numbness in the arms or legs, unsteadiness, slurring of speech, fluid leaking from the ears, bruising behind the ears, two black eyes, vomiting, and the inability to remember more than 30 minutes.

Post-Injury Advice

The first 24 hours after a concussion is a critical window to rest your brain, therefore it is best to have absolute physical and mental rest during this time. The best way to achieve this is to sit in a dark room without

any distractions; at this point your brain is running on less energy so it is really important that you let it rest. It is also important not to take any pain medications at this time. The main reason for this is because you do not want to mask any of the warning signs that something more serious is occurring. For example, if you are having a terrible headache, you need to be able to notice it. It is also important not to drive immediately following a concussion. We know that our processing speed is a little bit slower after a concussion and our energy is lower, so it is best to avoid situations that demand a lot of attention, such as driving.

Returning to Work or School and Sports whether it be returning to work or school following a concussion the same principles apply—a gradual return is best. In most cases, the return to work or school should be initiated as soon as the symptoms have resolved. Once the symptoms have resolved it is best to start with small windows of cognitive activity, then progress to a half-day of work or school, and finally progress to a full day of work or school. Once a full day of work or school is completed, a gradual return to sport can be initiated. It is important to note that no two concussions are the same and that everyone progresses differently. This is why it is best to have your return to work or school monitored by a healthcare professional.

Post-Concussion Syndrome

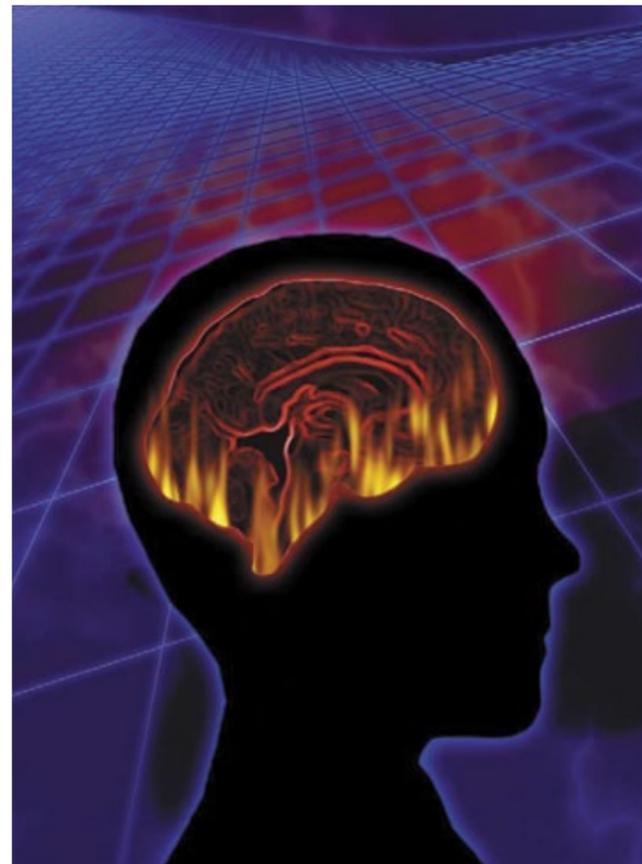
As mentioned above, approximately 85 per cent of concussions heal within a 15

to 22 day window. This means that 15 per cent of concussions persist past the 22-day mark. Generally, there are several entities within post-concussion syndrome including vestibular dysfunction, visual deficiency, autonomic dysfunction, cervical spine pathology, and psychological difficulties. Due to all the various components within this diagnosis, it is best practice to have a multi-disciplinary team monitoring your recovery.

Baseline Testing

A Baseline Test is essentially a concussion assessment when a concussion does not exist. It is the current gold standard in concussion management and diagnosis because it allows a practitioner to compare pre and post injury values for the individual as opposed to normative data. Anyone can get a baseline test, but it is best to have it performed pre-season if you engage in a sport.

For more information, you can visit ACCEL Physiotherapy and Sport Performance Centre online at www.accelphysio.ca.



For advertising information for The Teacher,
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Annual PD conference explores mindful teaching practice



Pictured above (l-r): Vice-president professional development Cape Breton District Local Peter Murphy, NSTU president Shelley Morse, PD committee member Raylene Nicholson (Cape Breton District), vice-president of professional development for Richmond Local Scott Goyetche, staff liaison Adela Njie, vice-president of professional development for Shelburne County Local Catherine Shediak, and provincial executive liaison Cherie Abriel.

This year's annual Professional Development Conference was held November 6 and 7 at the Delta Halifax. Vice-presidents of professional development from across the province came together under the theme *Mindful Practice and Teachers' Professional Development*. NSTU executive staff officer Adela Njie provided the opening night keynote which brought to light the importance of meeting the needs of our students by starting with the state of schools all around the world. This included a reference to an OECD 2005 report revealing the complexity of demands on schools and teachers.

"Society now expects schools to deal effectively with different languages, backgrounds, culture and gender issues, respond effectively to disadvantaged students and students with learning or behavioural problems, while using new technologies, and keeping pace with rapidly developing approaches to student assessment."

Keeping this in mind, illustrates the emotional demands placed on teachers. "Teaching is the only profession where you are constantly exposed to the changing social, emotional interactions, and your lives are saturated with them."

Teaching, like other human service occupations is encompassed by constant change and high levels of uncertainty and as a result, places great emotional and attentional demands that impact day-to-day practice.

Njie reminded the audience that to be mindful through teaching not only reduces burnout, but also improves teacher performance in the classroom.

Njie also reiterated to participants that parents appreciate great teaching for their children and professional development is an effective avenue that allows teachers to meet these expectations. "Educators who do not experience effective PD do not improve their skills and children's learning suffers. When educators move their learning forward, students learn more."

Saturday's sessions included a Role Session focused on Grants, Dissemination of Information, and the NSTU App (Adela Njie and Simon Wilkin). A Focus on grant writing with lessons learned was presented by PD Committee members. An Open Space Café and Sharing Session focused on topics, timing, location and messaging.

Community College Local Executive



The Community College Local executive held a meeting in Halifax on November 6. **Shown (clockwise from the bottom left are):** Barb Gillis, first vice-president and vice-president economic welfare faculty (Burrigade Campus, faculty); Melanie Sampson, treasurer (Strait Area Campus, faculty); Mark Hebert, member-at-large (Annapolis Valley Campus, faculty); provincial executive member Damian Hall (faculty, Pictou Campus) NSTU staff liaison Simon Wilkin; Seana Blanchard, vice-president economic welfare professional support (Waterfront Campus, professional support); Julie Marchand, vice-president public relations (Strait Area Campus, faculty); and Kingstec Campus faculty members Laurie Dauphnie, secretary, and Ferne MacLennan, Local president. **Missing from photo:** Lisa Smith, VP of professional development (Kingstec Campus, faculty).

Six more NSTU members participate in Huntley internship

NSTU's John Huntley Memorial Internship program saw six members participate in their internship at the NSTU office October 21 and 22. Part of their internship included meeting with NSTU staff officers in member services, professional development, public relations, and the Member Assistance Program. This internship offers NSTU members the chance to "job shadow" NSTU staff and learn more about the many NSTU programs and services provided to members. New provincial executive members and Local presidents are also given the opportunity to participate in the program.



Seated: Hope Lemoine, Cumberland provincial executive member, who is an English teacher at Oxford Rural High School; Digby Local president Josée Desjardins, a resource teacher at Digby Regional High School; and Martia MacLean (Cape Breton District), a guidance counsellor at Whitney Pier Memorial and George D. Lewis Schools. **Standing:** Community College provincial executive member Damian Hall, who is a faculty member in automotive at the Pictou Campus; Adrienne Kelloway (Dartmouth) a learning centre teacher at Southdale North Woodside School; NSTU executive staff officer Stacy Samson and Patrizia Aloisi (Halifax County) a Grade 1-2 teacher at Oyster Pond Academy.

The John Huntley Memorial Internship Program

The remaining deadlines for application for the John Huntley Memorial Internship Program for the 2015-2016 school year are February 15 and April 15, 2016.

Applications for active NSTU members are available through your NSTU rep, on the NSTU website at www.nstu.ca or at Central Office 902-477-5621 or 1-800-565-6788.

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

Nova Scotia Teachers Union

APSEA Rep Retreat

The APSEA Local held its rep retreat in Halifax at the Delta Halifax on October 23 & 24. **Front row (l-r):** Annette Manuel, VP Communications; Sam Harrison, Rep Halifax Region; Phyllia Anne Blanche, Rep Valley Region; and Sherrie Graham 1st VP. **Second row (-r):** Mary Currie, Treasurer; Nicole MacDonald, VP of PD; Dana MacLeod, Secretary; and David MacLean, Cape Breton Rep. **Back row (l-r):** Patrick Daley, Moncton Region Rep and Andrew McCara, former Local President.





PROFESSIONAL ASSOCIATIONS PROFESSIONNELLES
NSTU Professional Associations Conference
October 23, 2015

Family Studies Teachers Association
'Telling Our Story'



Dr. Deborah Graham, keynote speaker for Family Studies Teachers Association, shared the importance of telling our story and sharing what we know with our students. A story doesn't come alive until we tell it!



FSTA members took part in a cooking demonstration with our own MasterChef contestant Debbie MacDonald.



Several teachers took part in hands-on work including textile weaving on a loom.

Over 500 curriculum workshops province-wide PD day October 23

Friday, October 23 saw over 7,000 Nova Scotia Teachers Union members attend 22 conferences across the province marking the 32nd annual Provincial Professional Development Day.

"This incredible 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 also provides a forum that reinforces teacher professionalism, experience and expertise, and enables teachers to have their voices heard in the planning and development of relevant professional development."

Conferences were held in Lunenburg, Milford, Truro, Port Hawkesbury, and many locations in the Halifax area and featured over 500 keynotes, plenary sessions, panel discussions, and workshops. Each conference—organized for elementary and young adolescent teachers, math, science, social studies, English and French teachers, or for adult educators, school guidance counsellors and other specialists—is planned, developed, and implemented by volunteer educators. "This conference is organized by teachers for teachers. The planning and organization of these teacher-initiated conferences in partnership with various organizations represent our teachers' devotion to the improvement of public education in Nova Scotia," adds Morse. "It also continues to provide an avenue for autonomous self-directed professional development, something near and dear to NSTU members."

Popular workshop presenter Dr. Steven Van Zoost, a teacher at AvonView High School in Windsor, provided his expertise for the Nova Scotia Teachers Association for Literacy and Learning (NSTALL). "If you have never presented during Conference Day, you need to make it a goal to do so," he says. "It's what defines us as a profession. It's a way to share our expertise and I'm glad that the NSTU provides this opportunity."

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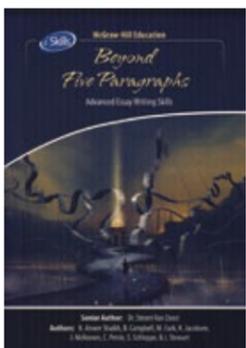
Nova Scotia Teachers Association for Literacy and Learning



From left to right are some of the members of the NSTALL executive shown with NSTU president Shelley Morse (l-r): Hants West Local president Tami Cox Jardine, NSTALL Communications; Jo-Ann Mumford, first vice-president and NSTALL Conference 2015 Registrar; Sonya Purdy, NSTALL President; NSTU president Shelley Morse; NSTALL workshop presenter Steven Van Zoost; and Betsy Jardine, NSTALL Secretary.



Strait Regional School Board teacher Justin Fougere presented Differentiating Instruction with Apps.



The Teacher has the book *Beyond Five Paragraphs: Advanced Essay Writing Skills*, published by McGraw Hill Education for giveaway. NSTU member, Dr. Steven Van Zoost is the senior author.

Email your name, home address and school or campus name with "BEYOND" in the subject line to theteacher@nstu.ca by January 18 to be eligible for the draw.



Above is workshop presenter Dr. Steven Van Zoost. He presented a workshop for teachers in helping students with their essay writing skills at the NSTALL conference.

(continued from page 10)

Just a few of this year's conference highlights included:

- Education and human behaviour expert, Alfie Kohn, presented to primary and early elementary teachers with: *Beyond Threats and Bribes: Why Control of the Classroom can Never be our Goal*;
- Dr. Esther Enns, professor of applied linguistics at Saint Mary's University, focused on experiential learning and teacher development for the Social Studies Teachers Association;
- Film and TV director, Phil Comeau, joined the Association des enseignants acadiens (AEA) and relayed his expertise in his promotion of Acadian culture across Canada;
- Dave Kung, professor of mathematics at St. Mary's College of Maryland, was the featured speaker at the Math Teachers Association conference.
- Dr. Deborah Graham, professor at StFX, joined the Family Studies Teachers Association focusing on the critical role of stories and how they forge connections and promote humanism and empathy.



Speech-Language Pathologists and Audiologists



This year's Speech-Language Pathologists and Audiologists Association (SPAA) conference took place at the Best Western Hotel in Dartmouth with close to 200 delegates. **Above are members of the SPAA with NSTU president Shelley Morse. From left to right: Denise Boulton webmaster (CCRSB); Shelley Morse; conference chair Dana Fergusson; Renena Joy (HRSB); organizing committee member Janine Boutilier; and Heather Von Ek, SPAA treasurer.**

Social Studies Teachers Association



This year's Social Studies Teachers Association conference was held at Saint Mary's University. Above Keynote speaker Dr. Esther Enns, professor of applied linguistics at Saint Mary's University focused on experiential learning and teacher development as she addressed SSTA conference delegates.

Teachers inducted into Dr. Hugh A. Noble Hall of Honour

On October 22, 2015 at the Lord Nelson Hotel the Teachers Association for Physical & Health Education (TAPHE) held the inaugural Dr. Hugh A. Noble Hall of Honour ceremony.

Dr. Hugh A. Noble has been coined the father of physical education in Nova Scotia, and to reflect that commitment TAPHE has named their Hall of Honour in his memory.

At Thursday night's ceremony, 14 incredible retired individuals from around our province were inducted into the TAPHE Dr. Hugh A. Noble Hall of Honour for their dedication to the growth and development of physical and health education in Nova Scotia and for their long time commitment and service to the students in their communities and schools.

"These retired teachers have made a lasting impression on the history of our profession. Their forward thinking, dedication, and commitment to physical and health education built a foundation that we now stand on," says TAPHE President Jen McKenzie.

The 14 Charter Members of the TAPHE Dr. Hugh A. Noble Hall of Honour included: Dorothy G. (Walker) Robbins (Windsor, NS); Robert (Bob) Burchill (Halifax, NS); Rexanne Lugar (St. Margret's Bay - Halifax County, NS); Ralph MacLean (Dartmouth, NS); Donald (Don) Whynot (Windsor, NS); Richard Foot (Kingsport, NS); Norma Adams (Dartmouth, NS); Bill Adams (Dartmouth, NS); Bev Johnstone (Dartmouth, NS); Wally Campbell (Halifax, NS); Farida Gabbani (Truro, NS); Elizabeth (Liz) Taylor-Noble (Yarmouth, NS); Brian Noble (Yarmouth, NS); and Greg Grandy (Dartmouth, NS).

At the induction ceremony each inductee had a brief biography read detailing their extensive commitment and willingness to serve their students, improve their practices, and push their profession to a higher standard.

"The impact these 14 men and women have made over their teaching career and into their retirement would be unmeasurable. This Hall of Honour is one way we are able to say thank you and your sacrifices are appreciated," shared Amanda Brewer, Chair of the Awards committee. "The smiles, hugs, and memories shared during the event left a lasting impression. I am so very thankful that I had the honour of meeting and celebrating with the inductees."



The Hall of Honour Members — Back row (l-r): Farida Gabbani, Wally Campbell, Don Whynot, Brian Noble, Greg Grandy, Bob Burchill, Bill Adams, and Richard Foot. **Front row (l-r):** Liz Noble, Ralph MacLean, Dorothy Robbins, Rexanne Lugar, Bev Johnstone, and Norma Adams.

Substitute Liaison Conference



The Substitute Liaison conference was held November 27-28 at the Delta Barrington in Halifax. Forty people were in attendance, with the welcome & opening remarks made by NSTU president Shelley Morse. Former NSTU and CTF president Mary-Lou Donnelly Commissioner (Workers), Canada Employment Insurance Commission is shown presenting her workshop, "The EI Story - Short Term Positions, Long Term Substitutes and Daily Substitutes. Other presentations included: Halifax County Local President Meg Ferguson, "The Substitute Teacher's Tool Kit"; CCRSB Administrator Mary-Anne Alley, "Qualities of a Good Substitute"; and NSTU executive staff officer Kyle Marrayatt, "The Role of the Substitute Liaison" and "So, You're Online, eh?"



Educational Leadership Consortium of Nova Scotia

Aspiring Leaders Program

On August 9, 2015 the Aspiring Leaders Program was launched with 33 participants from various school boards around the province. Their first session titled Insights Discovery looked at previously completed profiles which provide information to each individual on their key strengths and possible areas for improvement and their preferred communication strategies. In this session, participants gained a detailed understanding of their working style, how this style impacts on their relationships with others, and how to adapt behaviours to better connect with others in their organization. On August 10-11 participants spent two valuable days with Dr. Mike Rutherford learning about The Artisan Teacher. This conference focussed on strategies for high performance teaching that enhances student learning.

The Aspiring Leaders Program is a 13 month program which includes two summer institutes, seven seminars, and a residency component which is integrated throughout the program. Participants have now completed seminars on Diversity and Social Justice, School Culture and Building Relationships, and Leading Change. Beginning January 2016 they will participate in seminars on Instructional Leadership, Collaborative Learning Teams (February), Communication Skills (April), School Management (May), and close with a summer institute on Student Services in August 2016.



Principal Greg MacKinnon receives National Award

Greg MacKinnon, principal of Prince Andrew High School in Dartmouth, is this year's Canadian Home and School Federation's Dr. Samuel R. Laycock recipient. The award was presented to him November 14, 2015 in Halifax, during the Federation's annual national conference and AGM.



The Canadian Home and School Federation established the Dr. Samuel R. Laycock Memorial Award to commemorate his leadership at the local, provincial, national, and international levels and his demonstrated establishment and support of various organizations including Home and School. The Award is presented to an educator who:

- Loves children and is interested in the education of all children;
- Relates well to children, teachers and parents, enlisting their cooperation;
- Has dynamic leadership qualities and inspires other to achieve; and
- Has made a real contribution to relations between the school and the home.

The citation that was read when MacKinnon received his award reiterates his caring about every child, parent and teacher connected to the school community. "Greg supports his teachers and is an expert in the implementation of special education projects. While Principal at Caledonia Junior High School he introduced the utilization of laptops for everyday learning. He was instrumental in ensuring the 21st century learning pilot project was a success."

The citation outlines his collaborative work with the SAC to improve a greater school community while promoting positive relationships and engaging community participation in the school. "He has provided leadership and professional development to his staff and provided his teachers with structure and support in improving student achievement."

He is known for creating a culture of collaboration and enquiry in professional learning communities is instrumental in promoting student opportunities such as Options and Opportunities Program, International Baccalaureate Program, co-curriculum participation in clubs, theatre productions, volunteering, athletics, Gay Straight Alliance, Youth Health Centre, Guy's Group and Girls' Group. "Greg believes a well-rounded student is a successful student. He gives students voices that otherwise would not have been heard."

He has taken a personal interest in students at risk and continually promotes leadership opportunities for staff and students, often pushing them to go outside their comfort zones, not knowing the outcome but having trust in his staff and students.

"He not only goes above and beyond for the staff but also his students. When students were not successful in courses he created a credit recovery model to increase student's success and in fact increased the graduation rate at Citadel High School."

MacKinnon is a shining example of a teacher who makes a difference.

The next two deadlines for *The Teacher* are January/February issue — January 8 and the March issue — February 19.

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

Congratulations to our Book Winners from October!

FRESH - KRISTEN WALKER — CBVRSB
 EQUITY - DARCEL WILLIAMS HART — HRSB
 PD - PASCALE LANDRY — CSAP

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14EMP15

Members' right to refuse unsafe work: a refresher

NSTU members have the right, under the Nova Scotia Occupational Health and Safety Act, to refuse to work where the teacher/Community College member has reasonable grounds for believing that the work is likely to endanger his or her health or safety. The member has that right until:

- The employer has taken remedial action to the satisfaction of the teacher,
- The joint occupational health and safety committee (JOHS committee) has investigated the matter and unanimously advised the teacher to return to work, or
- An officer of the Occupational Health and Safety Division of the Nova Scotia Department of Labour and Advanced Education has investigated the matter and advised the teacher to return to work.

For example, if you are a resource or learning centre teacher and you have reasonable grounds for believing that a student on your caseload is likely to assault you—for example, he has already assaulted you and is threatening to do so again—then you have reasonable grounds for believing that working with the student is likely to endanger your health or safety and you have the right to refuse to work with that student until one of the three conditions above it is met.

You must exercise your right to refuse work immediately and you do so by notifying your principal or supervisor that you are exercising your right to refuse to perform the work in question.

If the employer has not remedied the situation to your satisfaction, you can continue your work refusal until the JOHS committee has unanimously advised you to return to work. If they have not done so, you may continue to exercise your work refusal until an officer of the Department of Labour has advised you to return to work.

The Act requires the employer to continue to pay you during your work refusal. Your supervisor can reassign you during your work refusal, but this is subject to any applicable collective agreement provision.

You cannot exercise a work refusal if to do so would put the life, health or safety of another person directly in danger. So, for example, if a student is acting violently, you cannot simply walk out of a classroom if other students are endangered. However, once the incident is over and students are safe, and you believe that the student is likely to assault you again, you most certainly have the right to refuse to work with that student.

The Act also says that you cannot refuse to work if the danger is inherent in the work. However, a danger is not inherent in a job unless the employer has taken every precaution reasonable in the circumstances to eliminate the danger, as is required by the Act. In the view of the NSTU, if a student continues to assault and threaten to assault a teacher/Community College member, the employer has not yet taken all reasonable measures to eliminate that danger, because the employer has the power to hire additional staff to protect the member, and the employer ultimately has the power to remove the student from the school setting. Being subjected to continued assaults and threats of assault is not inherent in your job.

If you have any questions about your workplace health and safety rights, do not hesitate to contact your NSTU staff officer for more information.



Staff and students raise money for a good cause

Students and staff at Sherwood Park Education Centre in Sydney participated in the Cape Breton Radiothon in a unique way on September 24.

The Radiothon is raising funds for the Cape Breton Regional Hospital Foundation who are purchasing a new Linear Accelerator for the Cape Breton Cancer Centre.

Everyone at the Sydney middle school was challenged to build a paper chain “Ring of Hope” that would stretch completely around the school to signify their commitment to Cancer Treatment in Cape Breton. Students and staff paid 25 cents for each link of the chain, and hoped to raise enough money to build a chain that would stretch right around the school to show how much their support to this great cause. Students were encouraged to decorate their paper strips with words of hope, or in memory of a loved one or recognition of someone they know who is a cancer survivor.

The students mobilized in an awesome way, and everyone contributed what they could. Some students brought in their birthday money, others did little fundraising projects on their own. All the parents gave their children money to support the cause, and some businesses in the community contributed as well. “We raised enough money to build a chain that stretched around the school three times, and the best part is: the “spectacular” students at “SPEC” raised \$3,840 in support of a new Linear Accelerator for the Cape Breton Cancer Centre,” said resource teacher Anna Mae Muise.

“The staff at Sherwood Park Education Centre are bursting with pride for our students. They are going to grow up to be wonderful citizens.”



Yarmouth Local Member Engagement Day



Pictured above are some of the Yarmouth Central School staff during the Yarmouth Member Engagement Day activities on October 5. Back row (l-r): Nicole Arsenault, Karen Bower, Sue Hobbs, Allison Bain, Terri-Lynn Doucet, Jenn MacLeod, Petra Eyre, Sheri Rempel, and Sue O'Brien. Front row (l-r): Ashley Purdy, Jared Purdy, Natalie Barnes, and Bonnie LeBlanc.

2015-2016 Pre-Retirement Seminars SCHEDULE

DATES	LOCATIONS
January 12 & 13 (Tuesday & Wednesday)	CCRSB (Wandlyn, Amherst)
February 4 & 5 (Thursday & Friday)	HRSB (Dr. Tom Parker Building, Halifax)
11 & 12 (Thursday & Friday)	SSRSB (Best Western, Bridgewater)
23 & 24 (Tuesday & Wednesday)	HRSB (Dr. Tom Parker Building, Halifax)
March 1 & 2 (Tuesday & Wednesday)	CCRSB (Holiday Inn Express, Stellarton)
7 & 8 (Monday & Tuesday)	CBVRSB (Holiday Inn, Sydney)
23 & 24 (Wednesday & Thursday)	HRSB (Dr. Tom Parker Building, Halifax)

Please register through your Board, **NOT** the NSTU by October 12, November, 2015. Dates/locations subject to change

Teachers with Administrative Responsibilities



The Teachers with Administrative Responsibilities committee held their first meeting on November 6. Shown (l-r): Committee chair and SAA representative Heather Foote; provincial executive member (Pictou) Nancy Doyle; Dianna Lynn Corkum (Halifax County); NSTU staff liaison Debbie McIsaac; Maxine Hardy (Northside-Victoria); Darrell LeBlanc (Guysborough County) and Monica Stoilov (Dartmouth). Missing from photo: Brian MacIsaac (Pictou).

coming events

December is...

World AIDS Day (Dec. 1) (<http://www.who.int/campaigns/aids-day/2015/event/en/>); International Day of Disabled Persons (Dec. 3) (disability.novascotia.ca/); International Volunteer Day - Volunteer Canada (Dec. 5) (volunteer.ca/); National Day of Remembrance & Action on Violence Against Women in Canada - Dec. 6 (Nov. 25 - Dec. 10) (<http://www.swc-cfc.gc.ca/commemoration/vaw-vff/remembrance-commemoration-en.html>); Human Rights Day - Dec. 10 (<http://psacunion.ca/human-rights-day>)

JANUARY 27, 2016

Family Literacy Day

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

JAN. 31, 2016 DEADLINE

Canadian Citizenship Challenge

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

Teachers can test students' national knowledge with a mock citizenship exam.

Register for a chance to win great prizes for you and your group!

In your account, you can add classes or groups to take the Challenge online or in class. Go to <http://citizenshipchallenge.ca/teacher/register>.

FEBRUARY 2016 DEADLINE

World of 7 Billion student video contest returns

The fifth annual World of 7 Billion student



video contest for 2015-2016 has returned for another year. High school students from all over are being challenged to create a short video (up to 60 seconds) about human population growth that highlights one of the following global challenges: Deforestation, Public Health, or Water Scarcity.

All videos must include a) how population growth impacts the issue, and b) at least one idea for a sustainable solution. Consider narrowing your focus by concentrating on a subtheme within your topic. Possible subthemes include:

Deforestation – erosion, clearing for agriculture/pasture, impacts on climate, biodiversity or habitat loss

Public Health – spread of communicable disease, air quality, sanitation, maternal/reproductive health

Water Scarcity – aquifer depletion, water conflicts, pollution, impact on girls' education, irrigation

Four winners will be chosen for each global challenge at the high school level. The first place winner will receive \$1,000; second place winner \$500; and honourable

mentions \$250 each. Two winners will be chosen for each global challenge at the Middle School level. First place: \$500; Runner up: \$250. All students, Grades 6 to 12, worldwide are eligible to participate and win.

Entries are due by Thursday, February 25, 2016 (5:00 p.m. Eastern US time). Visit the World of 7 Billion website to enter the contest and download the flyer for more info.

If ten or more of your students enter the World of 7 Billion video contest, we'll send you a free set of Population Education teaching resources, including: the World Population DVD, two curriculum CDs, a population cartogram poster, and more! And keep in mind...

- Only middle school (6th-8th) and high school (9th-12th) students are eligible to win.

- The Sustainable Solution Organizer provides scaffolding to guide your students'

research and help them develop their videos' focus.

- You must complete and send in the "Teacher Complimentary

Resource Request Form" to receive your resources.

For more info, please visit www.Worldof7Billion.org

Nourish Nova Scotia is a province-wide, non-profit organization that supports nourishment and food literacy programs in school communities. Our goal is to support the nutritional well-being of children and youth and to build their food knowledge and skills so they can feed themselves well into a healthier future.



Programs and Support

Nourish Nova Scotia provides support through financial and educational resources to breakfast programs operating in Nova Scotia public schools.

Program Resources

Nourish Nova Scotia provides resources to support food and nutrition programs that help cultivate nutrition knowledge, food skills and healthy eating practices.

How to Help

Donations from generous people like you, means we can honour this commitment. For just \$1 a day, you can provide a healthy breakfast to a student in Nova Scotia.

Nourish is a registered charitable organization and issues tax receipts for donations in the amount of \$20 or more. Donations can be made online, by mail or in person. For more information go to nourishns.ca

A new name for a new era—SEVEC announces major re-branding initiative

The Society for Educational Visits and Exchanges in Canada (SEVEC) is changing its name to *Experiences Canada* as part of a major rebrand for the nearly 80 year-old organization.

Don Neeland, Chair of the Board of Directors, said: "Through the years we have had many names, each one carefully chosen to help better define our purpose for that generation of users. Building on our proud history and traditions of providing extraordinary learning opportunities for young Canadians, *Experiences Canada* captures the essence of the growing number of opportunities and programming we are developing today – both live and online - for young groups and individuals as well as for the educators and community leaders that serve them."

The organization had its beginnings in 1936 when a history teacher from Upper Canada College created a summer exchange program for his students to live with Quebec families to further their understanding of French Canada. SEVEC has been best known for its commitment to supporting second language learning through its experiential learning programs. In recent years however, the organization has broadened its focus to support cross cultural exchanges with Indigenous and Northern communities, and an emerging focus on using these travel opportunities to increase youth engagement in community issues such as social and economic equality, immigration and diversity, and environmental and heritage stewardship.

The new brand will be rolled out across its pan-Canadian network of hundreds of schools and youth organizations who together work with *Experiences Canada* to offer between 4500-5000 students each year an opportunity to discover another part of Canada they might otherwise never see.

Deborah Morrison, Executive Director, noted: "We wanted to find a fully bilingual name that reflected our origins and core commitment to advancing opportunities for both French and English Canadians and we also wanted to create a logo identity that was distinctly Canadian. The image is inspired from the track mark of a Caribou, that legendary animal found throughout Canada and on our 25-cent pieces. The caribou is a lot like most of our young participants: extremely adaptable to summer or winter, are constantly on the move, and they like to travel in large packs! But the logo also expresses the essence of what we aim to accomplish: it reflects our continued desire to create stronger connections for this next generation to our country, to our land, to its challenges and opportunities, and among each other.

About SEVEC/Experiences Canada

Experiences Canada (formerly SEVEC) is a national charitable organization and a leading provider of youth travel and exchange opportunities in Canada. Through its flagship program, which is generously supported by the Department of Canadian Heritage, thousands of young Canadians deepen their understanding of Canada's history, geography, linguistic, cultural, and social diversity. *Experiences Canada* seeks to strengthen young Canadians' connection and commitment to their communities and their country, and in so doing, better prepare them to become the active citizens and global leaders we need them to be.

CSANE Retreat



CSANE held its annual rep retreat on October 23. Shown are reps from across the province. Front Row (l-r): Stacy Samson, Andrée Morin, Stephanie Demeideiros, Melanie Belliveau, Lianne Comeau, Janika Moser, Véronique Tagliapietra, Virginie Latour and Renée Samson. Back Row (l-r): Shelley Morse (présidente du NSTU), Jacques Lombard, Tara McCormick, Nicole Saulnier, Monique Tuffs, Anne d'Entremont, Angèle Marr, Lauren Currans, Suzanne Comeau, Jennifer Gaudet, Melissa Gordon, Myriam Landry-LeBlanc, Caroline Dubé, Tonia Vautour, Kent Fraser, Marcelle Boudreau, Keith Partridge, Jannick Boudreau, Éric Morneau and Sue Larivière-Jenkins.

NOTICES

Staples Superpower Your School Contest

Staples and Earth Day Canada have teamed up to provide publicly-funded schools the chance to win \$25,000-worth of new technology, giving students the opportunity to learn, discover and enhance their education through leading-edge technology offered at Staples.



Through the Staples Superpower Your School Contest, a total of 10 prizes (each for \$25,000-worth of tech products) are up for grabs! For a chance to win, publicly-funded schools must simply share what they're doing to help our environmental www.staples.ca/powereco.

Maintaining a sustainable green house, creating planting areas in local parks and building a Geodome. These are just some of the projects that helped previous winning schools stand out and we'd love to work with you to spread the word. We can offer you insights on what schools are doing to foster a passion for the environment, images, testimonials or access to Leigh Pearson, Staples' director of environment.

The contest is now open and closes on January 29, 2016.

Poetic narrative animation by Dominique Roy

Check out a poetic narrative animation from a student's point of view on school and curriculum with a response from a devoted teacher on the way in which schools and education should be experienced and designed. It was created by Dominique Roy, a pre-service teacher at McGill University in Montreal. It is suitable for junior and senior high students and teachers. Visit youtube.com and search *School is Not a Distraction* or <https://www.youtube.com/watch?v=DLVLADT2ybg>

Are your kids getting the most out of winter? Keep your kids active with skiing & snowboarding

The Canadian Ski Council's Grade 4 and 5 SnowPass is available online and is an unbeatable offer: skiing and snowboarding for kids, three times at each of the 150 ski areas, for only \$29.95. The SnowPass is a national program and is valid at 150 ski areas across Canada. To see the list of participating ski areas, please visit: www.snowpass.ca.

The SnowPass program provides children in Grades 4 and 5 (or born in 2005 or 2006) with three lift passes for each participating ski area, providing them with an opportunity to ski or snowboard hundreds of times over the winter season.

You can apply for the SnowPass online or by mail. To apply online, visit www.snowpass.ca (or www.passeportdesneiges.ca for French speaking applicants), where you'll be able to upload your child's picture, proof of age, and pay the \$29.95 administration fee. If you'd prefer to mail in your application, we have a printed option as well. Just make sure to fill out the form and mail it to the Canadian Ski Council, along with a photo, proof of age, and a cheque payment.

For more information on the Grade 4 and 5 SnowPass program, contact the Canadian Ski Council, tel: 905-856-4754 or email info@skicanada.org

Holocaust Education Week

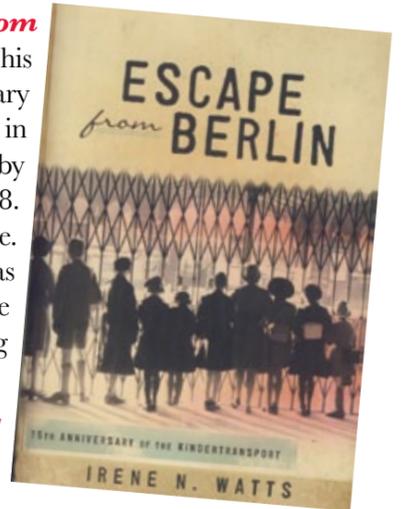
A Holocaust Education Week event held in Sydney, on November 2 looked at the Holocaust from a feminist perspective and tied in the current issue of Syrian refugees. <http://holocausteducationweek.tumblr.com/>



Pictured from left to right: Karen DeAdder, Sharon Columbus, Pam Van Dommelen, Carmelita Shea, Heather MacDonald, Sheila MacDonald, Diane Lewis, WWII Veteran Charlie Palmer, Keynote Speaker University of Kings College Professor Dorota Glowacka, Jason Kempt and Kara Doyle.

Book Giveaway

The Teacher would like to offer *Escape from Berlin* by Irene N. Watts for a draw. This book commemorates the 75th anniversary of the Kindertransport. Watts was born in Berlin, Germany and arrived in England by Kindertransport on December 10, 1938. She was seven years old and travelled alone. Watts is a playwright and writer who has worked throughout Canada and Europe and has published many award-winning books for children.



Email your name, home address, and school or campus name with "ESCAPE" in the subject line to theteacher@nstu.ca by January 15 to be eligible for the draw.

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 2016 nomination form, or check our website, www.nstu.ca. The annual Lieutenant-Governor's Teaching Award was instituted by the Honourable Myra A. Freeman, CM, ONS, MSM., in partnership with the NSTU to celebrate the positive influence teachers have on the students and communities they serve. His Honour, Brigadier General the Honourable J.J. Grant, CMM, ONS, CD (Ret'd) Lieutenant Governor of Nova Scotia, re-established this award in 2013.

**NOMINATION DEADLINE IS 4:30 P.M.
FEBRUARY 26, 2016**



Teaching and administrative opportunities in the Nova Scotia International Programs

Live and work in a new culture; teach the Nova Scotia curriculum, or bring your school leadership expertise to an exciting learning environment. Immediate openings, and semester 2 positions, are available in the Nova Scotia international programs.

Nova Scotia international programs in the People's Republic of China (Grades 10-12) and the United Arab Emirates (Grades P-12) offer:

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

For a list of opportunities please see:
www.internationalprograms.ednet.ns.ca



WE Day 2015

On Friday, November 27, 2015, some 7,000 students and teachers joined together at the Scotiabank Centre in Halifax for WE Day Atlantic.

Founded by brothers Marc and Craig Kielburger, WE Day is an initiative of Free the Children. It is a movement that empowers young global citizens through the WE Day event, and promotes youth to take action right here at home to create positive change in the world. The initiative enables schools to implement programs that empower youth to make the world a better place locally and globally, and inspires them to take part in socially conscious acts that foster positive change. Students earn WE Day tickets through service. Schools commit to We Act, in which students undertake at least one local and one international goal to promote positive change.

We Day Atlantic Canada highlights included stories and performances from:

- ▶ *Chris Hadfield – Astronaut & musician, first Canadian to walk in space/command a spaceship*
- ▶ *Debbie Ryan + The Never Ending – Indie Rock Band*
- ▶ *Jacob Hoggard from award-winning music group, Hedley and Free The Children ambassador*
- ▶ *Classified – Juno Award-winning Canadian hip hop artist and producer*
- ▶ *JRDN – Juno Award-winning artist and Free The Children ambassador*
- ▶ *Francesco Yates – Canadian singer, songwriter and multi-instrumentalist*
- ▶ *Donisha Prendergast – Filmmaker, human rights activist and public speaker*
- ▶ *Aislinn Paul – Canadian actress*
- ▶ *Luke Bilyk – Cast member from the Emmy®-nominated TV series DEGRASSI*
- ▶ *Spencer West – Me to We motivational speaker, Free The Children ambassador and author*
- ▶ *Paige Farah – Founder of Progress in the Park*
- ▶ *Isaac Healey – Youth speaker and anti-bullying advocate*



Bayview Community School Guidance counsellor Mark Breaugh and teacher Liz Brideau-Clark are shown with a couple of their students.

WE Day has engaged millions of young people all around the world who have made an impact on the lives of many people. You can learn more about WE Day at www.weday.com.



Halifax West High School's Tanya Skelhorn and Carrie Ann Curry are shown with a group of students.



Teachers Sarah Tutty, Tyler Dorey, and Garren Surette are shown with their students from South Queens Middle School.

executive highlights

October 16

- Filed Table Officers Report;
- Selected members to serve on the Substitute Teachers Committee with a term to end July 31, 2016;
- Selected Chair of the Substitute Teachers Committee;
- Selected members to serve on the Comité de programmation acadienne with a term to end July 31, 2018;
- Selected an SAA Representative to sit on the TWAR Committee with a term to expire July 31, 2017;
- Selected a Chair of the Teachers with Administrative Responsibilities Committee;
- Selected a member to serve on the Sheonorail Board of Directors with a term to end July 31, 2017;
- Received the Audited Financial Statements of the NSTU Group Insurance Trustees;
- Approved a recommendation that Operational Procedures 34. Member Engagement Day, (c) (iv) be amended;
- Approved a recommendation that Operational Procedures 10. NSTU Locals (s) 2. Council of the Local Sub Units be amended;
- Approved the RRC Budgets for the 2015-2016 school year;
- Referred a motion to staff regarding Operational Procedure 8. Election Procedures, (c) Electronic Voting Procedures for Election of NSTU president by Universal Suffrage, (xvii) Candidates' Publicity;
- Approved seven Out-of-Province Grants in the amount of \$425 along with two alternates;
- Appointed a Provincial Executive Liaison to the Professional Associations Coordination Committee.

NOVA SCOTIA TEACHERS UNION

2015 - 2016



At the October 16 Provincial Executive meeting, the following NSTU members were selected:

(The 2015-16 Committee List was printed in the September issue of The Teacher.)

Selected members to serve on the Substitute Teachers Committee: Linda Bauckman, Halifax County; Julia Clahane, Halifax City; Stefanie Conway, Kings; Nicole D'Eon, Yarmouth; Erin MacNeil, Colchester-East Hants. **Chair to be Stefanie Conway.**

Selected members to serve on the Comité de programmation acadienne: Dennis LeBlanc; Tara McCormick.

Selected Heather Foote to serve as Chair and the SAA Representative of the Teachers with Administrative Responsibilities (TWAR) Committee with a term to expire July 31, 2017.

Selected Krista Moore, Digby Local to serve on the Sheonorail Board of Directors with a term to end July 31, 2017.

Approved seven Out-of-Province Grants recipients with two alternates. Lenora Anne Surette, Yarmouth; Holly MacDonald, Cumberland; Leon Swinkels, Dartmouth; Jaylene Chase, Lunenburg County; Natalie Doroshenko, Colchester-East Hants; Bruce Abriel, Dartmouth; and Meg Ferguson, Halifax County

Alternates: Raylene Nicholson, Cape Breton District and Amber Cowan, Halifax City.

Appointed John White as Provincial Executive Liaison to the Professional Associations Coordination Committee.

Principal, Tokyo, Japan

Canadian International School in Tokyo, Japan (www.cisjapan.net) is seeking a person for the position of Principal for the upcoming September 2016 school term. The school offers a K to 12 Canadian curriculum as well as the International Baccalaureate's program for the primary years.

There are currently over 300 students attending the school, all students receive in addition to the core curriculum regular instruction in music, art and physical education, as well as Japanese language and culture.

The school is accredited by the Prince Edward Island Department of Education and by the Western Association of Schools and Colleges (WASC), and is a member of the Japan Council of International Schools (JCIS) and EARCOS (East Asia Regional Council of Schools). It is also recognized by the Japanese Ministry of Education.

The individual will have previous experience in administrative positions either as a Vice-Principal or Principal. Interested persons please forward their CV in confidence to:

Eddy Teranishi CPA, CGA
#233-2688 Shell Road,
Richmond BC V6X 4E1
eddy@teranishiandassociates.com

WE Day 2015 (cont'd)



Teacher Dean Marchand is shown with his crew from St. Andrew's Consolidated School.



Above are teachers who were randomly selected to attend WE Day through CTV & the NSTU. **From left to right are:** Susan Steele (Dartmouth), phys ed teacher at Astral Drive Elementary School; Diane Ross (Halifax City), math and science teacher at Fairview Junior High; Alecia Barton (Kings), a behavioural education support teacher at Central Kings Rural High; and Erin Brien (Halifax County), a Grade Primary teacher at Waverley Memorial.

George D. Lewis School plays vital role in the community



On Friday, November 6, students at George D. Lewis School in Louisbourg, worked together with the help of teacher Lee-Ann Burke and packed 100 Christmas Shoeboxes for their Christmas Shoeboxes community campaign. Students are also involved in other community activities including singing at Louisbourg's very unique playhouse which was moved from the Fortress of Louisbourg to the middle of town and beautifully restored over a decade ago.

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

MAKE YOUR MARK

Nova Scotia Recycles Contest!

Open to students in **GRADES P-12**

Entries must be postmarked by **FEBRUARY 26, 2016**

For contest booklets (ENGLISH and FRENCH) PLUS more information, visit RRFB.COM/RECYCLESCONTEST

\$55,000 in cash, prizes and scholarships available to students and schools across the province

PUT WASTE IN ITS PLACE



update

Travelling Soon? Don't leave the Country/Province without Travel Insurance

At this time of year many members have already booked travel or are considering booking travel in the very near future to get some relief from the Nova Scotia winter. One of the many important items to consider when travelling is travel insurance.

A *Globalnews.ca* article in August 2013 stated that based on a recent survey by BMO Insurance, only half of Canadians who travel purchase travel insurance. Getting sick or being injured while outside of Canada can be very costly and in some cases be financially devastating.

For many years now, the NSTU Group Insurance Trustees have made available to both active and retired members, a competitively priced Out-of-Province/Canada Emergency Medical Insurance Program. The MEDOC® Travel Insurance Plan offers NSTU members complete coverage for your travel insurance needs.

NSTU MEDOC® Out-of-Province/ Canada Emergency Medical Insurance

The Provincial Health Insurance Plan provides limited basic coverage while members travel outside of the province. However, this coverage is not enough. If you have a medical emergency while travelling out of province or outside of Canada, costs can easily escalate and cost thousands of dollars.

Some covered expenses under the NSTU MEDOC® Group Travel Plan include prescription drugs, x-rays, nursing services, air emergency transportation or evacuation, emergency dental services, bedside transportation, repatriation, return of vehicle, and board and lodging.

The MEDOC® Group Travel Plan provides year-round coverage from September to August. With a 35-day annual Base Plan, you are covered for an unlimited number of trips up to 35 consecutive days per trip during the policy year. For longer periods of travel, you can purchase a Supplemental Plan for additional protection to cover the period of time that you will be away. The Supplemental Plan provides coverage for one single trip

longer than 35 days and includes the annual Base Plan coverage. Premium payments are made through monthly payroll or pension deduction to the policy renewal, which is September 1st.

NSTU Trip Cancellation/Trip Interruption Plan

The NSTU Trip Cancellation/Trip Interruption Plan is also available to active and retired NSTU members. This plan helps protect travellers against unforeseen circumstances that may prevent or discontinue a trip. Coverage highlights of this plan are:

Annual Plan - once enrolled coverage is in place from September to August.

Trip Cancellation - up to a maximum of \$5,000 per insured person per annual coverage period.

Trip Interruption - up to a maximum of \$5,000 per insured person for each covered trip.

Up to a maximum of \$3,500 for lodging, meals, car rental, telephone calls and taxi costs (\$350 per day).

Up to a maximum of \$1,000 for loss of, or damage to, baggage and personal effects during a covered trip.

Personal effects - actual cash value or \$500, whichever is less.

Document replacement - up to a maximum of \$200.

Baggage Delay - up to \$400.

You must be enrolled in the MEDOC® Group Travel Plan in order to apply for Trip Cancellation/Trip Interruption coverage. You will be enrolled with the same level of coverage as the MEDOC® Group Travel Plan.

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Everything is accessible from the EduPortal (<https://edapps.ednet.ns.ca/eduportal/>) or visit our website directly at <http://medialibrary.ednet.ns.ca> to access these and other digital classroom resources!

Holiday Videos for December!

In addition to our lending and duplication collections, the Media Library also has videos that can be downloaded or streamed. This month, we are highlighting videos that focus on Mi'kmaq culture, residential schools and Native rights. Please log into the EduPortal, click on the link for "[Online Video Library/Learn360](#)" and then use the links below to access these videos and many more.

Holiday Facts & Fun: Multicultural Christmas elementary

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

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

Celebrate intermediate

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

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

The Nutcracker junior/senior high

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

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

The Night Before Christmas elementary

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

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

Seven Candles For Kwanzaa elementary

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

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

Holiday Facts & Fun: Hanukkah elementary

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

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

Ramadan in Denver elementary/intermediate

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

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



Shannon Park vice-principal Regan Clancey delivers valedictory address

by Becca Babcock, Mount Saint Vincent University

Regan Clancey, vice-principal at École Shannon Park elementary school delivered the valedictory address at Mount Saint Vincent University's afternoon convocation ceremony on November 1. Clancey had an exceptional academic record throughout three degrees at Mount Saint Vincent University (BA, BEd and MEd). Most recently she obtained a Master of Education in Literacy Education. "I've always had a passion for writing, for reading, and for language," she says. But when she started to train as a Reading Recovery teacher, she wanted to explore the theories behind the skills and strategies that she was teaching her students.



Clancey's career evolved as she became a Reading Recovery teacher, then a literacy coach, an early literacy support teacher, and today, she is a full-time vice-principal. And it was her graduate education that has helped to guide this journey. "I discovered who I was in the Master of Education program," she explains.

A successful, dedicated, and popular educator for the Halifax Regional School Board, she has served on the executive of the Halifax Regional School Administrators' Association. And has been nominated several times for the Students Choice Award for teachers.

A natural helper, leader and advocate, Clancey's dedication to teaching also manifested in her work as a volunteer tutor and in her extensive work with struggling readers in her school. Committed to lifelong learning, she has organized professional learning communities among her colleagues, led outreach activities within the community, and organized professional book clubs for teachers. Regan is an outstanding representative of her graduating class, a shining star in Nova Scotia's education system and a teacher who makes a difference.

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RESOURCE

VIVE L'ACADIE! "Acadian Explorations": A Website for Teachers and Students by Barbara LeBlanc and Heather MacIsaac

Explore a new website that's been designed through a linkage between Université Sainte-Anne and the Nova Scotia Community College, Marconi Campus to be used as a resource for teachers and students. Thanks to the collaboration between Heather MacIsaac, Graphic Design Instructor from the Nova Scotia Community College, Marconi Campus in Sydney and Barbara LeBlanc, ethnologist and professor in the Département des sciences de l'éducation at Université Sainte-Anne this website offers a series of activities teachers can adapt to their student needs and curriculum outcomes if they are teaching about Acadian history and culture.

There are eight different themes that students and teachers can explore: Archaeology, History, Dance, Fêtes, Recipes, Storytelling, Symbols and Visual Arts. In the section entitled "Explore Archaeology", students discover some artefacts that were found during the archaeological dig at Belleisle, Nova Scotia done in the 1980s by archaeologists of the Nova Scotia Museum. Students can also play an interactive game where they become archaeologists who discover artefacts that can help them understand the life of pre-deportation Acadians. In the "Explore History" section, students become historians who time travel to Acadie of 1720. They work in small groups where they become Acadians and bring to life, artefacts/objects found in the "Explore Archaeology" section.

In the "Explore Fêtes", students discover two examples of Acadian community celebrations: Candlemas and Mi-Carême. In these activities included, students become "experts" who will create the two celebrations explored.

In "Explore Symbols", students and teachers discover the essential symbols of the Acadian community and are asked to develop symbols for an imaginary country they can create, thus reflecting on why and how symbols are chosen by a group of people. In "Explore Recipes", students read about traditional Acadian recipes and discover other recipes, share and even prepare a recipe book.

In the section "Explore Visual Arts", they are introduced to a few Nova Scotian Acadian visual artists. They see some art work done by some students in a Nova Scotian school and are asked to interview a visual artist as well as do some art work.

In "Explore Storytelling", students discover a few examples of tales, legends and real life stories that have been passed down from one generation to another in Acadian communities. Students see how a group of employees at the Mi-Carême Centre that is located in Grand-Étang, Cape Breton, Nova Scotia, brought these stories to life in the form of mimed theatre with a narrator. Then, the students are invited to do the same, to discover a story and then to create a theatre piece, highlighting the essence of the tale, legend or real life story chosen.

Finally, the "Explore Dance" section offers students the chance to dance through time, discovering dances that Acadians have enjoyed throughout history, like a Medieval ronde (song dance), a Renaissance branle (brawl), a four-handed-reel, and a 19th century quadrille and square dance still enjoyed by some Acadians, and even a 21st century Cajun (Cadien) Two-Step.

Heather and Barbara developed a framework for further growth and development of the website as content is gathered and other "Explore" sections are added. In the meantime, enjoy your exploration and discovery of some aspects of Acadian history and culture by going to the following link: <http://www.acadian-explorations.ca>.

NSCC Open House



Thousands of people attended NSCC Open House events at NSCC campuses across the province on October 27. NSTU president Shelley Morse attended activities at the Waterfront Campus in Dartmouth. She is shown below with faculty members from the Civil Engineering Technology program (l-r): Morteza Mehrzadi, Krista Taverner, (Morse), Kirby Reyecraft, Melissa Corbett Robinson, James Kerr, Chris Gallant and Amanda McPherson.

classifieds

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

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or email theteacher@nstu.ca

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TEACHER EXCHANGE - Permanent elementary teacher/administrator with the HRSB interested in an exchange with a permanent elementary teacher/administrator from CBVRSB for 2016-2017 school year. Possible permanent exchange desired. If interested contact whaler2780@gmail.com

TEACHER EXCHANGE/JOB SHARE - I am seeking an exchange or job share with an elementary teacher in the AVRSB. I hold a permanent elementary position in HRSB. A permanent

exchange is possible. Please contact Vaunda at vaunda.macdonald@hrsb.ns.ca

Permanent Grade six teacher with the CBVRSB interested in an exchange with a permanent teacher in the HRSB for the 2016-2017 school year. Possible permanent exchange desired. If interested, contact sailb8526@gmail.com

TEACHER EXCHANGE - I am a permanent HRSB Junior/Senior teacher and I looking for a permanent exchange with a Junior/Senior teacher from CBVRSB, teaching in the math/science departments. If you are interested please send an email to jfrison@nspes.ca

TEACHER EXCHANGE - Permanent resource and early literacy support teacher with the HRSB interested in an exchange with a permanent teacher from the CBVRSB for 2016-17 school year. Permanent exchange desirable. If interested contact dmlachowicz@nstu.ca

TEACHER EXCHANGE - Middle School French Immersion teacher in Cape Breton-Victoria Board seeking an exchange with teacher in Chignecto-Central Board for the 2016-2017 year. Permanent exchange desired. Please contact cnock@nstu.ca

TEACHER EXCHANGE - Permanent elementary teacher with HRSB interested in an exchange with a permanent elementary teacher from CBVRSB for 2016-2017 school year. Possible permanent exchange desired. If interested contact djclark@nstu.ca

aviso

We Want to Hear Your Story

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

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

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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.

The themes for the 2015-2016 academic year AVISO editions are:

Winter – Innovative Teaching and Learning

Spring – Widening the Perspective of Cross Cultural Competency

Racontez-nous votre histoire

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

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

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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 longueur et de la cohérence.

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Les photos/images originales reliées aux soumissions sont appréciées.

Les thèmes des éditions d'AVISO pour 2015-2016 sont les suivants:

Hiver – Enseignement et apprentissage innovateurs

Printemps – Élargir la perspective de la compétence transculturelle